

A photograph of two students in a computer lab. On the left, a student with short blonde hair is seen from the side, wearing a brown leather jacket. On the right, a student with long brown hair and glasses is smiling at the camera, wearing a black and white plaid shirt. They are sitting at a desk with multiple computer monitors and keyboards. Large windows with blinds are in the background.

PURDUE UNIVERSITY

**2025**  
***ANNUAL SECURITY AND  
FIRE SAFETY REPORT***

**Purdue in Indianapolis**



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## MESSAGE FROM THE CHIEF PUBLIC SAFETY OFFICER

Dear Purdue campus community,

I am pleased to share this 2025 Annual Security and Fire Safety report with you.

At Purdue University, we recognize that the safety and security of the Purdue community is the foundation for an engaged campus. Reliable public safety services and transformational experiences form the basis of learning, living, and working across this large campus.

This annual security report provides an opportunity to share with you the policies and processes on campus security, alcohol and drugs, crime reporting, crime prevention programs and fire safety. Our full-time Clery administrator works closely with the Office of the Dean of Students, University Residences, the Office of Civil Rights, the Office of Legal Counsel, and many others to gather all of the required statistics in this report.

We are committed to providing a safe campus, and emergency preparedness training begins with the first events our new students' experience. Both pre-arrival programming (V STAR) and Boiler Gold Rush orientation include a review of campus safety and security resources. Under a unique operating agreement with Indiana University the men and women of the Indiana University Police Department (IUPD) provide primary law enforcement services around the clock to meet the needs of our Indianapolis-based campus community. Fire rescue and EMS services for our Indianapolis campus are provided by the Indianapolis Fire Department (IFD) and Indianapolis EMS respectively. Both police and fire services are coordinated with Purdue public safety officials responsible for safe and reliable service delivery across our main campus locations.

In order to prepare our community for emergencies, Purdue's integrated emergency management plan is available online. This plan provides the opportunity to preview responses to a variety of emergencies so each individual can plan and take responsibility for their personal safety.

We utilize technology to enhance communication when seconds matter. Once on campus, several dozen (blue light) telephones ring directly to Indiana University's Regional Dispatch Center, or members of the community can call or text 911 to request assistance. The Purdue ALERT-INDY emergency notification system provides multiple layers of communication including text, X, email, digital signs and computer pop-up alerts. More than 60,000 individuals have subscribed to receive Purdue ALERT text messages across our main campus locations, and many more receive emergency information from these additional sources. The Purdue ALERT provides timely warning when certain crimes are committed that we believe represent a serious or continuing threat to students, staff, and the campus community.

Both the Indiana University and Purdue University Police Departments are independently accredited law enforcement agencies. PUPD by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and IUPD by the International Association of Campus Law Enforcement Administrators (IACLEA). Written general orders guide law enforcement officers on

a daily basis. These general orders are reviewed by CALEA/IACLEA to ensure that they meet the highest standards for law enforcement agencies.

The men and women of the Indianapolis Fire Department and Indianapolis EMS provide services including fire response, on site medical care and transport to local hospitals when needed. Members of both the fire and police professionals provide fire prevention and security training to the Purdue community.

Our commitment to the safety and security of our campus is reflected in this 2025 Annual Security and Fire Safety Report. The report is provided in compliance with the Jeanne Clery Campus Safety Act (Clery) and the Higher Education Opportunity Act. I hope that you will find useful information inside.

– Jay Wasson, Vice President of Physical Facilities and Chief Public Safety Officer

## **ANNUAL SECURITY AND FIRE SAFETY REPORT**

The purpose of this report is to:

- Provide the Purdue University community with an overview of available services and resources.
- Share crime statistics, as required by federal law.
- Inform current and prospective students, staff, faculty, and visitors about Purdue's policies and programs designed to help keep the community safe.
- Share information about emergency preparedness and planning.
- Share information about fire safety, fire statistics, and other fire-related information.

## **PREPARING THE REPORT**

Purdue University values public accountability and transparency for law enforcement action. Accordingly, Purdue adheres to all applicable state and federal reporting laws, including the Jeanne Clery Campus Safety Act (Clery Act), which is a federal law requiring colleges and universities across the country to disclose crime information on and around their campuses.

This Annual Security Report and the Fire Safety Report (ASFSR) highlight safety practices and resources available to the Purdue community. It also includes Purdue policies concerning campus safety, crime prevention, sexual misconduct, alcohol and other drugs, other dangerous situations, access to the campus, and fire safety.

Clery Compliance Administrators prepare this ASFSR through collaboration with local law enforcement and several university partners, including Purdue University Police Department (PUPD), Purdue University Fire Department (PUFD), Office of Legal Counsel (OLC), Office of Dean of Students (ODOS), University Residences, Human Resources, Indiana University Police Department (IUPD), Indianapolis Metropolitan Police Department (IMPD), Indianapolis Fire Department (Indy Fire) and designated Campus Security Authorities (CSA). CSAs are individuals who have significant responsibilities for students, employees, and university activities.



Once data has been reviewed for accuracy for each Purdue campus prior to October 1st, Purdue notifies prospective and current students and employees of the report's availability, provides the electronic address at which the report can be accessed, and a brief description of the contents.

Additionally, printed copies are available upon request from PUPD (765-494-8221, Terry House, 205 S. Martin Jischke Drive, West Lafayette, IN) and on the Indianapolis campus at the Dean of Students office (799 W. Michigan Street, Suite 331, Indianapolis, IN 44202).

## **DISCLOSURE OF CRIME STATISTICS**

On July 1, 2024, Purdue University Indianapolis was established, marking the official end of Indiana University Purdue University Indianapolis (IUPUI). The Clery statistics in this ASR reflect only those collected from July 1st through December 31<sup>st</sup> of 2024.

Certain crime statistics for the previous three years will be included in this report, specifically, crimes that occurred on Purdue's campus, in certain off-campus buildings or property owned and/or controlled by Purdue, and on public property within or immediately adjacent to and accessible from campus.

Clery Compliance Administrators collect crime statistics through several methods, including IUPD, PUPD dispatchers, Indianapolis Metropolitan Police Department, and Campus Security Authority (CSA) reports. Statistics within this report reflect the number of criminal incidents reported to Purdue, including reports to PUPD and local law enforcement.

## **DEFINITIONS OF REPORTABLE CRIMES**

There are four categories of reportable crimes under Clery: (1) Primary criminal offenses, (2) Hate crimes, (3) Violence Against Women Act (VAWA) Offenses, and (4) Arrests and disciplinary referrals for violation of weapons, drug abuse, and liquor laws.

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### **Primary Criminal Offenses**

**MURDER/NON-NEGLIGENT MANSLAUGHTER** Willful (non-negligent) killing of one human by another.

**NEGLIGENT MANSLAUGHTER** Killing of another person through gross negligence.

**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. This includes any gender of victim or perpetrator.

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

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

**STATUTORY RAPE** Sexual intercourse with a person who is under the statutory age of consent.

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

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

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

**MOTOR VEHICLE THEFT** The theft or attempted theft of a motor vehicle. A motor vehicle is any self-propelled vehicle that runs on land and not rails. This includes but is not limited to, automobiles, motorcycles, buses, electric scooters, golf carts, mopeds, snowmobiles, motorized wheelchairs, electric skateboards, and hoverboards.

**ARSON** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**HAZING** Any act that endangers the physical and/or mental health or safety of a student or any act or behavior that causes ridicule or humiliation for the purposes of initiation, admission into, or affiliation with, or as a condition for continued membership in, a group or organization, or as part of any activity of a recognized student organization or student group. Individuals or groups may not consent to these types of prohibited behavior. Individuals will be held accountable for their own actions, and neither citing the activity as a “tradition” nor being coerced by current or former members, alumni, and/or student leaders of such groups or organizations will suffice as a justifiable reason for participation in such activity. Examples of prohibited behavior under the hazing category include but are not limited to:

- Misuse of authority by virtue of one’s leadership position
- Assaulting an individual by paddling, beating, striking, or hitting
- Preventing an individual from attending class
- Requiring another to engage in any form of forced physical activity or exercise
- Failing to report any of the foregoing behavior to the appropriate University officials (e.g., the Office of the Dean of Students and/or the Purdue University Police Department) after having firsthand knowledge of the planning of such activities or firsthand knowledge that an incident of this type has occurred.

The foregoing list of prohibited behaviors under the hazing category is not intended to prohibit the following conduct:

- Planning or participating in customary public athletic events, contests, or competitions that are sponsored by the University or the organized and supervised practices associated with such events; or
- Planning or participating in any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program or a legitimate military training program as defined and approved by the University.

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## **Hate Crimes**

**HATE CRIMES** include all of the primary criminal offenses (listed above) and other criminal offenses (listed in this section) that manifest evidence that the victim was intentionally chosen based on one of the categories of bias (listed below).

**LARCENY/THEFT** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larceny/theft is included. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

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

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

**DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY (EXCLUDING ARSON)** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control over it.

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## **Categories of Bias**

**RACE** A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

**GENDER** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

**GENDER IDENTITY** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against gender non-conforming persons, transgender, bisexual, gay, or lesbian persons.



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

**SEXUAL ORIENTATION** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation, i.e., a person's physical, romantic, and/or emotional attraction to members of the same or opposite sex.

**ETHNICITY** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

**NATIONAL ORIGIN** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

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

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### **Violence Against Women Act (VAWA) Offenses**

**DOMESTIC VIOLENCE** A felony or misdemeanor crime of violence committed by:

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

**DATING VIOLENCE** Violence committed by:

- A person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- Where the existence of such a relationship shall be determined based on the reporting party's statement and a consideration of the following factors: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.
- 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.

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

- Fear for the person's safety or the safety of others.
- Suffer substantial emotional distress.

For the purposes of this definition:

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

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### **Arrests and Disciplinary Referrals: Violation of Weapons, Drug Abuse, and Liquor Laws**

**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.

**DRUG ABUSE VIOLATIONS** The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their 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 unlawful substances and the equipment or devices relating to the cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance.

**LIQUOR LAW VIOLATIONS** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**ARREST** Processed by arrest, citation, and/or summons.

**DISCIPLINARY REFERRAL** 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. The statistics reported for the subcategories on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

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## Definitions of Geography

The following definitions are specified in the Clery Act to identify the location of crimes on and around Purdue's campus.

### **ON CAMPUS BUILDING OR PROPERTY**

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and
2. Any building or property that is within or reasonably contiguous to the area identified in Paragraph 1 above, 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 retail vendor).

### **NON-CAMPUS BUILDING 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 geography area of the institution.

**ON CAMPUS STUDENT HOUSING** Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up campus.

**PUBLIC BUILDING OR 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. Purdue's crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

**BRANCH CAMPUS** A specific Department of Education designation. A location of an institution that is geographically apart and independent of the main campus of the institution. A location of an institution is considered independent of the main campus if the location is permanent in nature, offers courses in educational programs leading to a degree or other recognized educational credential, has its own faculty and administrative or supervisory organization, and has its own budgetary and hiring authority.



## 2022 - 2024 PURDUE UNIVERSITY CLERY CRIME STATISTICS

### Primary Criminal Offenses

PRIMARY CRIMES STATISTICS						
PRIMARY CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Murder/Non-Negligent Manslaughter	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Negligent Manslaughter	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Rape	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Fondling	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Incest	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Statutory Rape	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Robbery	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Aggravated Assault	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	1	0
Burglary	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0

## PRIMARY CRIMES STATISTICS

PRIMARY CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Motor Vehicle Theft	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	5	0	0	0	0
Arson	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0

## HATE CRIMES

**NOTE:** Where there are no reportable offenses in which the offense was motivated by bias, the row for each bias collapses.

## HATE CRIME STATISTICS

HATE CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
SEXUAL ORIENTATION						
RELIGION						
ETHNICITY						
RACE						
GENDER						
DISABILITY						
NATIONAL ORIGIN						
GENDER IDENTITY						

## VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

## VIOLENCE AGAINST WOMEN ACT (VAWA) STATISTICS

VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Dating Violence	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA) STATISTICS						
VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Domestic Violence	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Stalking	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	1	0	0	0	1

## ARRESTS AND DISCIPLINARY REFERRALS: VIOLATION OF WEAPONS, DRUG ABUSE, AND LIQUOR LAWS

ARRESTS AND DISCIPLINARY REFERRALS						
ARRESTS AND DISCIPLINARY REFERRALS: WEAPONS, DRUGS, LIQUOR	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
WEAPONS LAWS						
Arrests	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	1	0
Disciplinary Referrals	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
DRUG LAWS						
Arrests	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	1	0	0	2	0
Disciplinary Referrals	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0

## ARRESTS AND DISCIPLINARY REFERRALS

ARRESTS AND DISCIPLINARY REFERRALS: WEAPONS, DRUGS, LIQUOR	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
<b>LIQUOR LAWS</b>						
Arrests	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0
Disciplinary Referrals	2022	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A
	2024	0	0	0	0	0

## PURDUE UNIVERSITY POLICE DEPARTMENT

The Purdue University Indianapolis campus is primarily located on and adjacent to Indiana University Indianapolis.

The Purdue Indianapolis campus does not have Purdue University Police Department (PUPD) personnel on site. However, PUPD located on Purdue's West Lafayette campus is still involved in certain aspects of Purdue Indianapolis campus safety.

Purdue University has a Memorandum of Understanding (MOU) for police services on the Purdue Indianapolis campus with Indiana University Police Department. Indiana University Police officers patrol on and around the campus and perform security and enforcement duties for this campus.

## JURISDICTION, ROLE, AUTHORITY, AND TRAINING

Indiana University Police officers are commissioned under Indiana statute and have full police powers granted by the state. Additionally, the Indiana University Police Department (IUPD) has a close working relationship with the Indianapolis Metro Police Department and jointly responds to some areas on campus.

Every IUPD officer attends the Indiana Law Enforcement Academy (ILEA). The Academy's Basic Course for police officers consists of over 600 hours of training in a variety of areas, including but not limited to: criminal and traffic law, firearms, emergency vehicle operations, physical tactics, EMS awareness, human behavior, accident investigation, criminal investigation, domestic

violence, sexual assault, water rescue training, Standardized Field Sobriety Testing, crime prevention, and drug and narcotics training.

Additionally, the state of Indiana mandates each officer to complete a minimum of 24 hours of in-service training annually.

## **WORKING RELATIONSHIPS WITH LOCAL, STATE, AND FEDERAL LAW ENFORCEMENT**

Indiana University Indianapolis has a MOU with the Indiana State Police, and works closely with multiple agencies, including Indianapolis Metropolitan Police Department, Marion County Sheriff, Indiana Excise Police, Indiana Department of Natural Resources Law Enforcement Division, and the FBI.

Purdue University Police Department (PUPD)	205 S. Martin Jischke Dr. West Lafayette, IN	765-494-8221
Indiana University Police Department (IUPD)	992 Indiana Avenue Indianapolis, IN	317-274-7233
Marion County Sheriff's Office (MCSO)	695 Justice Way Indianapolis, IN	317-327-1315
Indianapolis Metropolitan Police Department – Downtown District (IMPD)	39 West Jackson Place Indianapolis, IN	317-327-6500
Indiana State Police – District 52 (ISP)	8620 East 21 <sup>st</sup> Street Indianapolis, IN	317-899-8577

Sworn police officers from local and state police departments and other IU campuses may assist IUPD officers for special events throughout the year. These assisting officers have full police powers and enforce state laws as needed.

## **REPORTING CRIMES AND OTHER EMERGENCIES**

Purdue University values a community in which individuals feel safe when they report crimes. Reporting can be done with identification or anonymously.

## **REPORTING TO PURDUE UNIVERSITY POLICE DEPARTMENT**

Calling or texting 911 is always the best way to reach the police in case of an emergency. 911 calls will be received by either IMPD or IUPD depending on the callers' location. These agencies will respond and forward information to PUPD as needed.

IUPD can be summoned via a system of emergency telephones located throughout campus, as well as any campus telephone or cellphone.

IUPD can also be contacted via the non-emergency phone number (317.274.7233) Or in person at the department (992 Indiana Avenue, Indianapolis, IN 36202).

IMPD can also be contacted via the non-emergency phone number (317.327.6500) or the Downtown District is located at 39 West Jackson Pl. Suite 500, Indianapolis, IN 46225 to report in person.

## **REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES**

While all victims or witnesses of crimes are encouraged to report to PUPD first and foremost, Purdue University recognizes there may be situations in which individuals would feel more comfortable making a report to someone other than the police. Purdue University has designated other specific campus personnel to receive crime reports, called Campus Security Authorities (CSAs):

- Office of the Dean of Students, 765-494-1747, Helen B. Schleman Hall, 656 Oval Drive, 2<sup>nd</sup> Floor, West Lafayette, IN 47907
- Office of the Dean of Students (Indianapolis) 765.495.7797, 799 W. Michigan St., Suite 331 Indianapolis, IN 46202
- Office of the Vice President of Human Resources, 765-494-7395, 2550 Northwestern Avenue, Suite 1100, West Lafayette, IN 47906
- Office for Civil Rights, 765-494-7255, Young Hall, 4<sup>th</sup> Floor, 155 South Grant Street, West Lafayette, IN 47907
- Title IX Coordinator, 765-494-7255, Young Hall, 4<sup>th</sup> Floor, 155 South Grant Street
- Executive Director of University Residences, 765-494-1000, Smalley Center, 1225 Third Street, West Lafayette, IN 47907
- University Residences Indianapolis Campus, Engineering and Technology Building, room 324F, 799 West Michigan Street, Indianapolis IN 46202

Reporting to any CSA allows Purdue to take steps to protect the safety and well-being of the community, accurately document statistics, and conduct an internal University investigation – separate and distinct from any criminal investigation (involving police).

## **VOLUNTARY AND CONFIDENTIAL REPORTING**

Purdue University encourages everyone – even those not wanting to initiate a criminal investigation by PUPD – to report crimes.

Additionally, Purdue has an enterprise-wide anonymous reporting program that is maintained by an external company that manages the intake of information with trained interview specialists who are available 24 hours a day, 7 days a week. After completing the intake, the report is provided to designated University personnel for appropriate action. Reports are handled promptly and discreetly but do require sufficient information to conduct a thorough investigation.

Illegal or unethical behavior, suspected fraud, and other crimes may be reported anonymously to:

- Purdue's Enterprise-Wide Hotline: 1-866-818-2620, or [www.purdue.edu/hotline/](http://www.purdue.edu/hotline/)

Online reporting to the Enterprise-Wide Hotline allows direct interaction with the Title IX Coordinator, without providing identifying information. As with all other reports, all anonymous

reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

When a report of a criminal incident is made to Purdue, the reporting party's privacy will be respected to the fullest extent permitted by state law and/or University processes. At minimum, victims of crime will receive counseling and referral information.

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### **Pastoral and Professional Counselors**

There are two types of individuals who – although they may have significant responsibility for student and campus activities – are not CSAs under the Clery Act. These include pastoral and professional counselors. This exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may be told. Exemption protects the counselor-client relationship.

To be exempt from disclosing reported offenses, pastoral counselors and professional counselors who are appropriately credentialed and hired by Purdue University to serve in a counseling role are not considered CSAs when they are acting in their counseling roles.

Purdue University has three separate offices that fall under the professional counselor exemption:

- Counseling and Psychological Services (CAPS), 765-494-6995, 601 Stadium Mall, Room 246, West Lafayette, Indiana 47907
- Indy Campus: Suite ET 324, 799 West Michigan Street, Indianapolis, IN 46202
- Purdue Student Health Center (PUSH), 765-494-1700, 601 Stadium Mall Drive, Main Floor, West Lafayette, Indiana 47907,
- Center for Advocacy, Response, and Education, 765-495-2273, Duhme Hall, 205 North Russell Street, Room 139, West Lafayette, IN 47907

Staff from these offices are not required to report identifying information about the victim or the crime to either law enforcement or other University officials (unless the victim is a minor). Staff may provide statistical information about the offense for tracking purposes, but they will not divulge the identity of the parties involved without explicit permission from the victim.

Purdue does not have a procedure by which pastoral and professional counselors are encouraged to report crimes on a voluntary, confidential basis for inclusion in the Annual Security Report disclosure of statistics.

### **TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS**

**Note:** Since the Purdue Indianapolis campus is closely related and adjacent to the IU Indy campus and for transparency purposes, PUPD may issue Timely Warnings, Emergency Notifications, or other safety announcements for non-Clery reportable events or incidents occurring outside the Clery reportable geography so our students and staff may have information needed to make safety related decisions.

## TIMELY WARNINGS

Purdue University is committed to providing campus crime information in compliance with the Clery Act. The purpose of Timely Warnings is to educate the campus community of an ongoing threat so community members can protect themselves. Timely Warnings include information to promote safety and aid in the prevention of similar crimes; this includes information about the crime that triggered the Timely Warning to be issued.

PUPD will issue Timely Warnings to notify the campus community of Clery reportable crimes that are considered an ongoing threat to the Purdue Indianapolis community. Upon receiving a report of a Clery reportable crime within the applicable Clery geography, Public Safety Leadership (and/or designated representatives) determine, on a case-by-case basis, whether a Timely Warning is necessary. Factors considered include, but are not limited to:

- **NATURE OF THE CRIME** This includes whether it was a Clery reportable crime and if the location was within Clery geography.
- **CONTINUING DANGER TO THE CAMPUS COMMUNITY** This includes whether the suspect is in police custody, and if not, whether there is a substantial ongoing risk to the physical safety of other members of the Purdue campus community because of this crime.
- **RISK OF COMPROMISING LAW ENFORCEMENT EFFORTS** This factor alone does not prevent Purdue from issuing a Timely Warning, but it may impact the content and details included in a Timely Warning.

Timely Warnings do not include the name or identifying information of any crime victim. Additionally, Purdue University does not routinely issue a Timely Warning pertaining to crimes reported to a pastoral or professional counselor because of the inherent confidentiality of those relationships.

The primary method of Timely Warning delivery is via the Purdue University email system. All individuals with an @purdue.edu email account will receive a Timely Warning. Additionally, notifications may be delivered via some or all of the methods discussed in the section below.

## EMERGENCY NOTIFICATIONS – PURDUE ALERT

An integral part of Purdue University's campus preparedness is the emergency warning notification system – "Purdue ALERT-INDY". This multi-layered communication approach helps spread the word about emergency situations. Purdue University utilizes two alarm/siren functions on campus:

- **FIRE ALARMS** When activated, fire alarms direct occupants to immediately evacuate the building and proceed to an Emergency Assembly Area.
- **OUTDOOR EMERGENCY WARNING SIRENS** This alert pertains to multiple types of emergencies. The emergency sirens may be activated during a weather event (such as a tornado warning), a serious civil disturbance (such as gunshots fired), or a hazardous release of toxic chemicals in the outside air. When the outdoor emergency warning siren is activated, immediately seek shelter (shelter in



place”) in a safe location within the closest building. “Shelter in place” means seeking immediate shelter inside a building.

**TORNADOES** A tornado **WATCH** is issued by the National Weather Service when conditions are favorable for tornado formation. A tornado **WARNING** is issued by the National Weather Service when a tornado has been detected and may be approaching. For a tornado warning, go to a safe location in your building, which is normally the lowest level and away from windows and doors. This exact location should be specified in the Building Emergency Plan. If possible, avoid auditoriums, gymnasiums, and other buildings with wide-span roofs. Be prepared to kneel and cover your head. If you are outside and cannot make it to a building, lie flat in the nearest depression, ditch, or ravine.

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### **Building Emergency Plan**

All on-campus buildings occupied by ten or more people are required to have a Building Emergency Plan (BEP). The BEP is designed to provide students, faculty, staff, and visitors with basic emergency information. This includes building-specific “shelter in place” locations and building evacuation procedures for natural and human-caused events.

Purdue University’s emergency preparedness website provides buildings-specific BEPs, and it can be found at: [https://www.purdue.edu/ehps/emergency\\_preparedness/emergency/building-plan.html](https://www.purdue.edu/ehps/emergency_preparedness/emergency/building-plan.html). Additionally, the Building Deputy of each building can assist in providing the BEP.

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### **Notification Delivery**

In addition to fire alarms and outdoor emergency warning sirens, Purdue ALERT communicates emergency notifications through multiple other means, including:

- **@PURDUE.EDU EMAIL** Similar to Timely Warnings, an emergency alert email is sent to all individuals with a Purdue email address.
- **TEXT MESSAGING** Students, faculty, and staff can sign up for text message alerts and update their contact information by clicking on *Purdue Alert Sign-Up* at: <https://www.purdue.edu/ehps/emergency-preparedness/purduealert-text/>
- **PURDUE WEBPAGE** The most complete and up-to-date information on all campus-related emergencies can be found online at [www.purdue.edu/ea](http://www.purdue.edu/ea).
- **X/TWITTER** Follow @PurdueEmergency on the X/Twitter app for emergency updates.
- **DIGITAL SIGNS** An alert will be sent to over 200 digital signs around campus.
- **LOCAL MEDIA** Purdue University works closely with the news media, radio, TV, and internet to disseminate emergency information. The local media may have emergency updates.

## **EMERGENCY RESPONSE AND EVACUATION PROCEDURES**

Most significant emergencies or dangerous situations are reported to Purdue’s Public Safety Dispatch Center, which then dispatches PUPD and/or IUPD to investigate and confirm the emergency. If confirmed, Purdue’s Public Safety Dispatch Center begins the campus-wide notification process by first notifying Purdue’s public safety officials. After considering incident-specific details and life safety factors, Public Safety Leadership will decide the appropriate

segment(s) of the Purdue community to receive the notification, as well as whether part or all of the overall warning notification system is activated.

Public Safety Leadership has the authority to direct Purdue ALERT – INDY activation.

Unless, in the professional judgment of Public Safety Leadership, a notification will compromise the efforts to:

- Assist victims
- Mitigate the emergency

Purdue will activate the “Purdue ALERT- INDY” system to notify the campus community of a significant emergency or imminently dangerous situation involving a threat to the campus.

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### **Evacuation for Persons with Disabilities**

Persons with disabilities or persons requesting additional assistance in an emergency may contact IUPD at 911. To set up pre-arrangements or for questions, IUPD may be reached at (317.274.7911)

In the event of an emergency that requires evacuation of a campus building, PUPD and PUFD recommend:

- Evacuate the building without assistance if you are able.
- Use the stairs. Never use the elevator during a fire alarm.
- If you are unable to evacuate the building without assistance, “shelter in place” in an area with no immediate hazards.
- Dial 911 and advise the dispatcher of your location. If you are unable to speak, the dispatcher will automatically surmise you are in trouble and will respond accordingly.
- If you are unable to dial 911, advise others around you of your location and have them inform emergency personnel.
- If you are not in immediate danger, remain where you are and wait for emergency personnel to arrive.
- Carry a sounding device (like a small whistle, flashlight, and cell phone) to alert emergency personnel of your location.
- Have a plan for evacuation assistance and practice it. Pre-planning assistance arrangements are available upon request.

### **EMERGENCY NOTIFICATION DRILLS**

“Purdue ALERT-INDY” is tested during each academic semester. Tests are announced. In conjunction with testing, Purdue public safety officials will (1) publicize Purdue’s emergency response procedures, and (2) document for each test: a description of the exercise, the date and time, and how the test was announced.

When “Purdue ALERT-INDY” is tested, the Emergency Preparedness Office publicizes that the Purdue community should review emergency response and evacuation procedures. These

procedures are contained in the Building Emergency Plan and in the *Emergency Procedures Guide*, which provides basic “how to” information in response to emergencies.

Anytime “Purdue ALERT-INDY” is activated, the Emergency Preparedness Office also conducts an After-Action Review (AAR) with all involved departments to discuss any lessons learned. This review is documented in the University’s Emergency Preparedness Improvement Plan and is used to refine procedures and to train officials.

**“PURDUE ALERT-INDY” TEST** This exercise occurred on September 26, 2024.

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## **2024 Drills and Exercises**

Purdue University tested its emergency preparedness (“Purdue ALERT-INDY”) on August 15 and September 26, 2024. Both were announced.

**EARTHQUAKE DRILL** This exercise occurred on October 19 and allowed Purdue University departments and the public the opportunity to practice earthquake procedures.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

### **ACADEMIC AND ADMINISTRATIVE BUILDINGS**

Campus security and access controls include:

Building hours are determined by the schools and departments that occupy the building along with the building’s building coordinator. When a building is closed, only faculty, staff, and students with specific needs are allowed inside. Some exterior doors are automatically locked electronically, and some exterior doors are locked and secured by IUPD personnel or by Campus Facilities Services personnel.

### **NORTH HALL**

Entrances to the building are locked 24/7 and require card access for entry. Cameras are in the main lobby, in elevator lobbies, and at external stairwell exits. Access to elevators in the main lobby is limited to authorized card holders. Student room doors are on card access and locked automatically when shut.

A community desk is open from 8am to 9pm during the business week with staff working at the desk to help monitor access. Full-time IUPD officers patrol the residential areas regularly.

### **LUX APARTMENTS ON CAPITOL**

Purdue University Indianapolis leases apartments in Lux Apartments on Capitol. This is a secured access community with an on-site parking structure with access control. There is an on-site security presence.

Building Services and custodial personnel are instructed to report any dangerous or suspicious situations to IUPD immediately.

## CAMPUS SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Purdue University offers numerous safety programs and services which aid in crime prevention and detection, as well as foster campus safety and security:

**SAFE WALK** Those needing assistance on the Indianapolis campus may call **317-274-SAFE (7233)** at all hours of the day, seven days a week. An officer with the IU Indianapolis Police Department will arrive shortly to walk you to your desired location anywhere on campus.

**DAILY CRIME LOG** PUPD maintains a Daily Crime Log, which records any crime reported to PUPD that occurred on campus, on a non-campus building or property. The log includes information for each crime, including: its nature, the case number, the date/time it was reported, the date/time it occurred, the general location, and the disposition. The Daily Crime Log is updated within 2 business days of Purdue learning of a crime. The Indianapolis campus's Daily Crime Log can be found online at <https://www.purdue.edu/ehps/police/statistics-policies/indy-daily-crime-log.php> and is available for inspection at the PUPD station in West Lafayette or in the Office of the Dean of Students on the Indianapolis campus at 799 W. Michigan St, Suite 331 Indianapolis, IN 46202, during normal business hours.

**CAMPUS LIGHTING** Purdue University's campus is routinely surveyed to ensure exterior areas are adequately lit at night. Sidewalks are specifically reviewed to determine whether additional lighting is needed. Trees and shrubs that may impair lighting along walkways are kept trimmed.

**PUBLIC INFORMATION** PUPD works closely with news media to publicize crimes and crime prevention strategies. Additionally, various publications addressing date rape, alcohol abuse, theft, and other problems are distributed by PUPD, the Student Wellness Office, and the Office of the Dean of Students.

**OTHER BUILDING SECURITY** According to the MOU, Building Services and custodial personnel are instructed to report any suspicious situations to IUPD immediately. Security-related maintenance issues (such as broken windows, faulty doors and locks, missing screens, discharged fire extinguishers, and faulty or inadequate lighting) are given first priority by Maintenance personnel. Additionally, all on-campus buildings occupied by ten or more people are required to have a Building Emergency Plan.

**ANNUAL SAFETY DAY** This annual observance includes several safety- and security-related booths and demonstrations designed to educate the campus community on safety and security.

**PUPD PRESENTATIONS** PUPD officers present safety and security talks to campus and community groups upon request. Presentations are regularly scheduled to address special concerns of groups, including residence hall staff, resident assistants, library staff, international students, Panhellenic Council, Interfraternity Council, sororities, fraternities, cooperative houses, and nearly 1,000

other student organizations. General topics are designed to inform students, faculty, and staff about crime prevention techniques.

**Personal Safety** This program, available upon request, covers personal safety and includes training on the proper utilization of the Emergency Telephone System (ETS) and the 911 systems.

**Robbery Training** Available upon request, this program highlights how to prevent and survive a robbery.

**Resident Assistant Training** This program is offered to the Resident Assistant (RA) staff at the beginning of each semester. It describes PUPD's role in assisting RAs with investigations and teaches how RAs can supplement police efforts. The program also includes personal safety tips, theft prevention, Clery reporting requirements, and measures to safeguard personal items.

**OFFICE OF THE DEAN OF STUDENTS (ODOS) PRESENTATIONS** Partnering with other campus offices – such as Student Success at Purdue and University Residences – the ODOS presents annual trainings during Boiler Gold Rush (welcome week orientation for all new undergraduate students). These trainings cover topics ranging from campus safety and ways students can protect themselves, to emergency preparedness.

**BICYCLE REGISTRATION** Students are strongly encouraged to register their bicycles or EMPVs as an aid to recovery in the event of theft. Those attending or working on the Indianapolis campus can register a bicycle or EMPV through IU Parking and Transportation Services.

**LAPTOP AND OTHER ELECTRONICS REGISTRATION** If you have a personal laptop and electronic devices, please complete the online Laptop Computer and Electronic Devices Registration Form with the proper information. This information will be maintained on file at the Purdue University Police Department (PUPD) and available to assist investigators in the event that your laptop computer is stolen. Registering your laptop will also allow PUPD to enter your laptop into a stolen property database that is available to law enforcement officers throughout the United States. The information contained on this form will also assist in the return of your property if it has been reported stolen and recovered or lost and found.

**MORTAR BOARD** An annual calendar of campus events – called the Mortar Board – incorporates safety tips and a map that shows the location of each of the nearly 300 special emergency telephones on Purdue's campus.

## CRIMES INVOLVING STUDENT ORGANIZATIONS AT NON-CAMPUS LOCATIONS

PUPD solicits and monitors reports from other local police agencies to learn of criminal activity in which Purdue University students engaged at non-campus property. This includes, but is not limited to, off-campus student organizations and housing facilities.

## **PURDUE UNIVERSITY POLICIES GOVERNING DRUGS AND ALCOHOL**

Use, possession, and distribution of alcohol beverages is strictly regulated. Indiana state law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age in order to obtain alcoholic beverages is in violation of the law.

Indiana state law and Purdue University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription.

Individuals in violation of Purdue University's alcohol and drug policy are subject to applicable state and federal laws, as well as Purdue University disciplinary proceedings.

## **SUBSTANCE-FREE CAMPUS AND WORKPLACE POLICY**

Purdue University's official alcohol and drug policy is published and distributed annually to students and employees. Purdue University Substance-Free Campus and Workplace Policy IV.A.9 reads as follows:

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### **General Policy Statement**

Purdue University is committed to providing students, faculty, staff, and visitors a safe and healthful campus and Workplace. The University recognizes the health risks associated with Controlled Substance use and Alcohol misuse and is committed to supporting Students and Employees who seek treatment for these conditions. The University also recognizes that Controlled Substance use, and Alcohol misuse diminish Workplace and campus safety and undermine the University's ability to fulfill its missions of learning, discovery and engagement. Therefore, compliance with this policy is considered a condition of employment (for Employees) and attendance (for Students) at the University.

The lawful use, sale, possession, storage, or dispensation of Alcohol and Controlled Substances on University Premises is permitted only:

1. With approval of and in facilities designated by the CFO (West Lafayette) or Chancellor (Fort Wayne and Northwest), or their designees,
2. In connection with university-related activities regulated under applicable federal or state laws and regulations, or
3. Pursuant to a valid prescription in the case of a Controlled Substance

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### **Prohibited Conduct**

The following conduct is prohibited:

1. Unlawful use, sale, manufacture, distribution, possession, storage, or dispensation of Alcohol or Controlled Substances on University Premises, as part of any university-related activity, or in the Workplace.

2. For Employees, being under the influence of Alcohol or a Controlled Substance that impairs job performance or attendance or creates an undue risk of harm to themselves or others, even when consumption or use is outside working hours or the Workplace. Inquiries regarding legal prescription drug use by Employees are allowed only by Human Resources in accordance with applicable laws and regulations.
3. For Students, being under the influence of Alcohol or a Controlled Substance during a university-related activity or on University Premises that creates an undue risk of harm to themselves or others. Inquiries regarding legal prescription drug use by Students are allowed only by the appropriate campus student affairs officer in accordance with applicable laws and regulations.
4. Any other conduct by a student or Employee that the University determines to be inconsistent with providing a substance-free campus and Workplace.

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### **Workplace Inspections**

The University reserves the right to inspect the Workplace for Alcohol, Controlled Substances, and paraphernalia relating to Alcohol or Controlled Substances and to question any Employee when it reasonably suspects that this policy has been violated. The decision to conduct a Workplace inspection is made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of the campus Human Resources department. In all cases, the head of Human Resources for the campus (or designee) must authorize a Workplace inspection. Employees who interfere with or otherwise obstruct a Workplace inspection may be subject to disciplinary action.

This section does not limit in any way the Purdue University Police Department's right to conduct law enforcement activities, including but not limited to, questioning or searching any person or inspecting any University Premises.

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### **Controlled Substance and Alcohol Testing**

Employees and Students who perform certain tasks or are involved in certain activities, academic programs or co-curricular activities may be subject to drug and Alcohol testing, which includes but is not limited to:

1. Student athletes who participate in intercollegiate sports, in accordance with National Collegiate Athletic Association regulations.
2. Employees engaged as commercial motor vehicle operators who are governed by Department of Transportation regulations.
3. Employees performing public safety duties may be subject to pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing; and
4. Employees and final applicants who work (or will work) on certain federal and non-federal sponsored project contracts, including U.S. Department of Defense contracts.

All Employees of the University may be subject to drug and Alcohol testing for reasonable suspicion. The decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of Human Resources. In



all cases, the head of Human Resources for the campus (or designee) must authorize reasonable suspicion testing.

Student athletes and Employees who fail to participate in drug or alcohol testing as outlined above and/or whose test results are positive may be subject to disciplinary action.

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### **Employee Assistance and Behavioral Health Programs**

The University offers free, confidential services to Employees regarding Alcohol or Controlled Substance dependency and abuse, including:

1. Information about the dangers of Alcohol and drug use,
2. Information about this policy,
3. Assessment and evaluation,
4. Referral to and information regarding public and private treatment programs,
5. Services to families of Employees with drug or Alcohol problems, and
6. Assistance with questions concerning insurance coverage.

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### **Employee Self-Referral**

Employees who believe they may be experiencing Alcohol or Controlled Substance dependency and/or abuse are strongly encouraged to voluntarily contact their family physician or the University campus's Employee assistance or behavioral health program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the Employee like other Employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for Alcohol or drug treatment, except as may be provided by university benefits.

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### **Sanctions and Corrective Action**

The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the policy on Violent Behavior (IV.A.3), whether a sanction or corrective action is permissible under law, and any other relevant factors.

Any Employee who engages in prohibited conduct listed above may be:

1. Immediately removed from duty,
2. Referred to the Employee assistance or behavioral health program,
3. Required to complete successfully an Alcohol or drug abuse treatment program as a condition of employment,
4. Reported to authorities for criminal prosecution or other appropriate action,
5. Disciplined, up to and including termination of employment, and/or
6. Subject to any other appropriate action by the University.



Any Contractor or Visitor who engages in prohibited conduct listed above may be barred from further work for the University or from further participation in university-related activities as may be permitted by law. The University also may report the individual to authorities for criminal prosecution or other appropriate action.

Any Student who engages in prohibited conduct may be:

1. Referred to appropriate university personnel for assistance,
2. Required to complete successfully an Alcohol or drug abuse treatment program as a condition of continued attendance,
3. Reported to authorities for criminal prosecution or other appropriate action,
4. Subject to disciplinary penalties under the Regulations Governing Student Conduct, and/or
5. Subject to any other appropriate action by the University.

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### **Federal Contract or Grant Employees**

In addition to the other requirements of this policy, Employees engaged in the performance of (1) a federal agency grant or (2) a federal agency contract for procurement of property or services valued at \$25,000 or more must notify their supervisor or department head of a criminal drug statute conviction for a violation occurring in the Workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction from the Employee or otherwise receiving actual notice of the conviction.

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### **Grievances**

Any Employee or Student with a complaint relating to the application of this policy may seek redress through applicable university grievance or dispute resolution policies and procedures.

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### **Confidentiality**

The University will take reasonable measures to ensure individual privacy under this policy including, but not limited to, keeping all Alcohol and other drug test results confidential to the maximum extent possible.

### **REASON FOR THIS POLICY**

This policy outlines the expectations for the university community regarding Alcohol and Controlled Substance use and informs Employees and Students of available assistance for substance dependency and/or abuse. The provisions of this policy are intended to comply with applicable local, state and federal law, including but not limited to, the United States Constitution, the Indiana Constitution, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, and the Americans with Disabilities Act of 1990.

## INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

This policy applies to all Students, Employees, Contractors and Visitors, including those who, by virtue of engaging in authorized university-related activities involving Controlled Substances, are regulated under federal or state laws imposing enhanced or more specific requirements than those set forth in this policy.

## EXCLUSIONS

There are no exclusions to this policy.

## RESPONSIBILITIES

### ***Employees, Students, Contractors and Visitors***

- Adhere to the requirements of this policy.

### ***Supervisors and Department Heads***

- Consult with Human Resources regarding Workplace inspections and suspicion testing.
- Consult with Human Resources prior to inquiring about Employee prescription drug use.

### ***Human Resources***

- Refer Employees to available Alcohol and drug use resources upon request.
- Maintain procedures for Alcohol and drug testing related to Department of Transportation regulations, sponsored project contracts, and reasonable suspicion.
- Assist supervisors in determining appropriate application of this policy.
- Annually notify Employees of the University's Alcohol- and drug-free policy.

### ***Student Affairs***

- Refer Students to available Alcohol and drug use resources upon request.
- Annually notify Students of the University's Alcohol- and drug-free policy.

### ***Athletics Departments***

- Maintain procedures for Alcohol and drug testing of Student athletes in accordance with the National Collegiate Athletic Association.

### ***Faculty and Staff***

- Report concerns about a student's suspected misuse of Alcohol or use of Controlled Substances to the appropriate campus student affairs office.

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## Definitions

All defined terms are capitalized throughout the document. Refer to the Central Policy Glossary for additional defined terms.

**ALCOHOL** The intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols, including methyl or isopropyl alcohol.

**CONTRACTOR** Non-employees, including legal counsel, performing institutional services and functions. This includes, but is not limited to, independent contractors, consultants, individuals employed by outside employment agencies and individuals covered by the policy on Appointments for Personnel Not on Payroll (VI.B.3), as amended or superseded.

**CONTROLLED SUBSTANCE** Any substance including, but not limited to, pills, tablets, capsules, powders, leaves and liquids, whose use is prohibited by law. Examples include, but are not limited to, marijuana (THC), cocaine, opiates (heroin), phencyclidine (PCP), amphetamines (including methamphetamines), ecstasy, and prescription medications without a valid prescription.

**EMPLOYEE** All faculty members, staff members, temporary staff and Student employees.

**STUDENT** Any person taking one or more classes for academic credit.

**UNIVERSITY PREMISES** Any building, structure, vehicle, improved land or unimproved land, in whole or part, that is owned, used or occupied by Purdue University.

**VISITOR** Any individual who is on University Premises or is participating in a university activity that is not an Employee, Contractor or Student. This includes, but is not limited to, sports spectators, audience members, volunteers, conference and event attendees, and individuals auditing educational programs.

**WORKPLACE** Any University Premises or other location where an Employee is engaged in university business.

## **DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS**

Purdue typically offers the following drug and alcohol abuse education programs:

**OFFICE OF THE DEAN OF STUDENTS (ODOS) PROGRAMMING** ODOS offers multiple programs addressing drug and alcohol use.

**Boiler Gold Rush Indianapolis and Boiler Gold Rush International** The Office of the Dean of Students (ODOS) partners with other campus offices – such as Student Success at Purdue and University Residences – to present annual drug and alcohol education during Boiler Gold Rush (BGR). Additionally, ODOS offers drug and alcohol programming upon request to individual student organizations, fraternity, sorority, cooperative houses, and international students.

**Purdue Amnesty Policy Training** This program provides education about the Purdue Cares Policy, as well as the Indiana Lifeline Law. Both the policy and the law provide different levels of protection to an individual if medical attention is needed in a situation where alcohol has been consumed.

**Risk Management and Greek Life** This program covers safe practices during organized social events, personal responsibility and safety, illegal drug and alcohol use, and the Purdue Amnesty policy.

**BI-ANNUAL ALCOHOL NOTIFICATION LETTER** In March and November 2024, Purdue University sent all students a letter reminding them of the Purdue *Alcohol and Other Drug (AOD)* policy and legal law concerning alcohol. The letter includes a summary of material that meets the Department of Education requirements, as well as a link to the AOD website ([www.purdue.edu/aod/](http://www.purdue.edu/aod/)). Additionally, a notification letter was also sent to faculty and staff on December 4, 2024.

**MANDATORY UNIVERSITY RESIDENCES PROGRAMMING** All University Residence facilities are required to provide a Drug and Alcohol education program during the first six weeks of the fall semester.

**MANDATORY STUDENT ORGANIZATION PROGRAMMING** All student organization officers and advisors attend a mandatory orientation, at which alcohol policies and issues are addressed.

**LUNCH AND LEARN SEMINARS** Participants provide their own lunch and attend a free seminar over the lunch hour. These seminars are available to faculty, students, and staff, and cover a wide variety of alcohol and drug related topics.

**GRAND PRIX WEEKEND EDUCATION** Purdue Grand Prix began as a way for engineering students to exercise their skills, knowledge, and enthusiasm. It has since evolved into a successful campus organization. The Grand Prix weekend typically involves alcohol use, and specific alcohol education directed at the Grand Prix is offered.

**COMMUNITY STANDARDS PANEL** This annual event open to students, faculty, and staff, is part of a panel discussion covering steps to take to stay safe during Grand Prix Weekend. Students are informed about safety procedures and policies. They are able to ask questions concerning policy and alcohol use to ensure proper alcohol use during the event.

**ALCOHOL EDUCATION and CORRECTION PRESENTATIONS** Available to students upon request, these presentations are typically given to organizations that have violated Purdue University's alcohol policy. Specifically, presenters discuss ways in which the organization can correct such behavior. These presentations allow organizations to critically reflect on their choices relating to drugs and alcohol, and how to make their organization safer. Alcohol safety and preventative measures are discussed.

**COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS) PROGRAMMING** Alcohol and other drug abuse presentations are provided by CAPS staff members upon request.

**Life Skills** CAPS staff members teach "Life Skills" courses each fall semester to first-year student athletes. The course includes some curriculum focused upon alcohol and drugs.

**Leadership Academy** CAPS staff members teach “Leadership Academy” courses each fall semester to first-year student athletes. The course includes some curriculum focused upon alcohol and drugs.

**Drug and Alcohol Counselling** Assistance for both students and employees is available through university counseling programs. Personal counseling and referral are provided for students and their spouses through CAPS and for staff through the Employee Assistance Program (EAP).

**UNITED EDUCATORS ONLINE ALCOHOL EDUCATION COURSE** This online program is offered to students and covers alcohol education, including blood alcohol content (BAC), dangers of high-risk drinking, and possible alternative drinking behaviors.

**CHOICES™** University Residences offers this 90-minute alcohol awareness program to students who have been sanctioned for violation of University Residences’ alcohol policy. The program includes strategies to minimize and reduce the risk of harm associated with alcohol use. This course is offered as needed.

**BYSTANDER INTERVENTION PROGRAM** This program, more commonly known to address sexual assault and domestic abuse awareness (and discussed in more detail below), also addresses alcohol abuse and teaches methods to safely intervene.

**ALCOHOL AWARENESS PROGRAM** This educational program includes special presentations addressing the dangers of alcohol consumption and true experience from PUPD officers’ point of view.

**DRUG RECOGNITION and IDENTIFICATION** This program provides education on a wide variety of drug related topics. The material is presented in a discussion format and is guided mostly by the interests of the students. Specifically, this program covers how to identify certain specific drugs, as well as how to identify an individual under the intoxicating effects of drugs.

**EVENT MONITOR TRAINING** The Event Monitor Training is a partnership between the Purdue Fraternity, Sorority and Cooperative Life (FSCL) Office and the Center for Advocacy, Response and Education (CARE) that trains FSCL members to increase event monitors’ understanding of their role in providing safe events such as, recognizing potential problems at an event, especially related to individual behavior, binge drinking, alcohol overdose and interpersonal violence. The program also aims to increase sober monitors’ confidence in their ability to intervene and increase sober monitors’ knowledge of possible ways to intervene. This is offered in-person by request, and continually online.

## DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

### PROHIBITION OF MISCONDUCT

Purdue University proactively addresses dating violence, domestic violence, sexual assault, and stalking. These acts are not tolerated and are a violation of both state law and Purdue University's policies (*Anti-Harassment Policy* and/or *Title IX Harassment Policy*).

### INDIANA STATE DEFINITIONS

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#### **Domestic Battery: Indiana Code § 35-42-2-1.3**

- (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:
- (1) touches a family or household member in a rude, insolent, or angry manner; or
  - (2) in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member.
- commits domestic battery, a Class A misdemeanor.
- (b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:
- (1) The person who committed the offense has a previous, unrelated conviction:
    - (A) for a battery offense included in this chapter; or
    - (B) for a strangulation offense under IC 35-42-2-9.
  - (2) The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
  - (3) The offense results in moderate bodily injury to a family or household member.
  - (4) The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
  - (5) The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
  - (6) The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).
  - (7) The offense is committed against a family or household member:
    - (A) who has been issued a protection order (as defined in IC 34-26-7.5-2) that protects the family or household member from the person and the protection order was in effect at the time the person committed the offense; or
    - (B) while a no contact order issued by the court directing the person to refrain from having any direct or indirect contact with the family or household member was in effect at the time the person committed the offense.

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

- (1) The offense results in serious bodily injury to a family or household member.
- (2) The offense is committed with a deadly weapon against a family or household member.
- (3) The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.
- (4) The person has a previous conviction for a battery offense or strangulation (as defined in section 9 of this chapter) included in this chapter against the same family or household member.
- (5) The offense results in bodily injury to one (1) or more of the following:
  - (A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
  - (B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
  - (C) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(d) The offense described in subsection (a)(1) or (a)(2) is a Level 4 felony if it results in serious bodily injury to a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(e) The offense described in subsection (a)(1) or (a)(2) is a Level 3 felony if it results in serious bodily injury to a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

- (1) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
- (2) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

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### **Sexual Battery: Indiana Code § 35-42-4-8**

(a) A person who, with intent to arouse or satisfy the person's own sexual desires or the sexual desires of another person:

- (1) touches another person when that person is:
  - (A) compelled to submit to the touching by force or the imminent threat of force;
  - or
  - (B) so mentally disabled or deficient that consent to the touching cannot be given;
  - or
- (2) touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;

commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:

- (1) it is committed by using or threatening the use of deadly force.
- (2) it is committed while armed with a deadly weapon; or
- (3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

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### **Rape; Restitution: Indiana Code § 35-42-4-1**

(a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:

- (1) the other person is compelled by force or imminent threat of force.
- (2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring.
- (3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given; or
- (4) the person disregarded the other person's attempts to physically, verbally, or by other visible conduct refuse the person's acts;

commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:

- (1) it is committed by using or threatening the use of deadly force.
- (2) it is committed while armed with a deadly weapon.
- (3) it results in serious bodily injury to a person other than a defendant; or
- (4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) In addition to any other penalty imposed for a violation of this section, the court shall order the person to pay restitution under IC 35-50-5-3 for expenses related to pregnancy and childbirth if the pregnancy is a result of the offense.

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### **Intimidation: Indiana Code § 35-45-2-1**

(a) A person who communicates a threat with the intent:

- (1) that another person engages in conduct against the other person's will.
- (2) that another person be placed in fear of retaliation for a prior lawful act.
- (3) of:

(A) causing:

- (i) a dwelling, a building, or other structure; or



- (ii) a vehicle;  
to be evacuated; or
  - (B) interfering with the occupancy of:
    - (i) a dwelling, building, or other structure; or
    - (ii) a vehicle; or
- (4) that another person be placed in fear that the threat will be carried out, if the threat is a threat described in:
  - (A) subsection (c)(1) through (c)(5); or
  - (B) subsection (c)(7) through (c)(8);

commits intimidation, a Class A misdemeanor.

(b) However, the offense is a:

(1) Level 6 felony if:

- (A) the threat is to commit a forcible felony.
- (B) the subject of the threat or the person to whom the threat is communicated is a witness (or the spouse or child of a witness) in any pending criminal proceeding against the person making the threat.
- (C) the threat is communicated because of the occupation, profession, employment status, or ownership status of a person or the threat relates to or is made in connection with the occupation, profession, employment status, or ownership status of a person.
- (D) the person has a prior unrelated conviction for an offense under this section concerning the same victim; or
- (E) the threat is communicated using property, including electronic equipment or systems, of a school corporation or other governmental entity; and

(2) Level 5 felony if:

- (A) while committing it, the person draws or uses a deadly weapon.
- (B) the subject of the threat or the person to whom the threat is communicated:
  - (i) is a judicial officer or bailiff of any court; or
  - (ii) is a prosecuting attorney or a deputy prosecuting attorney;and the threat relates to the person's status as a judicial officer, bailiff, prosecuting attorney, or deputy prosecuting attorney, or is made in connection with the official duties of the judicial officer, bailiff, prosecuting attorney, or deputy prosecuting attorney; or
- (C) the threat is:
  - (i) to commit terrorism; or
  - (ii) made in furtherance of an act of terrorism.

(c) "Threat" means an expression, by words or action, of an intention to:

- (1) unlawfully injure the person threatened or another person, or damage property.
- (2) unlawfully subject a person to physical confinement or restraint.
- (3) commit a crime.
- (4) unlawfully withhold official action or cause such withholding.
- (5) unlawfully withhold testimony or information with respect to another person's legal claim or defense, except for a reasonable claim for witness fees or expenses.

- (6) expose the person threatened to hatred, contempt, disgrace, or ridicule.
- (7) falsely harm the credit or business reputation of a person; or
- (8) cause the evacuation of a dwelling, a building, another structure, or a vehicle. For purposes of this subdivision, the term includes an expression that would cause a reasonable person to consider the evacuation of a dwelling, a building, another structure, or a vehicle, even if the dwelling, building, structure, or vehicle is not evacuated.

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**Harassment; “Obscene Message”: Indiana Code § 35-45-2-2**

(a) A person who, with intent to harass, annoy, or alarm another person but with no intent of legitimate communication:

- (1) makes a telephone call, whether or not a conversation ensues.
- (2) communicates with a person by telegraph, mail, or other form of written communication.
- (3) transmits an obscene message, or indecent or profane words, on a Citizens Radio Service channel; or
- (4) uses a computer network (as defined in IC 35-43-2-3(a)) or other form of electronic communication to:
  - (A) communicate with a person; or
  - (B) transmit an obscene message or indecent or profane words to a person;

commits harassment, a Class B misdemeanor.

(b) A message is obscene if:

- (1) the average person, applying contemporary community standards, finds that the dominant theme of the message, taken as a whole, appeals to the prurient interest in sex;
- (2) the message refers to sexual conduct in a patently offensive way; and
- (3) the message, taken as a whole, lacks serious artistic, literary, political, or scientific value.

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**Criminal Stalking: Indiana Code § 35-45-10-5**

(a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:

- (1) A person:
  - (A) stalks a victim; and
  - (B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:
    - (i) sexual battery (as defined in IC 35-42-4-8);
    - (ii) serious bodily injury; or
    - (iii) death.
- (2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:

- (A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).
  - (B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).
  - (C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).
  - (D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).
  - (E) IC 34-26-6 (workplace violence restraining orders).
- (3) The person's stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.
- (4) The person's stalking of another person violates a no contact order issued as a condition of probation if the person has been given actual notice of the order.
- (5) The person's stalking of another person violates a protective order issued under IC 31-14-16-1 and IC 34-26-5 in a paternity action if the person has been given actual notice of the order.
- (6) The person's stalking of another person violates an order issued in another state that is substantially similar to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.
- (7) The person's stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:
- (A) tribe;
  - (B) band;
  - (C) pueblo;
  - (D) nation; or
  - (E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.);
- that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians if the person has been given actual notice of the order.
- (8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is pending in a court and the person has been given actual notice of the complaint.
- (9) The offense was committed or facilitated by the use of a tracking device.

(c) The offense is a Level 4 felony if:

- (1) the act or acts were committed while the person was armed with a deadly weapon; or
- (2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

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## **Consent**

The state of Indiana does not have a statute defining “consent.”

Purdue University, however, defines “consent” in its *Anti-Harassment Policy* and *Title IX Harassment Policy*:

**CONSENT/CONSENSUAL** Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is incapacitated or otherwise prevented from giving consent as a result of impairment due to a mental or physical condition or age. No consent exists when there is a threat of force or physical or psychological violence.

Although consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of consent.

The voluntary nature of consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

## **PREVENTION AND AWARENESS PROGRAMS**

Purdue University offers risk reduction, prevention, and awareness programs that target preventing and eliminating dating violence, domestic violence, sexual assault, and stalking. Programs include:

**“RESPECT BOUNDARIES: SEXUAL ASSAULT AWARENESS”** This is an online three-module prevention and risk reduction program that is required of all incoming students. New employees complete an in-person module during the New Employee Orientation. Programming includes:

- Definitions of dating violence, domestic violence, sexual assault, and stalking,
- Dynamics of sexual assault and intimate partner violence, with emphasis on college-aged populations,
- Data of sexual assault victimization, including the role of alcohol,
- Services and resources available to victims,
- Strategies for primary prevention, and
- Bystander intervention strategies.

**SAFE CLASS** (**S**elf-defense **A**wareness and **F**amiliarization **E**xchange) is an unparalleled 2.5-hour educational and crime-victim prevention class, offered through PUPD. It encompasses strategies, techniques, options, and prevention to provide teenage and adult women with information to reduce their risk of exposure to violence. It also introduces them to physical aspects of self-defense. The course is offered periodically throughout the academic year.

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## Bystander Intervention

Bystanders are individuals who observe or witness the conditions that perpetuate sexual, gender-based, and intimate partner violence. Bystanders are not directly involved but can choose to intervene and put an end to the abuse.

The goal of bystander intervention programs is to develop ways to increase awareness of sexual assault, hazing, and drug and alcohol abuse. Specifically, these skills include learning to observe and recognize warning behaviors and learning the appropriate skills to safely and effectively intervene (directly and indirectly).

Multiple Purdue prevention programs address bystander intervention. Additionally, CARE (defined below) offers an interactive workshop dedicated solely to bystander intervention:

**BOILER UP AND INTERVENE** This workshop is designed to educate students about recognizing an unsafe situation, the different methods for safe intervention, and how to identify and mitigate the barriers that may prevent them from intervening in situations they determine to be unsafe. Specific learning objectives include:

- **Defining** interpersonal violence, sexual violence, relationship violence, stalking, and bystander intervention.
- **Recognizing** characteristics of unsafe situations.
- **Intervening** safely and confidently in situations to prevent harm from occurring.
- **Examining** barriers that stop individuals from intervening.
- **Identifying** strategies to overcome personal barriers to intervening.

## LAW ENFORCEMENT RECOMMENDATIONS FOR VICTIMS

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, PUPD recommends the following:

- **GET AWAY** Get to a safe place as soon as you can!
- **CALL 911** If the situation poses an immediate danger to you or someone else, alert the police as soon as possible by calling 911.
- **PRESERVE EVIDENCE** Preserving evidence that may assist with an investigation is crucial. This may also be helpful in obtaining a protection order. Even if you believe you do not want to report an incident, you should still attempt to preserve evidence because you may change your mind.
  - **Sexual Assault** In cases of sexual assault, do not bathe, douche, eat, drink, shower, use the toilet, brush teeth, wash your hands, or change clothing. If you must change clothing, place all of your clothing into a bag.
  - **Stalking** Evidence of stalking often includes technology, including voicemail, emails, social media postings, text messages, phone calls, etc.
- **DOCUMENT EVERYTHING** Take a moment to write down everything you remember about the incident, including descriptions of the perpetrator. Details are important! Also document evidence on your body, including taking photos of any injuries or bruising.

- **GET MEDICAL CARE AND SUPPORT** You should seek medical care as soon as possible, even if you do not have any visible injuries. Contact someone you trust to be with you for support. This could be a friend, family member, Resident Assistant, or a specially trained victim's advocate.

## PRIVACY AND CONFIDENTIALITY

Purdue University recognizes the importance of ensuring a victim's confidentiality. Purdue will keep confidential any accommodations, remedial, or protective measures provided to victims of dating violence, domestic violence, sexual assault, and stalking. This confidentiality is the greatest extent allowed by law and Purdue University policy.

The Clery Act requires collecting statistics and publishing a Daily Crime Log. However, neither these collected statistics, nor the Daily Crime Log will include information that could lead to the victim's public identity. This information is strictly confidential.

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## Center for Advocacy, Response, and Education (CARE)

CARE is a division of the Office of the Dean of Students (ODOS) that provides confidential support and advocacy for survivors of sexual violence, dating violence, and stalking.

CARE is located in Duhme Hall (Windsor), Room 139, 205 North Russell Street, West Lafayette, IN. CARE staff are available from 9AM – 4PM, and advocates are available 24 hours a day, 7 days a week by phone at 765-495-CARE (765-495-2273).

Professional staff within CARE are available to assist students with requesting the following:

- Coordination of services,
- Academic adjustments, including processing absence notifications or changing class sections,
- Housing reassignments and assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the criminal processes, including in-person attendance at meetings with police and/or the Prosecutor's Office,
- Assistance in obtaining no-contact directives within Purdue University, and
- Assistance in obtaining a protective order through the local government Court system.

CARE also offers several workshops and programs (in addition to **BOILER UP AND INTERVENE** [above], which addresses bystander intervention). In 2024, CARE facilitated 83 workshops that reached 3,301 students, faculty, and staff. Additionally, CARE facilitated 40 outreach events that impacted over 4,000 students.

**CARE OVERVIEW** This 30-minute presentation provides a brief overview of the services available at CARE including confidential support, advocacy services, and prevention education.

**POWER-BASED PERSONAL VIOLENCE 101** This introductory level workshop is 1-hour and covers violence, consent, and supporting a survivor.

**HEALTHY RELATIONSHIPS 1.0** This workshop is designed to increase understanding of what healthy relationships look like, from friends to partners to family to roommates, and how to reflect on our own role within these dynamics.

**SUPPORTING A SURVIVOR** This workshop is 1-hour and focuses on strategies to best support a survivor of sexual assault or harassment. It also covers trauma response and how to refer someone else to CARE.

**CARE-ING SUPPORT: RESPONDING TO DISCLOSURES OF INTERPERSONAL VIOLENCE** There are two versions of this programming with slightly different learning objectives, catered to each audience:

- General student population
  - Defining interpersonal violence
  - Recognizing the impact of trauma on individuals
  - Practicing active listening skills to respond to peers who disclosure interpersonal violence
- Peer leaders
  - Neurobiology of trauma
  - Empathetic support
  - Self-care

**POWER AND CONTROL** This workshop is designed to increase students' understanding of how power and control dynamics influence interpersonal violence as well as the barriers in breaking the patterns of violent behavior within relationships.

**OUTREACH AND EDUCATIONAL TABLING EVENTS** Outreach and tabling events are meant to provide interactive experiences that bring awareness during focused windows of time.

## **VICTIM RIGHTS, RESOURCES, AND ACCOMMODATIONS**

There are several rights and support services to which Purdue University students and employees are entitled. These resources are provided upon request, no matter what – regardless if the incident occurred on- or off-campus, and even if no report is made to the police.

**WRITTEN INFORMATION** Several entities on Purdue's campus will provide victims with written information about available services – both on- and off-campus – including counseling, health, mental health, victim advocacy, and legal assistance. The entities that can provide this written information include:

- Center for Advocacy, Response, and Education (CARE),
- Vice President for Ethics and Compliance (VPEC),

- Office of the Dean of Students (ODOS), and
- Human Resources (HR).

Many of the entities that provide the written information about available services actually provide services, too:

- Purdue Student Health Center (PUSH), 765-494-1700, 601 Stadium Mall Drive, West Lafayette, IN 47907
- Counselling and Psychological Services (CAPS), 765-494-6995, PUSH Room 224
- Indy Campus - Suite ET 324, 799 West Michigan Street, Indianapolis, IN 46202 University Residences, 765-494-1000, Smalley Center, West Lafayette, IN 47907
- University Residences Indianapolis Campus, Engineering and Technology Building, Room 324F, 799 West Michigan Street, Indianapolis IN 46202
- Purdue Crisis Line, 765-495-HELP (765-495-4357)

**ODOS** Staff members in the Office of the Dean of Students provide a variety of services to students, including victim assistance and counseling about personal concerns.

**If you or someone you know is currently experiencing thoughts of suicide, or a mental health or substance use crisis, please call 988 to reach Suicide & Crisis Lifeline and speak with a trained crisis specialist 24/7.**

When calling 988, you can expect help in the form of an empathetic ear, a means for support, information and helpful resources and crisis intervention, if necessary. 988 Crisis specialists are here to listen, support, provide resources and help in any way they can. You will be asked to share your reasons for calling and, from there, the crisis specialist will assess your safety and provide the appropriate help you need.

The state of Indiana has partnered with five providers to answer contacts to 988.

- Crisis Center, Inc.
- A Better Way
- Mental Health America Wabash Valley Region
- Mental Health America of Indiana
- Text to Chat

**CONFIDENTIAL MEDICAL FACILITIES** There are facilities both on- and off-campus that provide confidential medical care to victims:

- Purdue in Indianapolis students have access to IU Indianapolis Campus Health services located at: Lockefield Village, 1st floor, 980 Indiana Ave.
- PUSH Women's Clinic, 765-494-1700, 601 Stadium Mall Drive, West Lafayette, IN 47907
- PUSH Urgent Care, 765-494-1724, 601 Stadium Mall Drive, West Lafayette, IN 47907
- Franciscan Health Lafayette East – East, 765-502-4000, 1701 S. Creasy Lane, Lafayette, IN
- IU Health Arnett Hospital, 765-448-8000, 5165 McCarty Lane, Lafayette, IN
- YWCA Domestic Violence Intervention and Prevention Hotline, 765-423-1118 or 888-345-1118



**NO-CONTACT DIRECTIVES** Purdue University can issue no-contact directives that prohibit a respondent from contacting you. For information and assistance, contact the West Lafayette campus Title IX Coordinator (795-494-7255, Young Hall, 4<sup>th</sup> Floor) or CARE (765-495-2273, Duhme Hall (Windsor), Room 139, 205 North Russell Street, West Lafayette, IN).

## SEXUAL OFFENDER REGISTRY

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sexual offenders enrolled at or employed by institutions of higher education. The CSCPA's intent is to extend to campus the protection of other sexual offender registries. Pertinent information can be viewed online:

- Indiana Sex and Violent Offender Registry, <https://indianasheriffs.org/resources/sex-and-violent-offender-registry/>
- National Sex Offender Public Website, [www.nsopw.gov](http://www.nsopw.gov)
- Megan's Law Information for Indiana, [www.klaaskids.org/megans-law/indiana/](http://www.klaaskids.org/megans-law/indiana/)

## DISCIPLINARY POLICIES AND PROCEDURES GOVERNING HARASSMENT, DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff, and students that is positive and free from all forms of harassment.

Complaints of dating violence, domestic violence, sexual assault, stalking, and other forms of harassment may be resolved pursuant to one of two separate Purdue University policies: *Anti-Harassment Policy* or *Title IX Harassment Policy*.

Both policies seek to encourage faculty, staff, and students to report and address incidents of harassment. Additionally, the procedures within both policies are prompt, fair, and impartial from the initial investigation to the final result.

## DEFINITIONS

The following definitions are referenced in the *Anti-Harassment Policy*, the *Procedures for Resolving Complaints of Discrimination and Harassment*, the *Title IX Harassment Policy*, and/or the *Procedures for Resolving Complaints of Title IX Harassment*:

**ADVISOR** An individual selected by the Complainant or the Respondent to accompany the Party to any interview or meeting under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Hearing Advisor.

**COMPLAINANT(S)** A person or persons (1) employed by, consulting with or contracting with the University or (2) participating in or attempting to participate in a Purdue University program or activity who is making a complaint under the Informal Resolution Process or the Formal Resolution Process.

**CONSENT/CONSENSUAL** Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is incapacitated or otherwise prevented from giving consent as a result of impairment due to a mental or physical condition or age. No consent exists when there is a threat of force or physical or psychological violence.

Although consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of consent.

The voluntary nature of consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

**DATING VIOLENCE** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

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.

**DAYS** Calendar Days.

**DOMESTIC VIOLENCE** Violence (including threats or attempts) committed:

1. by a current or former spouse or intimate partner of the victim,
2. by a person with whom the victim shares a child in common,
3. by a person who is cohabiting with or has cohabitated with the victim as a spouse or intimate partner.
4. by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Indiana, or
5. 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.

**ELIGIBLE DESIGNEE** An individual to whom the Chancellor, Associate Vice President for Civil Rights or Dean of Students delegates their authority under these Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

**FORMAL COMPLAINT** (*Procedures for Resolving Complaints of Discrimination and Harassment or Title IX Harassment*) A complaint filed pursuant to the *Procedures for Resolving Complaints of Discrimination and Harassment*, or a document filed by a Complainant or signed by the Title IX Coordinator under the *Procedures for Resolving Complaints of Title IX Harassment*. In the case of Title IX Harassment, the complaint must allege Title IX Harassment against a named Respondent(s) and request that the University investigate the allegations. See Section I of the Title IX Procedures.

**FORMAL RESOLUTION PROCESS** (*Procedures for Resolving Complaints of Discrimination and Harassment or Title IX Harassment*) The process for resolving complaints of discrimination, harassment, or Title IX Harassment, as set forth in Section I of the applicable Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a determination as to whether one or more University Policies has been violated, and, as appropriate, the imposition of sanctions and remedial measures. In cases involving Title IX Harassment, the process also includes a Hearing.

**HARASSMENT** Conduct towards another person or identifiable group of persons that is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity.
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

Use of the term harassment includes all forms of harassment, including stalking, racial harassment and sexual harassment.

**HEARING** The formal live meeting during which the Parties, witnesses and other participants appear virtually with technology enabling participants simultaneously to see and hear each other. Evidence is presented and witnesses are heard.

**HEARING ADVISOR** An individual selected by the Complainant or the Respondent to accompany the Party to the Hearing and conduct cross examination of witnesses under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Advisor. If a Party does not have a Hearing Advisor, the University will provide someone who is not an attorney to serve in this role.

**HEARING OFFICER** The individual responsible for administering the Hearing and issuing decisions concerning responsibility and sanctions, if applicable, in Title IX Harassment matters. The Hearing Officer cannot be a University Investigator in a matter or the University's Title IX Coordinator.

**INCAPACITATED/INCAPACITATION** A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing consent (e.g., to understand the who, what, where, why and how of their sexual interaction). Such incapacitation may be caused by

alcohol or other drug use, sleep, or unconsciousness. Intoxication is not equivalent to incapacitation.

**INFORMAL COMPLAINT** A complaint made pursuant to the Procedures.

**INFORMAL RESOLUTION PROCESS** The process for resolving complaints of discrimination and/or harassment set forth in the Procedures. The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement.

**INVESTIGATION REPORT** A written report prepared by the University Investigator(s) that fairly summarizes relevant evidence.

**MANDATORY REPORTERS** Individuals employed by the University who hold a title of or equivalent to President, Chancellor, Vice President, Vice Chancellor, Vice Provost, Dean, Department Head and Associate Vice President for Civil Rights, as well as all employees in supervisory or management roles, and other staff who have authority and responsibility to initiate corrective measures on behalf of the University.

**PARTY/PARTIES** The Complainant(s) and Respondent(s) in a Title IX Harassment matter.

**RACIAL HARASSMENT** Conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, color, national origin or ancestry and is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity.
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

The University is strongly committed to providing a safe and harassment-free environment for members of those groups that have historically been, and are still likely to be, at greatest risk of harassment for reasons of prejudice.

**REGULATIONS GOVERNING STUDENT CONDUCT** The rules and procedures that govern student conduct and disciplinary action as set forth by each campus.

**RELATIONSHIP VIOLENCE** Any physical, sexual and/or psychological harm against an individual by a current or former intimate or romantic partner. Intimate or romantic partners may be dating, cohabitating, married, separated or divorced, and may be of the same or opposite sex.

**RESPONDENT(S)** The person or persons (1) who has been reported to be the perpetrator of conduct that could constitute Title IX Harassment, or (2) whose conduct is the subject of concern.

**RETALIATION** Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against any person or group for reporting or complaining of Title IX Harassment, assisting, participating, or refusing to participate in the investigation of a complaint of Title IX Harassment, or enforcing this policy.

**SEXUAL ASSAULT** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. As indicated in the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

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

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

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

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

**SEXUAL EXPLOITATION** Any act that exploits someone sexually. Examples include, but are not limited to:

- Exposing one's own or another person's intimate parts without consent.
- Recording video or audio of, photographing, or disseminating or transmitting intimate or sexual utterances, sounds or images without consent of all parties involved.
- Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the consent of all parties involved; and
- Engaging in any form of voyeurism.

**SEXUAL HARASSMENT** includes:

- A. Any act of sexual violence.
- B. Any act of sexual exploitation; or
- C. Any unwelcome sexual advance, request for sexual favors or other written, verbal or physical conduct of a sexual nature when:
  1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University program or activity.

2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University program or activity; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University program or activity.

**SEXUAL VIOLENCE** Any non-consensual sexual act, including but not limited to rape, sexual assault, sexual battery and sexual coercion. Sexual violence also includes relationship violence. Examples of sexual violence include, but are not limited to:

- Non-consensual sexual contact: touching, with any body part or object, another person's intimate parts (e.g., genitalia, groin, breast, buttocks), whether clothed or unclothed.
- Non-consensual sexual intercourse: oral, anal and/or vaginal penetration, to any degree and with any body part or object; and
- Compelling a person to touch their own or another person's intimate parts without consent.

**STALKING (*Anti-Harassment Policy*)** Any knowing or intentional course of conduct involving repeated or continued following, threatening or intimidating another person by telephone, mail, electronic communication, social media, in person, or by any other action, device or method when such conduct 1) would cause a reasonable person to suffer substantial emotional distress or fear of bodily injury or death, and 2) actually causes such person substantial emotional distress or fear of bodily injury or death.

**STALKING (*Title IX Harassment Policy*)** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

For the purposes of this definition:

**Course of conduct** means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

**Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.

**Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**SUPPORTIVE MEASURES** Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. 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 Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

**TITLE IX COORDINATOR** A University employee who is responsible for the implementation of the University's Title IX Harassment Policy.

**TITLE IX HARASSMENT** Conduct on the basis of sex that satisfies one or more of the following:

1. A University employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., *quid pro quo*).
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University's educational programs or activities; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

**UNIVERSITY** Any campus, unit, program, association or entity of Purdue University, including but not limited to Purdue University Fort Wayne, Purdue University Northwest, Purdue University West Lafayette, Purdue Cooperative Extension Service and Purdue Polytechnic Institute Statewide.

**UNIVERSITY-INITIATED INVESTIGATION** An investigation initiated by the University in the absence of a Formal Complaint submitted by a Complainant.

**UNIVERSITY INVESTIGATOR** A person appointed to investigate a Formal Complaint. Any individual designated to conduct an investigation must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance. A University Investigator may be a University employee or an external professional.

## **ANTI-HARASSMENT POLICY**

This policy addresses harassment in all forms, including harassment toward individuals for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity

and/or gender expression. Additionally, the *Anti-Harassment Policy* may cover dating violence, domestic violence, sexual assault, and stalking.

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### **Statement of Policy**

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrates its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment.

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment. This policy addresses Harassment in all forms, including Harassment toward individuals (a) for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression or (b) based on actual or perceived shared ancestry or ethnic characteristics, and citizenship or residency in a country with a dominant religion or distinct religious identity and their association with this national origin/ancestry. This includes, for example, conduct towards another person or identifiable group of persons that is determined to have been motivated by Antisemitism, Islamophobia, Christianophobia or any other hatred, prejudice or discrimination against a particular religious belief. The University will not tolerate Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

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### **Reporting and Addressing Harassment**

This policy seeks to encourage faculty, staff and students to report and address incidents of Harassment. The *Procedures for Resolving Complaints of Discrimination and Harassment*, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Harassment.

Retaliation against faculty members, staff members or students for reporting or complaining of Harassment, for assisting or participating in the investigation of a complaint of Harassment, or for enforcing this policy is strictly prohibited.

The University reserves the right to investigate circumstances that may involve Harassment in situations where no complaint, formal or informal, has been filed. In appropriate circumstances,



sanctions in accordance with this policy will be implemented where the University has initiated an investigation in the absence of a formal or informal complaint.

To determine whether a particular act or course of conduct constitutes Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of Harassment, a serious incident, even if isolated, can be sufficient.

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### **Academic Freedom and Freedom of Speech**

Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

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### **Violation of Policy and Sanctions**

Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Violence or Sexual Exploitation. Therefore, students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Violence or Sexual Exploitation.

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### **False Allegations, Statements, and Evidence**

This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an

investigation under this policy may be subject to discipline under this policy or another University policy or process.

Making a good faith report of discrimination or Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility is not sufficient on its own to conclude that any individual made a materially false statement in bad faith.

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### **Retaliation Prohibited**

The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in an investigation or proceeding under this policy.

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### **Education and Prevention**

The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking.

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### **Coordination with Other University Policies**

This policy augments, but does not supersede, other University policies covering discrimination. Although Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

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### **Reason for This Policy**

This policy is designed to prevent and sanction incidents of Harassment within the Purdue University community. The University believes that Harassment, which is a form of discrimination, is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with both state and federal laws and regulations, including but not limited to:

- Age Discrimination Act of 1975,
- Age Discrimination in Employment Act of 1967,
- Americans with Disabilities Act of 1990, as amended,
- Equal Pay Act of 1963,
- Genetic Information Nondiscrimination Act of 2008,
- Immigration Reform and Control Act of 1986,
- Indiana Civil Rights Act of 1971,

- Pregnancy Discrimination Act,
- Sections 503 and 504 of the Rehabilitation Act of 1973,
- Title VI of the Civil Rights Act of 1964, as amended,
- Title VII of the Civil Rights Act of 1964, as amended,
- Uniformed Services Employment and Reemployment Rights Act of 1994,
- VEVRAA, Section 4212
- Jeanne Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013.

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## **Individuals and Entities Affected By This Policy**

All Purdue University community members.

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## **Exclusions**

Title IX Harassment matters are addressed under the policy on *Title IX Harassment Policy (III.C.4)* and the *Procedures for Resolving Complaints of Title IX Harassment*.

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## **Responsibilities**

### ***Vice President for Ethics and Compliance***

- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Harassment for all campuses and operations within the Purdue University system.
- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking within the University system.

### ***Chancellors***

- Maintain an educational and employment environment free from Harassment.

### ***Vice Presidents, Vice Chancellors, Vice Provosts and Deans***

- Maintain an educational and employment environment free from Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Harassment.

### ***Title IX Coordinators***

- Oversee the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence on their respective campuses involving students, staff, faculty, consultants and contractors.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.

- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts and periodic reviews of climate and culture for their respective campuses.

### ***Mandatory Reporters***

- Report all incidents of discrimination, Harassment or retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

### ***Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment***

- Report all incidents of Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Harassment or complaints of Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

### ***Individuals Who Believe They Have Experienced or Witnessed Harassment***

- Report the incident as described in the *Procedures for Resolving Complaints of Discrimination and Harassment*.

## **PROCEDURES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT**

### **Introduction**

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, whether on or off campus, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of harassment and/or discrimination, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps before the determination of the final outcome of an investigation.

There are both informal and formal processes for resolving complaints of discrimination and harassment. A Complainant may elect to invoke either the Informal or Formal Resolution Process. If the Complainant finds that initial informal efforts are unsatisfactory, the Complainant may then seek a formal resolution. A Complainant is not required to proceed with informal resolution before seeking formal resolution.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

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## **Scope**

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination committed against a student, employee, consultant, independent contractor, or a person participating in or attempting to participate in a program or activity of Purdue University under the University's Policies on Anti-Harassment and (the "Policies"). These Procedures apply to sexual misconduct matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence and Stalking, in addition to all other forms of prohibited discrimination and harassment. Title IX Harassment matters are addressed under Title IX Harassment and the Procedures for Resolving Complaints of Title IX Harassment.

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, volunteers, campus visitors or persons participating in or attempting to participate in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, employees or both at the sole option of the University.

These Procedures govern conduct that occurs on and/or off campus or that impacts the educational or work experience of a member of the Purdue community. In particular, off-campus conduct is subject to these Procedures if 1) the conduct occurred in the context of an education program or activity of the University, or 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity.

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## **Resources for Resolving Complaints of Discrimination and Harassment**

University community members may bring inquiries and complaints about discrimination and/or harassment to the Campus Civil Rights Office, Office of the Dean of Students or the Vice President for Ethics and Compliance. The management of all complaints of discrimination and/or harassment, regardless of where they are initially received, and the implementation of these Procedures is the responsibility of the Vice President for Ethics and Compliance. Any question of interpretation regarding these Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

In addition, University community members may bring inquiries and complaints about Sexual Violence, Relationship Violence, Sexual Exploitation or Stalking to the Title IX Coordinator. Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment policy.

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## **General Provisions**

### ***Delegation***

The Chancellor, Dean of Students and Associate Vice President for Civil Rights may delegate their authority under the Procedures to an Eligible Designee.

### ***Requests for Anonymity or No Action***

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Vice President for Ethics and Compliance shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant's request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, the University's ability to meaningfully investigate the incident and pursue disciplinary action against a Respondent may be limited. The University will take other appropriate steps to eliminate any such discrimination or harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate remedial measures to the Complainant and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a University-Initiated Investigation and potential disciplinary action if there is an individual or public safety

concern and sufficient independent information exists to establish that one or both of the Policies has been violated.

The Vice President for Ethics and Compliance will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

### ***Interim Measures***

The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and to facilitate the Complainant's continued access to University employment or education programs and activities.

These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) and protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process.

The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

### ***Advisor or Support Person***

Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a party in the Informal Resolution Process

or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

### ***Time Frames***

The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident as soon as possible.

Informal Complaints must be filed with a Campus Civil Rights Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident.

Formal Complaints must be filed with a Campus Civil Rights Office within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days of the incident of discrimination or harassment. Where the discrimination or harassment is of an ongoing nature, a Formal Complaint must be filed within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days from the most recent incident.

To file an Informal or Formal Complaint, a Complainant must complete a Complaint Information Form online, in person or via electronic mail.

The 120-day deadline to file a complaint does not apply to University-Initiated Investigations, and the University will accept reports of discrimination or harassment at any time.

When extenuating circumstances warrant, a Chancellor, Dean of Students or the Associate Vice President for Civil Rights, as the case may be, has the authority and discretion to extend any of the time limits contained in these Procedures for good cause except those relating to the filing of complaints or the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Procedures. In the event that good cause exists for the investigation and resolution to exceed this time frame, the University will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.



Notwithstanding the foregoing, a complaint relating to alleged discrimination or harassment occurring during a Complainant's employment by or enrollment as a student of the University must be properly filed within 10 days following termination of the Complainant's employment with the University or within 30 days following the Complainant's graduation, last date of enrollment, or other separate as a student, as the case may be.

***Expectation Regarding Participation by the Parties***

All employees and students have an obligation to cooperate in the conduct of these Procedures. Failure to do so may result in disciplinary action. In the event that a Complainant chooses not to participate in an interview or declines to provide information requested by the University Investigator, the Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss the complaint if there is no independent information upon which to proceed. The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide written notice of such dismissal to the Complainant(s) and the Respondent(s). In the event that a Respondent chooses not to participate in an interview or declines to provide information requested by the University Investigator, the University Investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent. Where the complaint or the circumstances involve potential criminal conduct, however, a party may choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

In the event that an impacted party chooses not to participate in an interview or declines to provide information requested by the University Investigator in connection with a University-Initiated Investigation, the Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss the University-Initiated Investigation.

All University community members are expected to provide truthful information in any report or proceeding under these Procedures. Any person who knowingly makes a false statement in connection with the initiation or resolution of a complaint or University-Initiated Investigation under these Procedures may be subject to appropriate discipline. Making a good faith report of discrimination or harassment that is not later substantiated is not considered a false statement.

***Special Circumstances in the Event of Conflict of Interest or Bias***

In the event that a complaint concerns the conduct of the Associate Vice President for Civil Rights or the Dean of Students (or the Associate Vice President for Civil Rights or Dean of Students has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Associate Vice President for Civil Rights or Dean of Students pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor (or the Vice President for Ethics and Compliance or a Chancellor has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance or such Chancellor pursuant to these Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures. In the event that the President or other member of senior

administration is a Respondent under these Procedures, the University may, in its sole discretion, modify these Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

In the event that a Complainant (or impacted party in the case of a University-Initiated Investigation) or a Respondent has concerns that a University Investigator or decision maker under these Procedures cannot conduct an unbiased review or render a determination free from bias, such individual may report such concerns to the Vice President for Human Resources, who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns must be reported promptly or will be considered waived. In reaching such decision, the Vice President for Human Resources will consider whether a reasonable person would believe bias exists.

### ***Coordination with Law Enforcement***

A Complainant may seek recourse under these Procedures and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of University Policy has occurred. Proceedings under these Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant regarding support, options for resolution and the implementation of interim remedial measures to address concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

### ***Requests by Individuals with Disabilities***

Purdue is committed to providing equal access under these Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

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## **Reporting Options and Resources for Sexual Misconduct Matters**

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence, whether as a Complainant, a Respondent or a third party, will have equal access to support consistent with their needs and available University resources.

A first step for any Complainant or third-party witness may be choosing how to proceed following an incident of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and/or Relationship Violence. The University recognizes that deciding whether to make a report and

choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assist either party in the event that a report and/or resolution under the Policies or the Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

### ***Confidential Resources***

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

It is important to understand that other University employees involved in the University's sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be **REQUIRED** to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator.

### ***Non-Confidential Campus Reporting Resources and Mandatory Reporters***

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team.

In contrast to the designated campus or community professionals described above under "Confidential Resources," who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are **REQUIRED** to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team ("mandatory reporters"). Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have the authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the parties, if known.

### ***Privacy***

The privacy of the parties will be respected and safeguarded at all times. All University employees who are involved in the University's Title IX and sexual misconduct response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who "need to know" in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

### ***Release of Information***

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information will be released from proceedings under the Policies or the Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

### ***Reporting to Law Enforcement***

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that also may be crimes under state criminal statutes. The University will assist a Complainant, at the Complainant's request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.

### ***Anonymous Reporting***

Any individual may make an anonymous report concerning an act of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence. A report can be made without disclosing one's own name, identifying the Respondent or requesting any action. Depending on

the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at [www.purdue.edu/hotline/](http://www.purdue.edu/hotline/) or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

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### **Counseling, Advocacy, and Support Services**

The University is committed to providing a number of support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue University provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services. The Title IX Coordinator and professional staff within the Office of the Dean of Students is available to assist students with the imposition of interim remedial and protective measures, including the following:

- Coordination of services,
- Academic adjustments, including processing absence notifications,
- Housing reassignments and assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office,
- Assistance in obtaining no-contact directives within the University, and
- Assistance in obtaining a protective order through the local court system.

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### **Informal Resolution Process**

#### ***Filing an Informal Complaint***

To file an Informal Complaint, a Complainant must submit the Complaint Information Form online, in person or via electronic mail. The Complaint Information Form must be submitted to the Campus Civil Rights Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. The Campus Civil Rights Office can provide assistance in completing the Complaint Information Form. Participation in the Informal Resolution Process is voluntary, and a Complainant may ask to conclude the process at any time. The Campus Civil Rights Office will take steps to ensure the privacy of the Complainant and Respondent during the Informal

Resolution Process to the extent maintenance of privacy does not interfere with the University's obligation to address allegations of discrimination and/or harassment.

The initial assessment of Informal Complaints, as described in section H.2 below, will be completed as follows:

- a. For Purdue University West Lafayette (including Indianapolis and statewide technology locations), by the Associate Vice President for Civil Rights;
- b. For Purdue University Fort Wayne and Purdue University Northwest, by the Chancellor for matters with faculty or staff Respondents and by the Dean of Students for matters with student Respondents.

### ***Jurisdiction/Dismissal***

Within five days following receipt of the Informal Complaint, the Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Informal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall dismiss the Informal Complaint, and that decision shall be final. The Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal.

### ***Processing of Informal Complaints***

In consultation with the Chancellor, Associate Vice President for Civil Rights or Dean of Students, as the case may be, the Campus Civil Rights Office may take appropriate steps to resolve the Informal Complaint. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about equal opportunity or harassment; verbal or written reprimands; or other interventions or actions aimed at ending the discrimination or harassment, preventing its recurrence, and addressing its effects.

Prior to completing the Informal Resolution Process, and/or upon the Complainant's request in writing, a Chancellor, the Dean of Students or the Associate Vice President for Civil Rights may determine that no purpose is served by pursuing the Informal Resolution Process and may refer the Complaint to the Formal Resolution Process.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal from the Informal Resolution Process, and that decision shall be final. Subject to the provisions in Section E (Time

Frames) above, the Complainant may elect to file a Formal Complaint within 10 days following the conclusion of the Informal Resolution Process.

### ***Conclusion of the Informal Resolution Process***

The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint; (2) a resolution of the Informal Complaint by agreement of the parties; or (3) initiation of the Formal Resolution Process.

The Campus Civil Rights Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Civil Rights Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

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## **Formal Resolution Process**

### ***Filing a Formal Complaint***

Subject to the time frames identified in Section E above, a Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Formal Complaint Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Civil Rights Office can provide assistance in completing the Formal Complaint Form.

The initial assessment of Formal Complaints, as described in section I.4 below, will be completed as follows:

- a. For Purdue University West Lafayette (including Indianapolis and statewide technology locations), by the Associate Vice President for Civil Rights.
- b. For Purdue University Fort Wayne and Purdue University Northwest, by the Chancellor for matters with faculty or staff respondents and by the Dean of Students for matters with student Respondents.

Where initiated to a full investigation, Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Where initiated to a full investigation, Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor

(or designee) or the Associate Vice President for Civil Rights pursuant to Sections I and J of these Procedures.

### ***Notification of Formal Complaint and Response***

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Associate Vice President for Civil Rights will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Associate Vice President for Civil Rights made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Associate Vice President for Civil Rights. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, a copy of the Respondent(s)'s response will be provided to the Complainant.

### ***University-Initiated Investigation***

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall: (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Associate Vice President for Civil Rights and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures



imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section L.

### ***Jurisdiction/Dismissal***

Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

- a. A Complainant notifies the Chancellor, Dean of Students or Associate Vice President for Civil Rights in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- b. The Respondent is no longer enrolled in or employed by the University; or
- c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal, and that decision shall be final.

### ***Investigation of Formal Complaints***

In the event that the Formal Complaint is not dismissed, a copy of the Respondent(s)' response, if any, will be provided to the Complainant. The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided with the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Associate Vice President for Civil Rights.

### ***Investigation Report and Evidence***

Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Associate Vice President for Civil Rights. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will include the University Investigator's determination of whether a violation of one or both of the Policies has occurred. The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

### ***Determination***

No earlier than 10 days and no more than 15 days from receipt of the University Investigator's report, the Chancellor, Dean of Students or Associate Vice President for Civil Rights will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Associate Vice President for Civil Rights from the Advisory Committee consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator's report and copies of any complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Associate Vice President for Civil Rights and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the

written determination of the Chancellor, Dean of Students or Associate Vice President for Civil Rights, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

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### **Sanctions and Remedies**

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Associate Vice President for Civil Rights. In the event of a disagreement between the Associate Vice President for Civil Rights and the designated Vice President or Dean, the Associate Vice President for Civil Rights will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties' appeal rights and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

Failure to abide by the sanctions imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions, up to and including expulsion or termination from the University.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Associate Vice President for Civil Rights shall be accepted into evidence at the faculty member's termination hearing without the

necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

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### **Retaliation Prohibited**

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

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### **Appeal**

The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Associate Vice President for Civil Rights and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the

Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

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### **Filing with External Agencies**

Any person may file a complaint with the Indiana Civil Rights Commission, the U. S. Equal Employment Opportunity Commission or the U. S. Department of Education's Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office for Civil Rights on the West Lafayette campus.

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## **TITLE IX HARASSMENT POLICY**

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### **Statement of Policy**

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Title IX Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrates its intellectual and ethical leadership by reaffirming its strong position against Title IX Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by Title IX Harassment.

Title IX Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Title IX Harassment. This policy addresses Title IX Harassment toward individuals for reasons of sex, sexual orientation, gender identity and/or gender expression. The University will not tolerate Title IX Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

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### **Jurisdiction**

This policy applies to the programs and activities of Purdue University in the United States, to conduct that takes place on the campus or on property owned or controlled by the University in the United States, at University-sponsored events in the United States, or in buildings located in the United States that are owned or controlled by a Recognized Student Organization.

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### **Reporting and Addressing Title IX Harassment**

This policy seeks to encourage faculty, staff and students to report and address incidents of Title IX Harassment. The *Procedures for Resolving Complaints of Title IX Harassment*, as issued and

updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Title IX Harassment.

The University reserves the right to investigate circumstances that may involve Title IX Harassment in situations where the impacted party declines to file a Formal Complaint. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the Title IX Coordinator has filed a Formal Complaint.

To determine whether a particular act or course of conduct constitutes Title IX Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Such behavior must be so severe, pervasive and objectively offensive that it effectively denies an individual equal access to a program or activity of the University.

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### **Academic Freedom and Freedom of Speech**

Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

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### **Violations of Policy and Sanctions**

Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Assault, Dating Violence, Domestic Violence or Stalking. Therefore, students who provide information regarding Sexual Assault, Dating Violence, Domestic Violence or Stalking will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Assault, Dating Violence, Domestic Violence or Stalking.

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### **False Allegations, Statements, and Evidence**

This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith.

Disciplinary action will be taken against any person or group found to have brought a charge of Title IX Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility, alone is not sufficient to conclude that any individual made a materially false statement in bad faith.

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### **Retaliation Prohibited**

The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX Harassment investigation, proceeding or hearing.

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### **Education and Prevention**

The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking.

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### **Coordination with Other University Policies**

This policy augments, but does not supersede, other University policies covering discrimination or harassment. Although Title IX Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain harassing or discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

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### **Reason for This Policy**

This policy is designed to prevent and sanction incidents of Title IX Harassment within the Purdue University community. The University believes that Title IX Harassment is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with Title IX of the Education Amendments of 1972.

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## **Individuals and Entities Affected by This Policy**

All Purdue University community members.

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## **Exclusions**

There are no exclusions to this policy.

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## **Responsibilities**

### ***Vice President for Ethics and Compliance***

- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Title IX Harassment for all campuses and operations within the Purdue University system.
- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking within the University system.

### ***Chancellors***

- Maintain an educational and employment environment free from Title IX Harassment.

### ***Vice Presidents, Vice Chancellors, Vice Provosts and Deans***

- Maintain an educational and employment environment free from Title IX Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Title IX Harassment.

### ***Title IX Coordinators***

- Coordinate the University's efforts related to the intake, investigation, resolution and implementation of supportive measures to stop, remediate and prevent Title IX Harassment prohibited under this policy on their respective campuses involving students, staff, faculty and persons participating in or attempting to participate in a program or activity of the University.
- Oversee the investigation and resolution of all reports of sexual misconduct on their respective campuses involving students, staff, faculty consultants and contractors under the *Anti-Harassment policy (III.C.1)*, as amended from time to time.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Assault, Dating Violence, Domestic Violence or Stalking.



- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts, and periodic reviews of climate and culture for their respective campuses.

### ***Mandatory Reporters***

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

### ***Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Title IX Harassment***

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Title IX Harassment or complaints of Title IX Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

### ***Individuals Who Believe They Have Experienced or Witnessed Title IX Harassment***

- Report the incident as described in the *Procedures for Resolving Complaints of Title IX Harassment*.

## **PROCEDURES FOR RESOLVING COMPLAINTS OF TITLE IX HARASSMENT**

### **Introduction**

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Title IX Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of Title IX Harassment, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps and/or providing Supportive Measures before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

There are both formal and informal processes for resolving complaints of Title IX Harassment; however, the informal process is not available unless a Formal Complaint has been filed.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

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## **Scope**

These Title IX Procedures outline the resolution processes that will be used to investigate and/or resolve a report of Title IX Harassment committed against a student, employee, or a person participating in or attempting to participate in a program or activity of Purdue University under the University's policy on the Title IX Harassment. These Title IX Procedures apply to allegations of conduct on the basis of sex addressed by the University in accordance with its obligations under Title IX of the Education Amendments of 1972 ("Title IX").

These Title IX Procedures incorporate the regulations governing educational institutions' Title IX obligations, as promulgated by the Department of Education's Office for Civil Rights. Other harassment and discrimination not covered by Title IX are addressed under the University's policies on Anti-Harassment and on and the Procedures for Resolving Complaints of Discrimination and Harassment. If a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented.

For these procedures to be applicable, all of the following conditions must be met:

1. The alleged Title IX Harassment occurred on a University premises or property, at a University-sponsored event, or in buildings owned or controlled by the University's recognized student organizations; or if the alleged conduct took place outside the aforementioned locations, it effectively deprived someone of access to the University's educational program, or the Title IX Coordinator determines that the conduct affects a substantial University interest.
2. The Respondent is a member of the University's community.
3. At the time of filing a Formal Complaint, the Complainant was participating in or attempting to participate in an education program or activity of the University.
4. The alleged misconduct occurred after August 14, 2020.

If any of the above conditions are not met, and if a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented if applicable. For reports in which the alleged misconduct occurred before August 14, 2020, the University will apply the policy definitions of misconduct that were in effect at the time of the alleged misconduct.

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### **Resources for Resolving Complaints of Title IX Harassment**

Inquiries and complaints about Title IX Harassment, including, but not limited to, inquiries and complaints about Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking may be brought to the Title IX Coordinator. Information about the Title IX Coordinator for each campus is available in the Title IX Harassment Policy.

The management of all complaints of Title IX Harassment, regardless of where they are initially received, and the implementation of these Title IX Procedures is the responsibility of the Title IX Coordinator.

Any question of interpretation regarding these Title IX Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

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### **General Provisions**

#### ***Presumption of Innocence and Burden of Proof***

The University administers these Title IX Procedures with the presumption that the Respondent is not responsible for the alleged Title IX Harassment unless and until the Respondent is determined to be responsible for a violation of the Title IX Harassment Policy by a preponderance of the evidence. The University has the burden of proof to establish each element of any alleged Title IX Harassment Policy violation by the Respondent.

#### ***Delegation***

The Title IX Coordinator may delegate their authority under these Title IX Procedures to an Eligible Designee.

#### ***Requests for Anonymity or No Action***

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Formal Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Title IX Coordinator shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant's request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, federal law prohibits the University from pursuing disciplinary action against a Respondent. The University will, however, take other appropriate steps to eliminate any such Title IX Harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate Supportive Measures and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a Formal Complaint signed by the Title IX Coordinator if there is an individual or public safety concern and sufficient independent information exists to establish that the Title IX Harassment Policy has been violated.

The Title IX Coordinator will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

### ***Advisor***

Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party's Hearing Advisor. In the event that an attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

### ***Time Frames***

The University encourages prompt reporting. Persons who have experienced or witnessed harassment are encouraged to report the incident to the Title IX Coordinator as soon as possible.

There is no time limitation on reporting an allegation to the Title IX Coordinator, however, unreasonable filing delays could result in the dulling of memories and a loss of relevant evidence and witness testimony. If the Respondent is no longer subject to the University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be limited. Delays in filing shall not affect the Complainant's eligibility for Supportive Measures from the University.

When extenuating circumstances warrant, the Title IX Coordinator has the authority and discretion to extend any of the time limits contained in these Title IX Procedures for good cause except those relating to the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Title IX Procedures. In the event that good cause exists for the investigation and resolution to exceed these time frames, the University will notify all Parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the Parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

### ***Expectations Regarding Participation***

All University community members are expected to provide truthful information in any report or proceeding under these Title IX Procedures. Any person who, in bad faith, makes a false statement or submits false information in connection with the initiation or resolution of a Formal Complaint under these Title IX Procedures may be subject to appropriate discipline. Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility alone, is not sufficient to conclude that any individual made a materially false statement in bad faith.

### ***Formal Complaints involving University Officers and/or Administrators with Responsibilities under these Title IX Procedures***

In the event that a complaint concerns the conduct of the Title IX Coordinator or Hearing Officer (or the Title IX Coordinator or Hearing Officer has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Title IX Coordinator or Hearing Officer pursuant to these Title IX Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance (or the Vice President for Ethics and Compliance has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance pursuant to these Title IX Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Title IX Procedures. In the event that the President or other member of senior

administration is a Respondent under these Title IX Procedures, the University may, in its sole discretion, modify these Title IX Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

### ***Conflicts of Interest and Bias Concerns***

Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.

In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

### ***Coordination with Law Enforcement***

A Complainant may seek recourse under these Title IX Procedures and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of the University's Title IX Harassment Policy has occurred. Proceedings under these Title IX Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant and Respondent regarding Supportive Measures, options for resolution, and concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

### ***Requests by Individuals with Disabilities***

Purdue University is committed to providing equal access under these Title IX Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

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## **Reporting Options and Resources for Title IX Harassment**

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Title IX Harassment whether as a Complainant or a Respondent will have equal access to Supportive Measures.

A first step for any Complainant may be choosing how to proceed following an incident of Title IX Harassment. The University recognizes that deciding whether to make a report and choosing how

to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either Party in the event that a report and/or resolution under the Title IX Harassment Policy or these Title IX Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

### ***Confidential Resources***

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

It is important to understand that other University employees involved in the University's sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be **REQUIRED** to share a report of Title IX Harassment with the Title IX Coordinator.

### ***Non-Confidential Campus Reporting Resources and Mandatory Reporters***

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Title IX Harassment. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator.

In contrast to the designated campus or community professionals described above under "Confidential Resources," who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are **REQUIRED** to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator. Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have the authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the Parties, if known.

### ***Privacy***

The privacy of the Parties will be respected and safeguarded at all times. All University employees who are involved in the University's Title IX response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is

limited to those University employees who “need to know” in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

### ***Release of Information***

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Title IX Harassment Policy or the Title IX Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

### ***Reporting to Law Enforcement***

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for Title IX Harassment that also may be crimes under state criminal statutes (see legal definitions on the Title IX website at [www.purdue.edu/titleix/index.php](http://www.purdue.edu/titleix/index.php)). The University will assist a Complainant, at the Complainant’s request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.

### ***Anonymous Reporting***

Any individual may make an anonymous report concerning an act of Title IX Harassment. A report can be made without disclosing one’s own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University’s ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at [www.purdue.edu/hotline](http://www.purdue.edu/hotline) or by calling 1-866-818-2620.



As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

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### **Counseling, Advocacy and Support for Students**

The University is committed to providing a number of support services to University community members. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue University provides its students with professional staff who can assist students who have been involved in a Title IX Harassment incident or participated in a resolution process under these Title IX Procedures with academic and advocacy/support services. The professional staff within the Office of the Dean of Students are available to assist students with Supportive Measures, including the following:

- Coordination of services,
- Academic adjustments, including processing absence notifications,
- Assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office, and
- Assistance in obtaining a protective order through the local court system.

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### **Informal Resolution Process**

After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator, or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.

The Informal Resolution Process is not available in matters in which a student is a Complainant, and a faculty or staff member is a Respondent.

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## **Formal Resolution Process**

### ***Filing a Formal Complaint***

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.

The Formal Complaint should contain the following:

- a. The identities of the Parties involved, if known;
- b. The date of the alleged incident, if known;
- c. The location of the alleged incident, if known; and
- d. A description of the conduct that is alleged to violate the Title IX Harassment Policy.

### ***Notification of Formal Complaint and Response***

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

- a. An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures,
- b. A copy of the Formal Complaint,
- c. The identities of the Parties involved, if known,
- d. The date of the alleged incident, if known,
- e. The location of the alleged incident, if known,
- f. The conduct that is alleged to violate the Title IX Harassment Policy,
- g. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures,
- h. The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney,
- i. The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source,
- j. The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University's Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide

that “dishonesty in connection with any University activity” constitutes conduct for which students may be subject to informal action or disciplinary sanctions, and

- k. A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal.

In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.

The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

### ***Mandatory Dismissal***

The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

- a. Fail to constitute Title IX Harassment, or
- b. Occur outside the University’s jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably practicable. A mandatory dismissal does not preclude action under the University’s policies on Anti-Harassment or on Equal Opportunity and Equal Access or the Regulations Governing Student Conduct.

A mandatory dismissal may be appealed in accordance with the Title IX Procedures.

### ***Discretionary Dismissal***

The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

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

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of the dismissal. Such a dismissal does not preclude action under the University’s policies on Anti-Harassment or on Equal Opportunity and Equal Access or the Regulations Governing Student Conduct.

A discretionary dismissal may be appealed in accordance with the Title IX Procedures.

### ***Investigation of Formal Complaints***

In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties:

- a. The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s) written response will be provided to the Complainant.
- b. A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.
- c. A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired,
- d. The name of the University Investigator(s) assigned to the matter,
- e. A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defender groups,
- f. Guidance regarding Supportive Measures, if applicable, and
- g. A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:

- a. Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties,
- b. Provide equal opportunity for Parties to present witnesses and other inculpatory and exculpatory evidence,
- c. Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence, and
- d. Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

### ***Investigation Report and Evidence***

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both inculpatory and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses.

Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

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## **Hearing**

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, without fee or charge to that Party, a Hearing Advisor of the University's choice to conduct cross-examination on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.

At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.

At the hearing, each Party's Hearing Advisor will conduct a cross-examination of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party's Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular

question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the live Hearing or refusal to answer cross-examination or other questions.

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### **Determination, Sanctions and Remedies**

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. That written determination shall include:

1. An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated.
2. A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held.
3. Findings of fact supporting the determination.
4. Conclusions regarding the application of the Title IX Harassment Policy to the facts.
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
6. Any sanctions the University imposes on the Respondent.
7. Any remedies provided to the Complainant designed to restore or preserve access to the University's education program or activity.
8. A determination of whether the Formal Complaint was knowingly false or malicious; and
9. The University's procedures and permissible bases for Parties to appeal.

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost, or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.

Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

Failure to abide by the sanctions imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions, up to and including the expulsion or termination from the University.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence at the faculty member's termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

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### **Retaliation Prohibited**

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or

performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

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## **Appeal**

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

1. Procedural irregularity that affected the outcome of the matter.
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

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## **Filing with External Agencies**

Any person may file a complaint with the Indiana Civil Rights Commission, the U. S. Equal Employment Opportunity Commission or the U. S. Department of Education's Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office for Civil Rights on the West Lafayette campus.



## SANCTIONS

Sanctions imposed pursuant the *Title IX Harassment Policy* may not be appealed or made the subject of a grievance under any other University policy.

Sanctions for violations of the *Anti -Harassment Policy* and *Title IX Harassment Policy* differ for students and employees.

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### Students

Possible sanctions for students include:

- Verbal or written warning
- Restrictions
- Exclusion from certain locations on campus
- Exclusion from certain campus activities and/or organizations
- Probation
- No-contact directives
- Educational sanctions
- Community service
- Degree deferral
- Probated suspension
- Suspension
- Expulsion
- Other sanctions as determined by the Dean of Students

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### Faculty and Staff

Possible sanctions for employees include:

- Reassignment of teaching or other responsibilities
- Letter of reprimand
- Removal of graduate faculty certification
- Suspension
- Leave of absence without pay
- Denial of merit pay increase
- Demotion
- Probation
- Personal liability for any damages, settlement costs, and/or expenses, including attorney's fees incurred by Purdue
- Termination
- Other sanctions as determined by the appropriate Vice President, Vice Chancellor, Vice Provost, or Dean

## **VICTIM SERVICES**

Purdue University provides written notification to all students and employees of existing services available for victims, both within the institution and within the Greater Lafayette community.

Several University entities – including the Vice President for Ethics and Compliance, Office of the Dean of Students, Human Resources, the Center for Advocacy, Response and Education (CARE) – provide written notification to all student and employee victims of dating violence, domestic violence, sexual assault, and stalking. The written notification describes existing services of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within Purdue University and in the general community.

Such accommodations will be provided upon request, so long as accommodations are reasonably available – regardless of whether the victim chooses to report the crime to campus or local law enforcement. Written information about the rights, options, and services available to victims of dating violence, domestic violence, sexual assault, or stalking is provided to all students and employees who report such incidents.

Purdue University is committed to providing support services to Purdue community members affected by sexual harassment, sexual violence, sexual exploitation, stalking, and/or relationship violence.

Additionally, Purdue provides its students with access to professional staff who can assist those subjected to sexual harassment, sexual violence, sexual exploitation, stalking, and/or relationship violence. These professional academic, advocacy, and support services include:

- Academic adjustments, including processing absence notifications and schedule changes.
- Housing reassignments and assistance with emergency housing placement.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office.
- Assistance in obtaining no-contact directives through Purdue.
- Assistance in obtaining a protective order through the local court system.
- Changing working situations; and
- Changing transportation to/from Purdue.

## **MISSING STUDENT NOTIFICATION POLICY**

In the event that any student is missing for more than 24 hours, PUPD must be notified. If a Resident Assistant (RA) or other University personnel is notified of a missing student, that individual must report the missing student immediately to PUPD.

All students living in on-campus housing have the option to identify a contact person(s) to be contacted by Purdue University within 24 hours, if PUPD determines the student to be missing.

Each student may designate an emergency contact(s) with University housing at the beginning of the school year. At any time during the year, students may amend an emergency contact(s) listing at the front desk of their residence hall. This emergency contact information will be registered confidentially, will be accessible only to authorized University officials, and will not be disclosed – except to law enforcement in furtherance of a missing person investigation.

If a student is under 18 years of age and not emancipated, Purdue University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any contact person designated by the student.

Unless a local law enforcement agency was the entity that made the determination that a student is missing, Purdue University will notify the local law enforcement agencies surrounding campus within 24 hours of the determination that the student is missing.

## **ANNUAL FIRE SAFETY REPORT**

The Higher Education Opportunity Act – enacted on August 14, 2008 – requires all academic institutions that maintain on-campus housing facilities to produce an Annual Fire Safety Report. This Report must outline fire safety practices, standards, and all on-campus fire-related statistics. Producing an Annual Fire Safety Report has also been a requirement of the Clery Act since 2010.

## **FIRE-RELATED DEFINITIONS**

The following definitions are specified in 34 CFR § 668.49 and are used within this Annual Fire Safety Report, specifically within the Fire Statistics for Student Housing:

**FIRE** Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

**CAUSE OF FIRE** The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

**FIRE DRILL** A supervised practice of a mandatory evacuation of a building for a fire.

**FIRE-RELATED INJURY** Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting to rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters, or any other individuals.

**FIRE RELATED DEATH** Any instance in which a person (1) is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting to rescue, or escaping from the dangers of a fire; or (2) dies within one year of injuries sustained as a result of the fire.

**FIRE SAFETY SYSTEM** Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire

extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

**VALUE OF PROPERTY DAMAGE** The estimate value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

The following definition is specified in the Higher Education Opportunity Act.

**ON CAMPUS STUDENT HOUSING** A student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.

## **PURDUE UNIVERSITY FIRE DEPARTMENT**

### **Fire Log**

PUFD will enter or update all reported fires within two business days of receiving the information. The fire log will be maintained in the Office of the Dean of Students on the Indianapolis campus at 799 W. Michigan St, Suite 331 Indianapolis, IN 46202, during normal business hours. Additionally, the fire log can be requested by emailing the Purdue University Fire Department West Lafayette at [fire@purdue.edu](mailto:fire@purdue.edu).

The most recent 60-day period will be available for inspection, upon request. Portions older than 60 days will be made available within two business days of the request.

## **RESIDENCE HALL FIRE DRILLS**

All University controlled student housing minimally complies with Indiana Fire Code for fire drills annually.

North Hall conducted one announced fire drill in 2024 to allow residents to become familiar with and practice evacuation drills. All residents must comply with the conditions of the fire drill. These drills are to be completed within the first 10 days of the semester.

Any problems or mechanical malfunctions encountered during the drill are reported and are rectified immediately.

Purdue leases apartments in Lux on Capitol for students. As private property, Lux on Capitol does not perform routine fire drills, as defined by the Clery Act. The Clery definition for fire drills may be different than state code.

At the beginning of each semester, RAs discuss and prepare fire emergency plans with the residents; while these meetings may not meet the Clery Act definition of a fire drill because they do not actually evacuate the building, they are an integral element of the University's fire safety and evacuation plans.

### **FIRE SAFETY EDUCATION**

PUFD provides fire safety education to Resident Assistants (RAs) in August, prior to the start of the academic year. This is held again in January for any new RA staff. RA fire safety education and training includes:

- Fire prevention,
- What to do in the event of a fire, including: fire evacuation procedures during an active fire alarm, and fire evacuation routes– including two ways to exit from individual rooms,
- How to report a fire, and
- First response – what to do before EMT staff arrive.

RAs meet with all residents on their assigned floor during move in to discuss fire safety, fire alarms, and evacuation routes.

Employee training is presented during the New Employee Orientation program. Employees in Resident Halls participate in fire drills.

Additional fire safety education is always available for students, faculty, and staff upon request.

### **FIRE SAFETY INSPECTIONS**

During the academic year, periodic safety inspections are conducted by residence staff personnel. Students are notified in advance of inspections, and they are urged to participate.

Additionally, the agency with fire protection jurisdiction conducts annual fire and life safety inspections of all residential facilities.

After inspections, a letter will be issued to any student if a violation is found in his or her room. The letter will detail what is expected to become compliant. If violations are not corrected after an unannounced re-inspection, the student will be subject to disciplinary action.

Common inspection violations include:

- Improper extension cords and multi-tap electric units without a breaker,
- Items stored less than 18 inches from a sprinkler head,
- Blocking electrical panels,
- Blocking egress (exit) pathways,
- Evidence of open flames, including candles, incense, or tobacco products,
- Evidence of possession of and/or cooking with unauthorized cooking appliances,
- Covering a door with paper or other combustible material,
- Use of modified or damaged electrical wiring, devices, and/or appliances,

- Possession of a portable heater,
- Evidence of tampering with a smoke detector, including removing the battery,
- Use of halogen lighting/lamps,
- Unsafe lofting/raising of beds, including beds without guardrails, and
- Possession of string lights, twinkle lights, or holiday lights.

## RESIDENTIAL HOUSING FIRE SAFETY POLICIES

Purdue's residential housing policies are in place to minimize the risk of fire and to keep all residents as safe as possible.

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### Prohibited Items

**Certain electrical appliances** are dangerous and increase the risk of fire in residential housing. For that reason, certain appliances are prohibited in student rooms, including:

- Electric blankets/bed warmers,
- Irons,
- Sun lamps,
- Halogen lights,
- Soldering equipment,
- Portable space heaters,
- Grills, and
- Electrical cooking equipment like George Foreman grills and air fryers.

Additionally, **open flames** are not permitted in residential housing. This includes candles, matches, lighters, incense, and fireworks.

**Smoking** in residential housing is strictly prohibited. Smoking is permitted only in designated outdoor smoking areas.

**Battery or gasoline motorized equipment** is prohibited from residential housing, including but not limited to: self-balancing scooters and hover boards.

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### Decorations

Certain decorations are fire hazards, and therefore, are prohibited in residential housing:

- **Decorative material which will ignite and allow flames to spread** over the surface or will allow burning particles to drop when exposed to a match flame test. The flame test will be applied to a piece of decorative material removed from the display and tested in a safe place. Plastic bags, garbage bags, and plastic tarps are examples of materials that fail the flame test, and should not be used in decorations. Non-flame-retardant materials may be treated with flame retardant, and satisfactory match flame test results may allow for treated materials to be used as decorations.
- **Decorations that obstruct fire alarms, operation of automatic sprinkler heads, or exits.**

- **Extremely flammable materials** including baled or loose hay or straw, split bamboo, cane poles, pasteboard walls or partitions.
- **Light and highly combustible paper products**, like paper napkins, toilet tissue, and paper tissue.
- **Temporary wooden walls and partitions.**
- **Haunted houses or mazes.**

The following types of materials are recommended for use in decorations and displays:

- Commercially flame-proofed crepe paper,
- Commercially flame-proofed fabrics,
- Commercially flame-proofed pomps (napkin sized),
- Flame-proofed corrugated paper,
- Latex base paints,
- Watercolor paints or water mixed powder paints, and
- Poster paints.

## **FIRE EVACUATION PROCEDURES**

Evacuation simply means moving persons from a (potentially) dangerous place to a safe place. Purdue's fire evacuation procedures include all of the steps along the way: from initially reporting a fire, to what to do once you have exited the building.

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### **Reporting a Fire**

**Pull the nearest fire alarm** to notify the building's occupants to evacuate and exit the building immediately.

**If you hear a fire alarm**, leave the building immediately. A fire nearby may not be noticeable by sight or smell. Everyone is expected to exit a building immediately upon hearing a fire alarm. Students who fail to leave the building during a fire alarm activation or fire drill may be disciplined. In-session classes must cease and evacuate.

If involved with hazardous research or a dangerous procedure, shut down equipment or processes that could cause a secondary fire if left unattended.

**Report the fire to others in the building as you are exiting.**

---

### **Exit the Building**

**Know your emergency exit routes**, but also be prepared to use an alternate route if necessary. Evacuation route maps are posted in each resident room, showing the closest egress route and assembly area outside. Additionally, each residential community has a building emergency plan that outlines evacuation procedures and shelter locations. The building emergency plan for North Hall is available from the facility manager or online from the emergency preparedness website: [www.purdue.edu/emergency\\_preparedness/](http://www.purdue.edu/emergency_preparedness/).

**Walk calmly but quickly** to the nearest emergency exit. Keep to the right side of hallways and stairwells as you exit.

**Do not use elevators.** Use the stairs. If you are trapped in the building, try to reach a stairwell or stay by a window and attract the attention of emergency responders.

**Do not delay!** It is permissible to take a coat, keys, purse, cellphone, and other critical personal items with you when evacuating, but in the case of a fire, it is important not to delay evacuation. This means do not take additional time finding items to take.

**Assist those who need help**, but do not put yourself at risk attempting to rescue trapped or injured individuals. Note the location of anyone trapped or injured, so you can report this to emergency personnel once outside.

**Close doors** as rooms are entirely vacated.

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### **Once Safely Outside**

**Call 911** from a safe location after exiting the building. All fires must be reported to PUFD, even if the fire has already been extinguished. Non-emergency reports (evidence that something was burned, for example) may be made to the PUFD business line, 765-494-6919.

If possible, also report the location of the fire to a staff member or the main office of the building.

If the fire is no longer a danger, contact Residential Life staff to report the incident for a potential investigation. This notification also allows the incident to be included in the Annual Fire Safety Report statistics.

**Remain outside** until roll is taken and further instructions are given.

**Do not re-enter the building until instructed** by fire or police, via the “All Clear” instruction.

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### **False Reporting and Tampering**

False reporting of a fire (or other emergency) is unlawful. Purdue prohibits unauthorized use of or tampering with emergency safety equipment. Interference with and/or non-adherence to emergency evacuation procedures is unlawful. Tampering with emergency equipment and/or safety equipment can result in disciplinary sanctions and/or arrest. Blocking any open fire door, locked door, or passing through any door where security alarms are actively alerting is prohibited.

### **PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY**

While completion is not expected next year, Purdue University is constructing a new Academic Success Building (ASB) on campus that will provide classrooms, laboratories, dining, and student housing. ASB will be equipped with fire alarms, fire suppression, and fire extinguishers.



## FIRE SAFETY SYSTEMS

Below are the fire prevention systems for the campus' residential facilities.

FIRE SAFETY SYSTEMS									
RESIDENTIAL FACILITIES	ALARM PANEL	SMOKE DETECTION	SMOKE ALARMS	AUDIBLE HORNS	VISUAL STROBES	SPRINKLER SYSTEM	FIRE PUMP	PULL STATION	FIRE EXTINGUISHERS
<b>Residence Hall</b>									
North Hall 820 W. North Street	X	X	X	X	X	X		X	X
<b>UR Residence</b>									
Lux on Capitol 501 N. Capitol Avenue	X	X	X	X	X	X	X	X	X

## 2022-2024 PURDUE UNIVERSITY FIRE STATISTICS FOR STUDENT HOUSING

FIRE STATISTICS								
RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
<b>Residence Hall</b>								
North Hall	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2024	0	0	N/A	0	0	0	1
<b>UR Residence</b>								
Lux on Capitol	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2024	0	0	N/A	0	0	0	0



# 2025



## ANNUAL SECURITY AND FIRE SAFETY REPORT

INDIANA UNIVERSITY  
**PUBLIC SAFETY**

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# Compliance

In compliance with the Jeanne Clery Campus Safety Act (Clery Act) and the safety- and fire-related requirements of the Higher Education Opportunity Act, Indiana University Public Safety produces an Annual Security and Fire Safety Report (ASFSR). This report includes policy statements and specific information regarding the university's procedures, practices, and programs concerning safety, security, and fire safety (e.g., policies for responding to emergency situations and sexual offenses). This report also includes three years' worth of crime statistics for specific types of crimes that occurred on campus; in certain non-campus buildings or property owned or controlled by the university; and on public property on or immediately adjacent to each of Indiana University's campuses. In addition, included are three years' worth of fire statistics for each IU campus with on-campus student housing.

The IU facilities located on the IU Fort Wayne campus are subject to IU's and Purdue University's safety and security policies, procedures, and disciplinary processes depending on the nature and/or location of the incident. Until July 1, 2018, Indiana University School of Medicine and School of Social Work students completing coursework at the Indiana University Purdue University Fort Wayne (IPFW) campus were considered "Guest Students" of IPFW. On July 1, 2018, the campus was restructured and is now called IU Fort Wayne and Purdue Fort Wayne, with IU offering programs in nursing, medical imaging, dentistry, and social work. IU students have full campus privileges, including the option to reside in on-campus housing and other resources on the IU Fort Wayne and Purdue Fort Wayne campus. IU employees working at the IU Fort Wayne and Purdue Fort Wayne campus may also be subject to both IU and Purdue policies, procedures, and disciplinary action depending on the nature and/or location of an incident. There are no IU police or security personnel on site. In order to provide IU Fort Wayne students and employees with information relevant to space controlled by IU and space controlled by Purdue, as well as other relevant safety and security policies, available resources, programs and information, IU is providing Annual Security Report safety and security policies from both IU and Purdue Fort Wayne. Although the IU Fort Wayne information sections indicate programming run out of the IU Indianapolis campus; it is important to note that the IU Indianapolis Office of Civil Rights Compliance works closely with the Purdue Fort Wayne Office of Civil Rights Compliance office to provide support and services on the IU Fort Wayne campus.

Furthermore, in July 2024, the Indianapolis campus, once deemed Indiana University Purdue University Indianapolis (IUPUI), separated partnership as one unified campus to create two independent campuses: IU Indianapolis and Purdue Indianapolis. These two universities continue to contract for some services due to shared spaces on campus; however, they are no longer joined as one institution in Indianapolis and operate under independent operating structures. For statistical crime reporting, there are no changes for Indiana University.

In December 2024, the Stop Campus Hazing Act (SCHA) amended the Clery Act to require hazing reports to be counted as part of Crime Statistics in the ASFSR as well as required a campus hazing transparency report available online. The crime statistics will be available in the 2026 Annual Security and Fire Safety Report; however, this year's report will include updated policy statements required under the SCHA. For more information on hazing, please see the hazing subsection of this report.

## Guidance to use this report

We urge members of the university community to use this report as a guide for safe practices on- and off-campus. IU Public Safety generates an email to every enrolled student and employee on an annual basis notifying them of the publication of the IU Annual Security and Fire Safety Report. The email includes a summary of the contents of the report and the web address where the report can be found. The report is available [online](#) at Protect IU. You may request a physical copy by mail by emailing [iups@iu.edu](mailto:iups@iu.edu). A copy of the report can also be obtained from any campus division of the Indiana University Police Department.



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## Indiana University

**Indiana University** was founded through a legislative act in 1820 to establish a state seminary located in Bloomington. The university has a storied history rich diversity and engagement, growth, research, and academic achievement that spans across the state.

Indiana University is a major multi-campus public research institution, grounded in the liberal arts and sciences, and a world leader in professional, medical, and technological education. Indiana University's mission is to provide broad access to undergraduate and graduate education for students throughout Indiana, the United States, and the world, as well as outstanding academic and cultural programs and student services. Indiana University seeks to create dynamic partnerships with state and local communities in economic, social, and cultural development and to offer leadership in creative solutions for 21st century problems. Indiana University strives to achieve full diversity and to maintain friendly, collegial, and humane environments with a strong commitment to academic freedom.



More information about Indiana University including the history and mission may be found at [IU.edu](https://iu.edu) or by following IU's social media accounts including: Facebook, Instagram, LinkedIn, X, and YouTube.





## A message from the Associate Vice President and Superintendent of Public Safety



Dear Indiana University Community,

We are pleased to present the Annual Security Report, which provides comprehensive details about public safety at each of our campuses and educational centers. The report highlights our community engagement and crime prevention efforts designed to minimize crime, the frequency of evacuation drills, and other initiatives to protect IU's most valuable assets—our students, faculty, and staff.

Our dedicated police, emergency management staff, and our partners work tirelessly around the clock to ensure a safe environment for teaching, learning, and enjoying cultural and athletic activities at our campuses. The Annual Security Report and Protect IU website offer information and resources to help our communities understand safety risks, report crimes, and to learn how to prevent, prepare for, or respond to various emergencies, including tornadoes, active aggressor incidents, and illnesses.

We encourage you to read the report, which is available year-round at the bottom of every webpage on [Protect IU](#). Our commitment to transparency and collaboration means we are always here to address any questions or concerns.

Additionally, we ask for your support in our efforts by reporting suspicious activities to your [campus IUPD division](#) and looking out for your friends and colleagues. Please don't hesitate to contact your IUPD division or call 911 for help.

Together, we can create a safe and secure environment for everyone at Indiana University.

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Hunter'.

Benjamin Hunter  
Associate Vice President and  
Superintendent for Public Safety





## Indiana University Public Safety

**Indiana University** is committed to providing the greatest possible degree of safety for all members of the university community. This level of safety and care is provided through multiple units and departments led by the Associate Vice President of Public Safety and partnering departments, including:

### Emergency Management and Continuity

assists departments and campuses with developing, maintaining, and implementing emergency operations plans and exercises, hazard and risk education, and building partnerships with external agencies for response and recovery programs.

### Environmental Health and Safety

promotes and supports a safe, healthy workplace and natural environment through comprehensive programs, including occupational and laboratory safety, personal protective equipment, infectious and communicable disease management, food, and environmental protection.

### Indiana University Police Department

is a full-service law enforcement agency with locations on each IU campus. IUPD works closely with local, state, and federal law enforcement agencies to ensure the safety and security of IU students, staff, faculty, and campus visitors.

### Physical Security Access

evaluates physical security and privacy safeguards used in facility projects including facility design, video surveillance, electronic card readers, small space emergency alarms, and additional facility protective devices and strategies. Physical Security and Access responds to requests for facility physical security information.

### University Information Security Office

maintains a resilient, secure information technology (IT) structure at the university. IU UISO publishes security bulletins and provides awareness and education about IT security.

### University Information Policy Office

develops and interprets policies regarding information, information technology, and privacy, in addition to providing tools and education to the university community. IU UIPO tracks privacy and policy incidents and ensures the appropriate responses.

## Protect IU



As part of the university's commitment to safety and security, IU Public Safety manages Protect IU. Protect IU makes it easy for you to find all the information you need to know about safety, security, health, and preparedness for your life both on- and off-campus. Protect IU provides links to educational resources and trainings, news releases, and the offices or departments you may need to contact, but also links to numerous social media pages intended to get information to you in the most current and relevant methods possible. Follow Protect IU's social media accounts on Facebook, Instagram, X, and YouTube for up-to-date information about safety at IU.



INDIANA UNIVERSITY  
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# Indiana University Police Department



## Enforcement authority and jurisdiction

The Indiana University Police Department (IUPD) employs sworn police officers who are certified by the State of Indiana and who meet state-mandated training requirements. These officers have full police powers, including the power to arrest, as granted by the State of Indiana (IC 21-39-4) and have access to national and state law enforcement computer networks. IUPD also employs non-sworn security officers who provide additional patrols on campus. These non-sworn officers do not have the power to arrest, nor do they have the power to enforce Indiana law. They report crimes that they observe to the sworn officers.

Both sworn and non-sworn IUPD officers have primary jurisdiction on any real property owned or occupied by the university, including the streets passing through and adjacent to such property. These officers also have the power to assist university officials in the enforcement of IU's rules and regulations. In addition, IUPD officers who have been certified by the State of Indiana, as required by Indiana Code 21-39-4-6(a)(2), are authorized to exercise their police powers throughout the State of Indiana, consistent with Indiana law, and subject to certain terms and restrictions contained in the [university's Exercise of Extended Jurisdiction by Officers of the Indiana University Police Department](#) policy.

On an as-needed basis, the university will retain contracted security personnel through approved security companies. Contracted security personnel do not have the power to arrest, nor do they have the power to enforce Indiana law. They report crimes they observe to sworn officers. Contracted security personnel will report violations of institutional policy to IUPD. Their jurisdiction is limited to the location and space described in the agreement for service.

For non-campus geography and domestic travel, IUPD and Public Safety use the relationships created with local agencies to ensure timely reporting of any Clery related incidents. Additionally, for non-local Clery geography, outreach is made to the local law enforcement that oversees the jurisdiction of the non-campus locations to ensure accurate reporting of any criminal activity.





Follow IUPD @IUpolice on Instagram and on X.



## Working relationship with state and local enforcement agencies

By resolution of the Indiana University Board of Trustees, and consistent with Indiana law, university police are authorized to exercise police powers beyond their primary jurisdiction in certain circumstances, as described in the [university's Exercise of Extended Jurisdiction by Officers of the Indiana University Police Department](#) policy. IUPD maintains a cooperative working relationship with municipal and county law enforcement agencies in the geographic areas in which campuses are located, as well as with Indiana State Police and federal agencies. When investigating alleged criminal offenses, IUPD cooperates with the appropriate law enforcement agencies and other criminal justice authorities.



IUPD officers normally investigate all criminal offenses that occur in IUPD's primary jurisdiction and work with the staff of cooperating agencies when incidents arise that require joint investigative efforts, resources, crime-related reports, and exchanges of information. The officers of IUPD and cooperating agencies communicate regularly at the scene of incidents that occur in and around the campus. Meetings may be held between IUPD and cooperating law enforcement agencies for the purposes of sharing information on both a formal and informal basis. Local and state police agencies provide back-up assistance for any emergency that might require extensive police services. Any law enforcement officer may come onto campus at any time. Just as IUPD officers have the power to arrest, law enforcement officers from other agencies can arrest students and visitors on campus for violations of law within their agencies' jurisdictions. In addition, the university has the responsibility of advising the appropriate authorities of violations of civil or criminal law committed by anyone on campus. The university will report violations either when a request for specific information is made or when there is a danger to life or property. IUPD has a written memorandum of understanding (MOU) with the Indiana State Police to assist IUPD with specific police matters.

### IUPD has cooperative working relationships, which include but are not limited to:

- A.T.F. – Indianapolis Field Office
- A.T.F. – Merrillville Field Office
- Bartholomew County Sheriff's Office
- Bloomington Police Department
- Butler University Police Department
- City of Gary Police Department
- Columbus Police Department
- Elkhart Police Department
- F.B.I.- Indianapolis Field Office
- F.B.I. – Merrillville Field Office
- Floyd County Sheriff's Office
- Howard County Sheriff's Department
- Indiana Intelligence Fusion Center (IIFC)
- Indiana State Capitol Police Department
- Indianapolis Metropolitan Police Department
- IU Health Police Department
- Kokomo Police Department
- Lake County Sheriff's Department
- Lawrenceburg Police Department
- Marion County Sheriff's Office
- Marion University Police Department
- Monroe County Sheriff's Department
- New Albany Police Department
- New Castle Police Department
- Northwest Indiana Major Crime Task Force
- Porter County Sheriff's Department
- Richmond Police Department
- South Bend Police Department
- St. Joseph County Metro Homicide Unit,
- Wayne County Sheriff's Department
- U.S. Marshals Great Lakes Regional Fugitive Task Force



## Reporting crimes and other emergencies

### General reporting guidelines

All community members, including students, faculty, staff, and guests, are encouraged to accurately and promptly report all criminal or suspicious actions and any potential emergencies to the Indiana University Police Department (IUPD) or appropriate law enforcement agency, including when the victim of a crime elects to, or is unable to, make such a report.

Situations occurring on campus should be reported to IUPD. For emergencies, dial 911; if you are using a cell phone immediately state your location. A report can also be made to a police officer, security officer, or police recruit in person.

### **DIAL 911**

**to report ANY EMERGENCY.**

### **For crimes or emergencies occurring off campus,**

reports should be made to local law enforcement by either dialing 911 or visiting in person.

### **Campus Security Authorities can also make a report**

through the [online form](#).

### **All Clery Act crimes,**

as described under the Definitions of Crimes & Geography section of this report, should be reported to IUPD for inclusion in the annual statistical disclosure of crimes, and for assessment for campus-wide notifications.



## RAVE Guardian App

Students, faculty, and staff at Indiana University can use the Guardian safety app to access personal safety resources and to more easily reach IUPD. The free app is available at the [Apple Store](#) and [Google Play](#). The Rave Guardian App has some notable features:

- An inbox for IU Notify emergency alerts
- Quick access to 911 dispatchers and campus police
- A safe walk timer to let family and friends know if the user is not home when expected
- Ability to send tips, anonymously if preferred, to police
- Contact information for key campus safety and wellness services

## Emergency blue light phones

Emergency blue light phones are located on each of the Indiana University campuses. Once activated, a large blue strobe light flashes at the top of the phone tower, and the IUPD dispatcher is immediately notified. If you need assistance, see something that is suspicious, or see someone else who needs assistance, you should activate a blue light phone and speak directly with the IUPD dispatcher.

## Indiana Lifeline Law

The [Indiana Lifeline Law](#) provides immunity for some alcohol-related offenses, subject to certain conditions, to individuals who request medical assistance for someone in need and suffering from an alcohol-related health emergency. The Lifeline Law makes it clear that the priority is to get professional medical care to those in need, no matter the circumstances. In order to receive immunity, a person acting in good faith should: provide their name and any other relevant information requested by law enforcement, remain on scene until emergency services arrive, and cooperate with authorities on scene. You may be able to provide valuable information that saves a life.



**To report ANY EMERGENCY, dial 911.**

## IUPD non-emergency contact information

### IU Bloomington

- **Non-emergency:** 812-855-4111  
1469 East 17th Street  
Bloomington, IN 47408

- **Center for Art and Design**  
**Non-emergency:** 812-348-7233  
Research Center Building  
Room 104a  
4601 Central Avenue  
Columbus, IN 47203

- **Los Angeles, CA**  
[LA Police Department](#)  
**Non-emergency:** 877-275-5273  
100 West 1st Street  
Los Angeles, CA 90012

- [Sunset Gower Studios](#)  
**Non-emergency:** 323-467-1001  
1438 N Gower Street  
Los Angeles, CA 90028

### IU Columbus

- **Non-emergency:** 812-348-7233  
Learning Center Building  
Room 1616  
4555 Central Avenue  
Columbus, IN 47203

### IU East

- **Non-emergency:** 765-973-8429  
Tom Raper Hall, Room 140  
2325 Chester Blvd.  
Richmond, IN 47374
- **East–Lawrenceburg Center**  
Non-emergency: 812-537-2282  
349 Walnut Street  
Lawrenceburg, IN 47025

### IU Indianapolis

- **Non-emergency: 317-274-2058**  
992 Indiana Ave.  
Indianapolis, IN 46202-2859

### IU Kokomo

- **Non-emergency:** 765-455-9363  
Kelley Student Center  
Room 106  
2450 South Washington  
Kokomo, IN 46902

### IU Northwest

- **Non-emergency:** 219-908-6501  
Moraine Hall  
Room 116  
105 West 33rd Avenue  
Gary, IN 46408

### IU Southeast

- **Non-emergency:** 812-941-2401  
University Center North  
Room 027  
4201 Grant Line Road  
New Albany, IN 47150

### IU South Bend

- **Non-emergency:** 574-520-4239  
2002 Mishawaka Avenue  
South Bend, IN 46615
- **Elkhart Center:**  
Non-emergency: 574-520-4239  
2002 Mishawaka Avenue  
South Bend, IN 46615

### IU Fort Wayne—Purdue University Police Dept.

The following is the police/security contact for IU Fort Wayne, which by agreement is still covered by Purdue University. For assistance, contact Purdue University police.

- **PUPD Non-emergency:**  
260-481-6827  
Support Services Building  
2201 East Coliseum Boulevard  
Fort Wayne, IN 46805

### Campus Security Authorities

Many individuals throughout the university have been identified as Campus Security Authorities (CSAs), under the Clery Act, and have responsibilities to inform IUPD of specific information regarding any crimes of which they are made aware. If you make a report to a CSA, be aware of their responsibilities and clearly express any interest you have in remaining confidential. Additional information on who at the university may qualify to be a CSA and their duties can be found at <https://protect.iu.edu/iu-police-department/campus-security-reports/jeanne-clery/security/index.html>.

### Responsible Employees

In addition to CSAs, many individuals have been identified as Responsible Employees (RE) under IU's Discrimination, Harassment, and Sexual Misconduct policy, and have the responsibility to promptly contact and report what they know about an incident of sexual misconduct to their campus Deputy Title IX Coordinator or the University Senior Director of Civil Rights Compliance and Deputy Title IX Coordinator. Additional information on who at the university may qualify as a RE and their duties can be found at Stop Sexual Violence – Responsible Employees.



Depending on the nature of the particular report, the IUPD dispatcher may either send an officer to the caller's location or ask the caller to come to the IUPD office to file an incident report. After the report is filed, an investigation may be conducted.



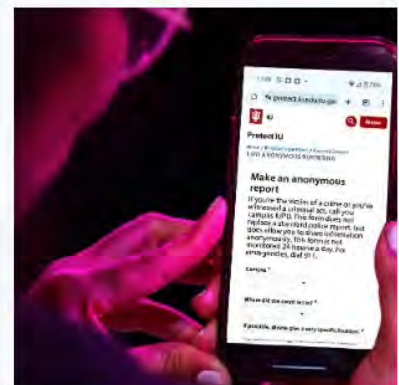
**As required by law or policy, an incident report may be forwarded to other university offices for review for potential action, including but not limited to:**

- Office of the Vice President and General Counsel;
- University Senior Director of Civil Rights Compliance and Deputy Title IX Coordinator;
- Human Resources;
- Academic Affairs and Enrollment Management;
- Student Life, Student Conduct, or Student Ethics;
- Dean of Students, Chancellor, Assistant Dean, or Director of Student/Student Activities;
- Residential Programs and Services or Housing and Residence Life;
- Office of Insurance, Loss, Control and Claims;
- Environmental Health and Safety;
- Office of Finance and Administration;
- Office of Marketing and Communications;
- Facility Services.

## Voluntary, confidential reporting

If you are the victim of or witness to a crime, you may still choose to make a report and request that it remain confidential. The purpose of such a report is to comply with your wish to keep your identity confidential, while also providing information to help ensure the future safety of yourself and others. An individual's request regarding the confidentiality of reports will be considered in determining an appropriate response. These requests will be considered in the dual contexts of the university's legal obligation and the due process rights of the accused to be informed of the allegations and their source. Some level of disclosure may be necessary to ensure a complete and fair investigation, although the university will comply with requests for confidentiality to the extent possible. Certain information and details may be requested for public inspection, as stated in Indiana Code 5-14-3 and as described in the daily crime log below. Using the information provided in the police report, the university can keep an accurate record of the number of incidents involving students, employees, and visitors; determine if there is a pattern of crime regarding a particular location, method, or assailant; and alert the university community of potential dangers. Reports filed in this manner may be counted and disclosed in the annual statistical disclosure for the university, included in the daily crime log, and used for the assessment of campus-wide notification without using any personally identifiable information.

If a student or employee would like the details of an incident to be kept confidential, they may speak with on-campus pastoral or professional counselors as noted below, who will maintain confidentiality except in extreme cases of immediate threat or danger, abuse of a minor, or as otherwise required by law.







## Pastoral and professional counselors

Any pastoral counselors and licensed professional counselors on campus, working in that capacity, are not considered campus security authorities (CSAs). Therefore, they are not required to report crimes for inclusion into the annual disclosure of crime statistics, nor is the university required to issue a crime notice for crimes reported to them. However, if they deem it appropriate, these counselors may inform students about the university's policies and procedures for reporting crimes on a voluntary and confidential basis and seeking help if they are the victim of a crime.

## Daily crime log

The daily crime log includes records of criminal incidents and alleged criminal incidents that have been reported to IUPD on each campus. Daily crime log entries contain more detail than the annual crime statistics disclosure and include all crimes, not just those reported for Clery Act purposes. It also includes crimes that occur within IUPD's patrol jurisdiction, which may be broader than on-campus. Information may not be included in the log if prohibited by law or if the disclosure would jeopardize an on-going investigation. If you would like to see your campus' daily crime log, you can do so by visiting your campus division of IUPD during normal business hours, or by visiting the Protect IU at <https://protect.iu.edu/iu-police-department/campus-security-reports/crime-log/daily-logs.html> website.



# Campus-wide notifications

## IU Notify

IU Notify is Indiana University's mass communication tool for alerting students and employees to immediate dangers and ongoing threats that could cause harm or impact safety. IU Notify also is used to provide guidance in an emergency or critical incident and to communicate relevant updates. IU or campus administration will activate the system based on the circumstances of a particular situation. University officials who are authorized and responsible to write, issue and send public safety advisories, crime notices, and emergency alerts through the IU Notify system, include but are not limited to: Indiana University Police Department, Emergency Management, Environmental Health and Safety, and communications/marketing personnel.



Since IU has students, staff, and faculty across nine campuses, a system that sends out messages to everyone via several different methods is necessary to ensure that everyone who needs to know about an emergency is informed as quickly as possible. In order to be prepared for an emergency situation, the IU Notify system is tested at least once per year. This ensures any issues that could occur during the notification process can be resolved prior to an emergency.

### **IU Notify**

More information and instructions on how to update your contact information can be found on the Protect IU website. For members of the IU community, it is suggested that you provide the best phone number to reach you and an email address in order to receive alerts and notices. You should update and verify your information regularly.

### **Public safety advisory**

In order to alert students and employees of safety issues on or near campus, and to provide them with information to promote safety, IU has instituted a public safety advisory. Public safety advisories at IU may be issued for non-Clery Act crimes or crimes which occur outside of IU's Clery geography, as well as other safety concerns that may not involve criminal acts. In deciding whether or not to issue a public safety advisory, campus officials examine the facts of each incident and consider when and where the incident occurred, when the incident was reported, and any other information available.



If a situation occurring on campus is determined to be an immediate threat to the health or safety of students or employees, IU will follow the emergency notification procedures listed in the Emergency Alerts section.

Public safety advisories that are issued for crimes will be provided to students and employees in a manner that the identity of victims remains confidential, and that will aid in the prevention of similar occurrences through the inclusion of relevant safety information. Certain details may be withheld from an advisory if the information would compromise law enforcement efforts.

### **Public safety advisories**

Public safety advisories are sent using IU's approved notification system to members of the campus community. Email is the primary method of distributing a PSA; however, other means of distribution may be used, including posting to the Protect IU website.

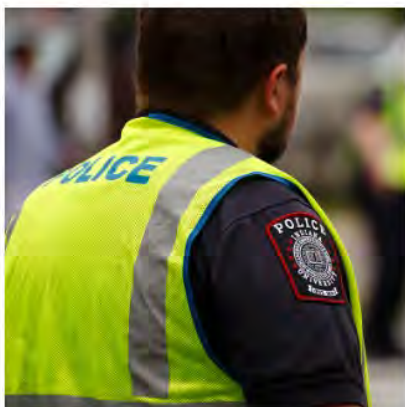


## Crime notice

Much like the public safety advisories, IU has a timely warning system, referred to as crime notices. Crime notices are used to promptly alert students and employees of a serious or continuing threat on or near campus, and to provide them with enough time and information to promote safety and aid in the prevention of similar crimes. Crime notices may be issued for any of the Clery Act crimes, as described in the [Definitions of Crimes & Geography](#) section of this report, that occur on campus; in certain non-campus buildings or property owned or controlled by the university; and on public property on or immediately adjacent to the campus. For a crime notice to be issued, the crime must be considered a serious or continuing threat to students or employees. For crimes reported to a pastoral or professional counselor, the university is not required to issue a crime notice.



In deciding whether or not to issue a crime notice, the campus-division of Indiana University Police Department examines the facts of each incident and considers when and where the incident occurred, when the incident was reported, and any other information available to IUPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other university community members, and a crime notice would likely not be distributed. Crime notices are written, issued and sent by the Indiana University Public Safety Director for Compliance in consultation with other members of IU Public Safety and frequently with advice and input from the campus Notification Decision Group, or NDG. The NDG for each campus is comprised of representatives from the following: IUPD, IU Public Safety, the Office of Civil Rights Compliance, IU General Counsel, IU Student Conduct, IU Marketing and Communications and senior campus leadership. Once the decision is made to send a crime notice, the crime notice draft is reviewed by the NDG for content and accuracy prior to distribution. The Office of the President may have final review and approval for all crime notices. The issuance of a crime notice may be delayed only to collect or confirm pertinent information required to make the crime notice meaningful.



If a crime occurring on campus is determined to be an immediate threat to the health or safety of students or employees, IU will follow the emergency notification procedures listed in the [Emergency alerts](#) section of this report in lieu of a crime notice. Crime notices will be provided to students and employees in a manner that is timely, withholds the identity of victims as confidential, and will aid in the prevention of similar occurrences through the inclusion of relevant safety information. Certain details may be withheld from a notice if the information would compromise law enforcement efforts.



**IU Notify is generally used to send crime notices to members of the university community.**

If additional information or updates are released, they will be posted to [emergency.iu.edu](https://emergency.iu.edu).

**Email is the primary method of crime notice communication;**

however, other means of distribution may be used, including text messages and posting to the Protect IU website at [protect.iu.edu](https://protect.iu.edu).

## Emergency alerts

When IU receives a report of a potential emergency or other dangerous situation occurring on or imminently threatening the campus, public safety and campus officials respond and assess each incident. Upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and/or employees, the university will immediately notify the campus community through the use of an emergency alert.



University officials authorized to send alerts via the IU Notify system will, without delay and taking into account the safety of the community, collaborate to determine the content of the notification and initiate the notification system. These officials will communicate information regarding the threat either to the campus community as a whole or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. IU will not immediately issue a notification for a confirmed emergency or dangerous situation if by doing so, in the professional judgment of IU Public Safety and campus officials, it will compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency and Title IX to Office of Institutional Equity.

IU's use of emergency response and notification procedures is not necessarily limited to crimes. An incident such as a serious gas leak, tornado, hazardous materials spill, winter storm, outbreak of a serious illness, or other hazards could also warrant the use of this protocol following confirmation by the appropriate authorities that a hazardous condition exists.

University officials will use their discretion to determine the content of the alert, specific method(s) of notification, recipients of the notification, and the sending authority. The purpose of initial emergency alerts is to put the campus community on alert. Initial alerts may contain very limited information on the nature of what is happening and specific locations. The university will provide proper follow-up information as it becomes available, and as appropriate. Usually, follow-up notifications will be made using the IU Notify emergency notification system. If the incident is determined to no longer pose an immediate threat or has been conclusively resolved, a final update message will be sent.



**In the context of emergency alerts, university officials as described in this section at least include representatives from the following departments:**

- Public Safety
  - IU Police Department,
  - Emergency Management and Continuity, and
  - Environmental Health and Safety,
- Dean of Students,
- Office of Civil Rights Compliance,
- Communications and Marketing,
- Senior administrative campus leaders.

**Notification may be accomplished using a variety of messaging methods which may include one or more of the following:**

- text messages,
- telephone calls,
- email,
- Rave Guardian app,
- social media,
- television,
- cable override,
- sirens,
- digital signage,
- website banners,
- face-to-face communications, and/or
- public address systems.

**If there is a need to disseminate information outside of the campus community, it can be communicated in any of the following ways:**

- Posting to the IU Protect website at <https://protect.iu.edu>,
- Distributed to local news agencies,
- Posting to Facebook at <https://www.facebook.com/IUPolice/>,
- Posting on <http://emergency.iu.edu>,
- Posting to WebEOC (which provides selected information to surrounding public safety jurisdictions and the Indiana Department of Homeland Security),
- Posting as a web banner at <https://www.indiana.edu> or the impacted campus' homepage,
- Posters and flyers in campus buildings.



## Missing Student Notification



IU's policy is to thoroughly investigate all reports of missing persons it receives, and to ensure that all missing person notifications to law enforcement and others are made promptly and in accordance with applicable state and federal law. However, IU has specific obligations with respect to students residing in on-campus student housing.

If a student who resides in on-campus housing is believed to be missing, students or other individuals should immediately report this to the Indiana University Police Department (IUPD); however, university employees are required to immediately report this to IUPD. A report should be made by contacting the appropriate campus IUPD office by phone or by filing a report in-person.

IUPD will obtain a report and initiate an investigation, regardless of who makes the report. If IUPD determines that a student has been missing for 24 hours or more, IUPD will notify local law enforcement and inform the student's designated contact person(s) no more than 24 hours after the student is determined to be missing. If circumstances warrant, IUPD may determine that a student is missing and initiate these procedures before the student has been missing for the full 24-hour time frame.

Any student residing in on-campus housing may identify both an emergency contact and a contact who will be notified should the student be determined missing by IUPD, and this information should be updated regularly. If the missing student is under the age of 18 and is not emancipated, IUPD will notify the student's parent or legal guardian, in addition to the student's designated contact.

Contact information will be registered confidentially for all students, will be accessible only to authorized campus officials, and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. A student can register their missing student contact information at any time, based on their campus:

#### **IU Bloomington students**

should visit the Residential and Programs Services website at <http://go.iu.edu/5eR>.

#### **IU Bloomington students who are living in houses rented from IU Real Estate**

should call 812-855-3054 or email [rlestate@iu.edu](mailto:rlestate@iu.edu) to request a Missing Student Contact Information form.

#### **IU Fort Wayne students**

please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report. Also contained under Appendix D.

#### **IU Indianapolis students**

should visit <https://studentaffairs.indianapolis.iu.edu/housing/index.html>, log into Housing Service Center, and click "Manage My Contacts."

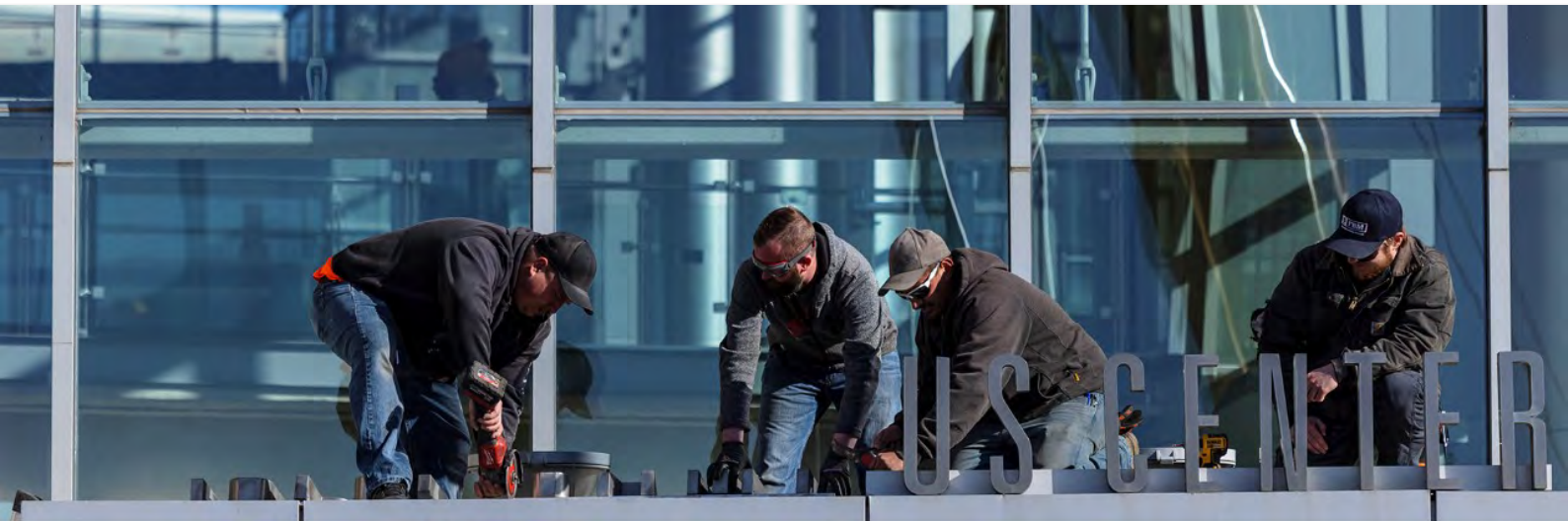
#### **IU South Bend students**

should contact the Office of Housing and Residence Life by calling 574-520-5805, emailing [living@iusb.edu](mailto:living@iusb.edu), or in person at the River Crossing Community Center.

#### **IU Southeast students**

should contact Residence Life by calling 812-941-2115, or in person at the Meadow Lodge in Room 103. Or visit the Residence Life website at <https://southeast.iu.edu/housing/contact-us.html>.

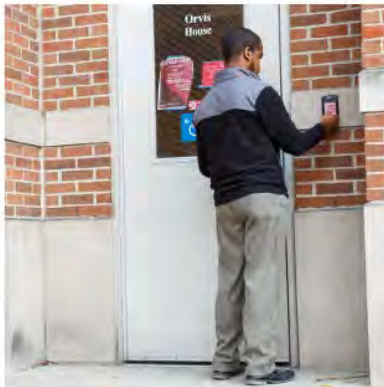
Information about the missing person will be entered into the National Crime Information Center (NCIC) within two hours of being received by police. This information will also be sent to any police department near the location where the missing student was last seen (the local law enforcement agency) and to any law enforcement agency requested by the reporting party, provided IUPD considers the request to be reasonable.



**Security, access, and maintenance of campus facilities**



IU campuses are open to the public. During business hours, most buildings are open to students, parents, employees, contractors, guests, and invitees; however, there may be restricted areas that are not accessible without permission from a university representative. On evenings and weekends, certain buildings are open for scheduled classes, events, or meetings. Some buildings may stay open 24 hours or have hours that vary at different times of the year. Academic and Administrative buildings will be closed according to schedules developed by the department responsible for the building and include adherence to the building hours set by the campus. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside. Emergencies may necessitate changes to any posted schedules.



Residential facilities on campus also include a variety of security and access controls specific to the facility. However, all residential facilities are restricted to residents, their guests, and other approved members of the university community. Residents gain entry through the use of an assigned key or key cards at card access readers 24 hours-a-day. Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their assigned key or key card. IUPD personnel conduct security patrols in and around common areas of the residential facilities and university apartments, and in the vicinity of residential facilities, university apartments, and university rental houses on a regular basis.

A very strong commitment to campus security and safety is maintained through regular patrol of campus buildings and grounds by IUPD, including the checking of exterior doors, some interior doors, and locking hardware. If IUPD personnel notice any conditions that may pose a safety or security issue, they will report such conditions to the appropriate campus offices or administrators for correction. IUPD also utilizes an extensive surveillance camera network to augment its regular campus patrols. All members of the campus community are encouraged to report safety conditions to IUPD or one of the listed campus contacts for facility/physical plant.







During their daily duties, IUPD and campus facility/physical plant employees constantly look for and report problems with lighting, locks, security equipment, emergency telephones, vegetative landscaping features, and other public safety hazards for all exterior and interior areas of the campus. Exterior lighting deficiencies should be reported to IUPD, and interior lighting deficiencies should be reported to your campus facility/physical plant office. Shrubs, trees, or other landscaping concerns that might create an unsafe area should be reported to your campus facility/physical plant office. IUPD and facility/physical plant employees work together to resolve reported problems in a manner that minimizes hazardous conditions. A comprehensive survey is conducted of all exterior lighting on a semi-annual basis to ensure pathways are well lit. Emergency telephones, including elevator phones, are surveyed on a regular basis for deficiencies.

### Environmental Health and Safety conducts safety inspections on all facilities

including, but not limited to: laboratories, clinical areas, high-hazard maintenance areas, construction sites, food service areas, swimming areas, fall protection areas, etc. Any concerns related to the responsibilities of the Environmental Health and Safety office should be reported online at Environmental Health and Safety Report a Concern.



## Security, access, and maintenance of campus facilities

Campus contacts, academic and administrative buildings, and campus residence buildings

**IU Bloomington**

**IU Fort Wayne**

**IU Northwest**

**IU Columbus**

**IU Indianapolis**

**IU South Bend**

**IU East**

**IU Kokomo**

**IU Southeast**

**IU Bloomington**



## Campus contacts

- **IUPD-Bloomington's non-emergency line** is available 24 hours-a-day at 812-855-4111.
- **3rd and Union Apts:**
  - 812-855-2108
- **Ashton front desk:**
  - 812-855-1415
- **Beech Hall front desk:**
  - 812-855-5513
- **Birch Hall front desk:**
  - 812-855-5513
- **Briscoe Quad front desk:**
  - 812-855-5313
- **Campus View Apts front desk:**
  - 812-855-3578
- **Cedar Hall front desk:**
  - 812-855-5513
- **Collins front desk:**
  - 812-855-5553
- **Cypress Hall front desk:**
  - 812-855-5513
- **Eigenmann front desk:**
  - 812-855-8581
- **Forest Quad front desk:**
  - 812-855-5311
- **Foster front desk:**
  - 812-855-1408
- **Goodbody Hall front desk:**
  - 812-855-9182
- **Hickory Hall front desk:**
  - 812-855-5513
- **Hillcrest Apt front desk:**
  - 812-855-6290
- **Linden Hall front desk:**
  - 812-855-5513
- **Mason Hall front desk:**
  - 812-856-4804
- **McNutt front desk:**
  - 812-855-1183
- **Memorial Hall front desk:**
  - 812-855-9182
- **Office of Parking Operations:**
  - 812-855-9848
- **Pine Hall front desk:**
  - 812-855-5513
- **Read front desk:**
  - 812-855-5586
- **Redbud Apts front desk:**
  - 812-855-4307
- **Spruce front desk:**
  - 812-855-3502
- **Teter front desk:**
  - 812-855-4034
- **The Avenues front desk:**
  - 812-272-4566
- **Tulip Tree Apts front desk:**
  - 812-855-2108
- **Walnut Grove Center front desk:**
  - 812-856-2015
- **Willkie front desk:**
  - 812-856-4804
- **Wright Quad front desk:**
  - Closed in 2023, to reopen fall 2025
- **Facilities Operations** answers 24 hours-a-day at 812-855- 8728, only emergencies are responded to after-hours.



## Academic and administrative buildings

Campus security and access controls include:

Building Services secures most academic buildings between 10 pm and 6 am. Numerous academic, cultural and social activities take place throughout the year, and individual building hours may vary as a result.



### Eskenazi School of Art, Architecture + Design, Columbus, IN

Hosted by IU Bloomington's College of Arts and Sciences

- Building is open Monday through Friday from 8:00 am-6:00 pm. Card access is available after hours. Exterior doors are automatically locked electronically each evening.
- IU Columbus Facilities Services maintains interior and exterior lighting of the property, in addition to the facility and landscaping. Members of the campus community are encouraged to report any lighting deficiencies or landscaping that might create an unsafe area to Facilities Department at 317-278-1900.

### Sunset Gower Studios, Los Angeles, CA

Offered by the IU Bloomington Media School

- Isabel Madejski, Semester in Los Angeles Program Manager, is available 24 hours-a-day at 323-493-1739.
- Building is access card only 24/7. The interior doors to IU space are locked and secured each evening by IU personnel.
- Sunset Gower Studios maintains interior and exterior lighting of the property, in addition to the facility and landscaping. Members of the campus community are encouraged to report any lighting deficiencies or landscaping that might create an unsafe area to the Operations Department at:  
[sgs.clientservices@sunsetstudios.com](mailto:sgs.clientservices@sunsetstudios.com).

## Campus residence buildings

- Residence halls are secured 24 hours-a-day, however there are exceptions to this policy. Go to <http://rps.indiana.edu/housing/locations/index.html> or your residence center desk for information on a specific residence hall.
- Student housing is restricted to residents and their approved guests. Each resident has card access and/or a door key for building and room access. Wright Quadrangle residents still utilize a door key for exterior entrances and their individual room.
- Safety, security, sleep and study are fundamental principles of on-campus living. Visitation privileges must be respected to maintain a community conducive to learning and growth. Residents may entertain guests in their rooms while respecting the privacy, space and property of their roommate(s).
- Residential Programs and Services reserves the right to limit the number of overnight guests and the length of their stay in student housing.
- Residents are expected to take responsibility for their guests' behavior. Residents will be held responsible for any policy violations committed by their guests.
- The Center for Art & Design and Los Angeles do not operate any on-campus residential facilities.

**Campus Menu**

**IU Columbus**



## Campus contacts

IUPD-Columbus telephone line during business hours is 812-348-7233. After hours, calls received are transferred to the City of Columbus dispatch center and Columbus Police Dept. will respond.



## Academic and administrative buildings

Campus security and access controls include:

- Exterior doors are automatically locked electronically each evening. When a building is closed, only faculty, staff, and students with specific needs are allowed inside. Some interior doors are equipped with card access.
- The main Columbus building has some cameras monitoring various areas in and around the building.
- There are emergency phones in the surrounding parking lots that connect directly with Columbus Police Department. These are owned and operated by the City of Columbus.

## Campus residence buildings

Columbus does not operate any on-campus residential facilities.

[Campus Menu](#)

**IU East**





## Campus contacts

### **IUPD non-emergency line**

is available 24 hours-a-day at 765-973-8429.

### **Facilities Management**

can be contacted at 765-973-8423.

### **Physical Plant**

can be contacted at 765-973-8572.

## Academic and administrative buildings

Campus security and access controls include:

- Classroom buildings are open Monday through Thursday from 6:30 am-10:00 pm; Friday from 6:30 am-9:00 pm; and Saturday from 7:00 am-4:00 pm. Campus is closed on Sunday.
- Numerous academic, cultural and social activities take place throughout the year, and individual building hours may vary as a result. When a building is closed, only faculty, staff and students with specific authorization are permitted inside. After-hours events or programs may allow groups to be in a building after hours based upon prior approval and notification to the IUPD.
- Exterior doors on campus are locked and secured each evening by IUPD, Facility Management, and/or Physical Plant personnel, and the interior of buildings checked for students or visitors.



## Lawrenceburg Center

- Building is open Monday through Thursday from 8:00 am-9:00 pm; Friday from 8:00 am-4:30 pm; and Saturday from 8:00 am-5:00 pm. Numerous academic, cultural and social activities take place throughout the year, and building hours may vary as a result. When the building is closed, only faculty, staff and students with specific authorization are permitted inside. Events or programs may be allowed in a building after-hours based upon prior approval and notification to the IUPD.
- The Lawrenceburg Center building and grounds are patrolled by off-duty law enforcement officers from the Lawrenceburg Police Department, in addition to patrols by Ivy Tech Safety & Security. Ivy Tech Safety & Security and Facilities Management regularly check exterior doors and locking hardware. All doors are controlled and monitored electronically by IT and are also checked by building coordinators upon closing. Exterior doors are locked and secured each evening and interior of the buildings checked for students or visitors.
- During their daily duties, Ivy Tech Safety & Security and Facilities Management employees constantly look for and report problems with lighting, locks, security equipment, landscaping, facility, and for other public safety hazards for all exterior and interior areas of the center. Exterior and interior lighting deficiencies should be reported to Facilities Management. Shrubs, trees or other landscaping concerns that might create an unsafe area should also be reported to Facilities Management. Ivy Tech Safety & Security and Facilities Management employees work together to resolve reported problems in a manner that minimizes hazardous conditions. A comprehensive survey is conducted of all exterior lighting on a semi-annual basis to ensure pathways are well lit. Lighting is controlled electronically and adjusted for seasons. Emergency telephones, including elevator phones, are surveyed on a regular basis for deficiencies. Burglar, panic and fire alarms, in addition to the security camera system are regularly checked by Ivy Tech Safety & Security, and/or Facilities Management and IT. There are emergency notifications beacons on every level that can warn occupants of any on-going threats visually, audibly, and by voice, detailing the type of threat. AED's and first aid kits are inspected monthly by Ivy Tech Safety & Security, and a posted roster identifies all employees certified in CPR/AED.
- Ivy Tech Safety & Security conducts safety inspections on all facilities including, but not limited to; laboratories, clinical areas, high hazard maintenance areas, construction sites, food service areas, AEDs, fall protection areas, etc.



## Campus residence buildings

IU East and Lawrenceburg Center do not operate any on-campus residential facilities.

[Campus Menu](#)

**IU Fort Wayne**





## Campus contacts

Facilities Management can be contacted at 260-481-6832.

## Academic and administrative buildings

Campus security and access controls include:

- Purdue University Fort Wayne is generally open to the public.
- The locking time for all buildings – including residences, libraries, and commons areas – may fluctuate at different times of the year. Some determining factors include: the university is on a formal break; it is finals week or the week leading up to finals week; etc. Building Services and custodial personnel are instructed to report any suspicious situations to PUPD immediately.



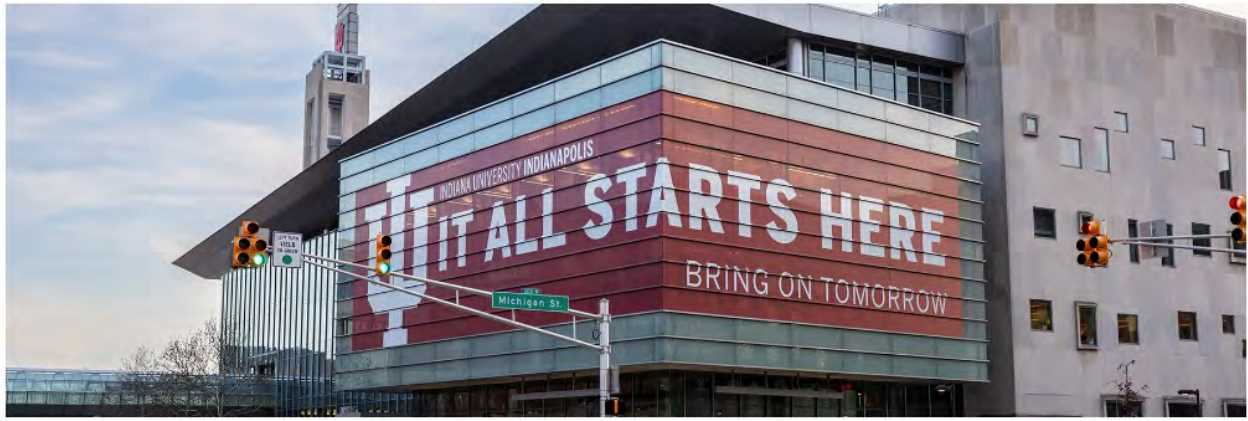
## Campus residence buildings

Residential facilities are owned and operated by PUFW but are available to IU students. The following information is provided by PUFW:

- Student residences are generally locked 24 hours a day. Student Housing issues a key fob to residents to gain entrance when the exterior doors are locked.

[Campus Menu](#)

**IU Indianapolis**



## Campus contacts

### **IUPD–Indianapolis**

is available 24 hours-a-day at 317-274-7911.

### **Riverwalk & Townhomes RA on duty:**

317-414-2357 or 317-414-9825

### **Ball Hall RA on duty:**

317-220-3397

### **University Tower RA on duty:**

317-414-9929 or 317-414-2759

### **North Hall RA on duty:**

317-612-7022 or 317-612-7056

### **Campus Facilities Services**

may be contacted at 317-278-1900.

### **Parking and Transportation Services**

may be contacted at 317-274-4232.

### **Environmental Health & Safety (EHS)**

may be contacted at 317-274-2005

## Academic and administrative buildings

Campus security and access controls include:

Building hours are determined by the schools and departments that occupy the building along with the building's building coordinator. When a building is closed, only faculty, staff, and students with specific needs are allowed inside. Some exterior doors are automatically locked electronically, and some exterior doors are locked and secured by IUPD personnel or by Campus Facilities Services personnel.







## Campus residence buildings

Special considerations for campus residence access include:

- Each community desk is open from 8am – 9pm during the business week and the staff working the desk help monitor access for each community. Community desks are located in Ball Residence, University Tower, North Hall, and Riverwalk Apartments. Each residential community also has live-in professional staff (called Residence Life Community Specialists) and live-in undergraduate staff (called Resident Assistants) who are trained in safety and security. Live-in IUPD Cadet and Part Time Officers assist housing staff in monitoring the IU-owned residential communities. Full-time IUPD officers patrol the IU-owned residential areas regularly. Access to IU-owned residential areas is controlled by Housing and Residence Life. Physical safety measures are in place at each community, including:

### Ball Residence

Entrances to the building are locked 24/7 and require card access for entry. In addition, there are cameras located at entry points and in the lobby area on the first level. Each of the residential wings is equipped with 24/7 electronic card access control and each room has a locking mechanism.

### North Hall

Entrances to the building are locked 24/7 and requires card access for entry. Cameras are located in the main lobby, in elevator lobbies, and at external stairwell exits. Elevators in the main lobby are on card access and can only be used by people with access on their cards. Student room doors are on card access and locked automatically when shut.

### Riverwalk Apartments

All exterior doors to buildings ("houses") and individual apartments are equipped with 24/7 electronic card access control. Main apartment doors have card access and are set by default to lock when the door is closed, each bedroom can also be locked with a physical key.

### Townhomes

All exterior doors have deadbolt locks, and interior sliding glass doors have rods in the base to prevent them from being opened, as well as a lock.

### University Tower

The first two floors of this building are open to the public during the times the building is open (hours may vary depending on the time of the year). The first two floors are accessible via card access for residential students and students with a meal plan outside of the times the building is open to the public. Cameras are located in the main lobby area and in each elevator lobby. The residential floors are controlled 24/7 by electronic card access, including elevators and stairwells. Each individual room door is on card access and set to lock as default when the door is closed.

### Candlewood Suites

This facility is privately owned and operated. IU utilizes space within this property only on an as needed basis. IU does not operate this as a housing community, and it is not staffed with IU personnel. Physical safety measures in place at this facility include the following: Cameras are located in the main lobby and elevator lobbies on the first floor and exits. Each door to a room has an electronic lock. Each bedroom door in each room contains a push button style locking mechanism. The Hotel is staffed 24 hours a day. Primary police services for this facility are provided by the Indianapolis Metropolitan Police Department.

[Campus Menu](#)

# IU Kokomo

## Campus contacts

### IUPD-Kokomo's non-emergency line

is available 24 hours-a-day at 765-455-9363.

### Physical Facilities Director

can be contacted at 765-455-9505.

### Physical Plant

can be contacted at 765-455-9273.

## Academic and administrative buildings

Campus security and access controls include:

- All exterior doors are secured by members of Physical Plant, Monday through Friday at 11:00pm, Saturday at 5:00pm, and Sunday at 9:00pm.
- Facilities Management checks exterior lighting on a regular basis.



## Campus residence buildings

- IU Kokomo does not operate any on-campus residential facilities.

[Campus Menu](#)

# IU Northwest





## Campus contacts

### **IUPD-Northwest's non-emergency line**

is available 24 hours-a-day at 219-980-6501.

### **Physical Plant**

219-980-6710

### **Environmental Health and Safety**

219-981-4230

### **Vice Chancellor for Student Life and Enrollment Management**

219-980-6586

### **Executive Vice Chancellor of Academic Affairs**

219-980-6761

### **Associate Dean, IU School of Medicine Northwest**

219-980-6957

## Academic and administrative buildings

Campus security and access controls include:

- Building hours are determined by the schools and departments that occupy the building along with the building's building coordinator. When a building is closed, only faculty, staff, and students with specific needs are allowed inside.



## Campus residence buildings

IU Northwest does not operate any on-campus residential facilities.

# IU South Bend



## Campus contacts

### IUPD-South Bend's non-emergency line

is available 24 hours-a-day at 574-520-4239.

### River Crossing RA on duty

574-904-7718

### Facilities Management

can be contacted during normal business hours at 574-520-4386.

## Academic and administrative buildings

Campus security and access controls include:

### IU South Bend

- Regular building hours for the IU South Bend campus are listed on the IUPD website at [Campus Buildings and Security](#). Numerous academic, cultural and social activities take place on the IU South Bend campus throughout the year, and individual building hours may vary.
- University departments provide IUPD with access rosters or after-hours passes authorizing access to restricted areas. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside.







## **Elkhart Center**

During the fall and spring semesters, the Elkhart Center is open Monday through Thursday from 7:30 am-8:00 pm and Friday from 7:30 am-5:00 pm or 15 minutes past the last class ending time. Summer semester building hours are Monday through Friday from 7:30 am-5 pm. Office hours for center staff are Monday through Friday from 8:00 am-12:00 pm and 1:00 pm-5:00 pm. Access to student computers is available during all building open hours. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside.



Special considerations for campus residence access include:

## **IU South Bend**

- IU South Bend student housing is restricted to residents and their approved guests. Each resident has card access to the apartment buildings and a door key for their apartment and individual bedroom.
- Safety, security, sleep, and study are fundamental principles of on-campus living. Visitation privileges must be respected to maintain a community conducive to learning and growth. Residents may entertain guests in their apartments with prior approval of their apartment-mate(s). A roommate may declare his or her bedroom off-limits to guests at any time.
- Housing and Residence Life reserves the right to alter visitation privileges.
- Guests are required to comply with all IU policies, including health and safety laws, orders, ordinances, regulations, and health and safety guidance adopted by IU and the Office of Housing and Residence Life as it relates to public health or safety crises. Adherence to health and safety requirements extends to all aspects of residential life, including bedrooms, bathrooms, community kitchens, lounges, computer labs, courtyards, and other common spaces. This guidance may change as the public health crisis evolves.
- Residents are expected to take responsibility for their guests' behavior. Residents will be held responsible for any policy violations committed by their guests.
- Guests are to be accompanied by a host at all times. Guests are not permitted in apartment or common spaces when a host or hostess is not present. Unescorted guests will be required to leave the premises immediately. No guest under the age of 18 is permitted in campus housing at any time unless accompanied by a parent or guardian. Exceptions to this policy include guests at registered recruitment events, registered University programs, and members of the University community.
- Residents are limited to two (2) overnight guests at a time. Overnight guests may visit for a period not to exceed three (3) nights total in any month. These nights may be used separately or consecutively.
- Host/Hostess and overnight guest(s) must check in at River Crossing front desk no later than 12 midnight. If after 12 midnight, please contact the RA on Duty at 574-904-7718. All guests not registered must vacate student housing before 1:00 a.m. Residents may host guest(s) overnight in their apartments except during the break periods (Thanksgiving, Winter and Spring) or at the discretion of the Director of Housing and Residence or designee or the University.
- To register a guest, resident and guest must present photo identification. A staff member will record the guest and resident's information in the guest log. After being registered a guest will be provided with a Guest Parking Pass that will be valid during the approved timeframe.

## **Elkhart Center**

- The Elkhart Center does not have campus residences.



## Campus contacts

### **IUPD-Southeast's non-emergency line**

is available 24 hours-a-day at 812-941-2400.

### **North Lodges RA on duty**

502-271-8562

### **South Lodges RA on duty**

502-287-3250

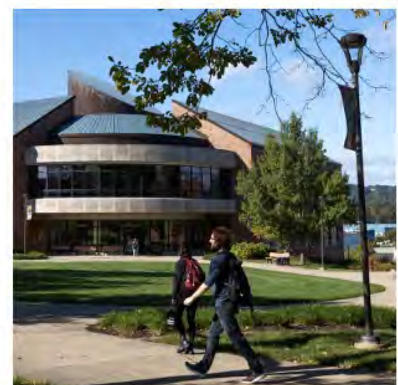
### **Facilities Operation**

may be contacted during normal business hours at 812-941-2330.

## Academic and administrative buildings

Campus security and access controls include:

- Classroom buildings are open Monday through Friday from 7 am to 11 pm except when closed for an official holiday. Saturday and Sunday classroom buildings are open for scheduled classes, events, or meetings.
- Library hours can be found at <https://southeast.iu.edu/library/index.html>.
- Events or programs may be allowed in a building after-hours based upon prior approval and notification to the IUPD.





## Campus residence buildings



Special considerations for campus residence access include:

- Access to residence halls is restricted to residents, their approved guests, and other approved members of the University community. Residents gain entry by swiping their access cards in the card access readers 24 hours-a-day.
- Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their access cards.



## Crime prevention and security awareness

The Indiana University Police Department (IUPD), along with many other IU departments, uses a variety of media and programs to provide information about crime prevention and to publicize campus security procedures and practices to students, faculty, staff, and guests. The common theme among all of these programs is to encourage community members to be responsible for their own security and for the security of others.

Campus security and fire safety procedures are specifically discussed during new student orientation. In addition, representatives from IUPD, the Office of Environmental Health and Safety (EHS), and the Office of Emergency Management and Continuity (EMC) participate in forums, engage in town hall meetings, and are available by request to address student and employee questions and to explain university security, public safety, and fire safety measures. Members of IUPD conduct presentations about crime prevention and general security and safety awareness upon request. Information typically provided includes crime prevention tips; statistics on crime at IU; fire safety information; information about campus security procedures and practices; and encouragement to all community members to be responsible for their own security and for the security of others. IU Public Safety and IUPD also organize and set up an opportunity to hand out safety-related information, as well as answer individual questions. IU Public Safety will also work with campus units and divisions to establish educational programs related to the Clery Act and to promote safety awareness.

IU also offers ongoing educational programs to promote awareness and prevention of domestic violence, dating violence, sexual assault, and stalking. More information about these programs can be found in the Sexual Misconduct (Dating Violence, Domestic Violence, Sexual Assault and Stalking) section of this report.



## Campus Crime Prevention and Campus Security Awareness Programs

The following are the campus crime prevention and campus security awareness programs available on all IU campuses, and the programs available on your specific campus. Programs for the Center for Art and Design and Sunset Gower Studios are available through the Bloomington campus.

All Campuses

IU Bloomington

IU Fort Wayne

IU Northwest

IU Columbus

IU Indianapolis

IU South Bend

IU East

IU Kokomo

IU Southeast

Campus Menu

## All IU campuses





## Crime prevention programs available on all IU campuses

Program Title & Description	Contact Information	Frequency
<b>Campus Security Authority (CSA)</b> This training informs CSA's about their reporting responsibilities under the Clery Act and provides information on how to report crimes.	IU Public Safety: <a href="mailto:iups@iu.edu">iups@iu.edu</a>	Available online anytime via IU Expand and required annually
<b>Crime Prevention Through Environmental Design (CPTED)</b> This process involves a survey of the physical, mechanical, and organizational structure of a location for the purpose of identifying those features which may contribute to unwanted behaviors such as criminal acts. CPTED (Crime Prevention Through Environmental Design) and Crime Prevention are very closely linked in that a CPTED survey often results in additional crime prevention recommendations. Eligibility for a CPTED survey is generally predicated upon the existence of a current behavioral problem related to crime and is usually conducted upon request. A CPTED survey can take several hours, and the construction of the accompanying recommendation matrix can also require several days. There currently is no cost for a CPTED survey from IU Public Safety Physical Security and Access. There are no equipment needs for the completion of this process.	IU Public Safety Physical Security and Access: <a href="mailto:physsec@iu.edu">physsec@iu.edu</a>	Upon Request
<b>New Student Orientation</b> IUPD is available to speak to students regarding safety and security on campus, along with services that are provided specific to each campus. Officers provide information on how to prevent becoming a victim of a crime, as well as information on how to report a crime.	Call your campus-division of IUPD	Each new student orientation as requested
<b>Response to Armed Aggressor/Active Shooter Awareness</b> This is a class for students and employees to learn about their options and the police response to an armed aggressor. At each training the IU Run Hide Fight video is shown and the important steps to protect yourself explained in detail.	Emergency Management & Continuity: <a href="mailto:iuemc@iu.edu">iuemc@iu.edu</a> Call your campus-division of IUPD	Upon Request Run Hide Fight video available online: <a href="#">Protect IU</a>
<b>New Employee Orientation</b> Available online through Canvas for all IU campuses. New employees are automatically added on or before their first day of employment. Among the topics covered are office and campus safety.	<a href="https://hr.iu.edu/employment/new-employees.html">https://hr.iu.edu/employment/new-employees.html</a>	All new employee orientations



## **IU Bloomington**

**(Eskenazi School of Art, Architecture + Design,  
Columbus IN and Sunset Gower Studios, Los Angeles,  
California)**



## Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<p><b>Culture of Care</b></p> <p>A campus wide, student-led and staff supported initiative focused on creating a campus culture where members of the Indiana University Bloomington community demonstrate “care” for one another. Through bystander intervention, the Culture of Care initiative empowers students to support their peers through helping one another and raising awareness in the four core areas of sexual well-being, mental health, alcohol and drug awareness and respect. Our vision is that IU students will have the Courage to Care to step up and help someone in need. This may mean calling 911 in an emergency or calling Safety Escort or a taxi service to get another student home safely. Through Culture of Care events and activities, students are taught how to respond to situations through scenarios and are provided resources such as post cards and key tags with emergency contact information.</p>	<p>Culture of Care:  <a href="http://care.indiana.edu/">http://care.indiana.edu/</a></p>	<p>On going</p>
<p><b>Fatal Vision Goggles (FVG)</b></p> <p>This is a program which is designed to enhance awareness of the effects of alcohol consumption on the body's ability to perform basic physical tasks. This is accomplished by wearing the goggles which are optically designed to create visual impairment and then having subjects attempt tasks as instructed by the officer conducting the program. There currently is no specific eligibility requirement for participation in this program. The program lasts about 30 minutes. There is no cost to the participant. The equipment required to conduct the program is provided by the IU Police Department. The program is offered at a variety of locations both indoors and out.</p>	<p>IUPD-Bloomington:  <a href="mailto:iupdbl@iu.edu">iupdbl@iu.edu</a></p>	<p>Upon Request</p>
<p><b>Project Grow &amp; Project Lead</b></p> <p>These projects are efforts by the Monroe County Extension Office in conjunction with the Purdue University Cooperative Extension Service to bring the police into elementary schools and facilitate positive interaction and learning between the police and the children through the presentation of a variety of topics. There is no cost to conduct these programs. The equipment needs for these programs consists of subject matter outlines provided by the Purdue University Cooperative Extension Office and the Monroe County Extension Office.</p>	<p>IUPD-Bloomington:  <a href="mailto:iupdbl@iu.edu">iupdbl@iu.edu</a></p>	<p>Upon Request</p>
<p><b>Self Defense Class</b></p> <p>This is a program designed to teach self-defense options and awareness to participants. This program is free, and equipment needed is provided by the instructors of the IU Police Department. The program is conducted in any room allowing sufficient space for movement and audience participation.</p>	<p>IUPD-Bloomington:  <a href="mailto:iupdbl@iu.edu">iupdbl@iu.edu</a></p>	<p>Upon Request</p>
<p><b>Step Up! IU</b></p> <p>A 90-minute, audience-driven program that uses real-life scenarios to teach the skills needed to intervene in problematic situations. Situations discussed include sexual assault, drug and alcohol abuse, hazing, discrimination, harassment, mental health, and stress management. Participants learn to evaluate difficult situations and how to intervene in a caring and supportive manner. Presentations can be requested by academic instructors, student organizations, residence hall floors, or any other group on campus and are conducted by trained student and staff facilitators. We train over 1,500 students annually in nearly 50 presentations.</p>	<p>For more information,  email <a href="mailto:stepupiu@indiana.edu">stepupiu@indiana.edu</a>.</p>	<p>Upon Request</p>
<p><b>New Student Orientation</b></p> <p>IUPD is available to speak to students regarding safety and security on campus, along with services that are provided specific to each campus. Officers provide information on how to prevent becoming a victim of a crime, as well as information on how to report a crime.</p>	<p>IU Public Safety  <a href="mailto:iups@iu.edu">iups@iu.edu</a></p>	<p>Each new student orientation as requested and at each parent session</p>



## IU Columbus




### Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<b>General Safety Presentations</b> cover crime prevention tips for personal safety, safety of others, and safety of the campus community. IUPD also works with departments on campus to conduct specific training based on the need or the request.	IUPD- Columbus: 812-348-7233	Upon Request and also provided to all incoming students via a prerecorded video presentation.

### IU East Crime Prevention Programs

IU East campus does not operate any additional programming beyond those listed in the "[Programs Available on all IU Campuses](#)." Please check there for programming or contact IUPD-East to request specific programming.

### IU Fort Wayne Crime Prevention Programs

IU Fort Wayne campus does not operate any additional programming beyond those listed in the "Programs Available on all IU Campuses." Please check there for programming in addition to the [Purdue University Fort Wayne Annual Security and Fire Safety Report](#)  contained under [Appendix D](#).

# IU Indianapolis





## Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<b>Emergency Training for Housing Live-in Professional and Undergraduate Staff</b> This training is designed for all housing live-in professional and undergraduate staff to be trained in emergency response, mental health crisis response, and to respond to acts of sexual and/or physical violence. Staff are trained so that they can assist the residents living on campus when there is an emergency or difficult personal situation.	Housing & Residence Life: 317-274-7200	Beginning of each semester
<b>General Safety Presentations</b> cover crime prevention tips for personal safety, safety of others, and safety of the campus community. IUPD also works with departments on campus to conduct specific training based on the need or the request.	IUPD- Indianapolis: 317-274-2058 or <a href="mailto:psed@iu.edu">psed@iu.edu</a>	Upon Request
<b>Knowing the Code: Understanding Indiana University's Code of Student Rights, Responsibilities, and Conduct</b> This presentation focuses on the types of academic and personal misconduct and the consequences of violating the Code. Indiana Lifeline Law and bystander intervention techniques are also discussed.	Office of Student Conduct: 317-274-4431	Upon Request
<b>Self Defense Class</b> This is a program designed to teach self-defense options and awareness to participants. This program is free, and the equipment needed is provided by the instructors of the IU Police Department. The program is conducted in any room allowing sufficient space for movement and audience participation.	IUPD- Indianapolis: 317-274-2058	Each Fall and Spring semester
<b>Housing Floor Meetings</b> During floor and building meetings in every residential community, Housing and Residence Life staff address safety and security topics.	Housing & Residence Life: 317-274-7200	Beginning of each semester
<b>Housing Safety Orientation</b> Housing and Residence Life staff present information about safety and security in the on-campus residential facilities.	Housing & Residence Life: 317-274-7200	Each student orientation
<b>Student Life – Keeping the Community Safe</b> The Division of Student Life presents information at orientation and during Bridge Week on the role students play in keeping their community safe, including an overview of resources available to them to make a report or seek help. Sexual misconduct and consent receive particular attention in this session.	Student and Family Connections: 317- 274-3699	Annually during orientation for spring and summer admits and during all transfer orientations. Annually during Bridge Week, which is continued orientation program for incoming students prior to the start of the fall semester.
<b>Public Safety Day</b> Various first responder agencies are invited to campus to discuss their respective services. This event is held on campus for students and employees, but it is also open to the community and local schools.	IUPD- Indianapolis: 317-274-2058	Annually

Campus Menu



Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<b>Emergency Management Meetings</b> Provides employees information about Emergency Action Plans, Evacuation Plans, and Building Warden responsibilities.	Emergency Management & Continuity: <a href="mailto:iuemc@iu.edu">iuemc@iu.edu</a>	Upon Request
<b>Public Safety Day</b> Various first responder agencies are invited to campus to discuss their respective services. This event is held on campus for students and employees, but it is also open to the community and local schools.	IUPD-Kokomo: 765-455-9432 Office of Admissions: 765-455-9217	Annually
<b>General Safety Presentations</b> Cover crime prevention tips for personal safety, safety of others, and safety of the campus community. IUPD also works with departments on campus to conduct specific training based on the need or the request.	IUPD-Kokomo: 765-455-9432	Upon Request

Campus Menu





Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<b>Coffee with a Cop</b> Officers meet with students, staff, faculty and residents of the community for coffee and conversation. Conversations included safety and concerns of all.	IUPD-Northwest: 219-980-6501	Annually
<b>Student Orientations— New Students</b> IUPD personnel speaks with both students and parents about campus safety. Attendees are also advised on the services provided by IUPD to increase safety.	IUPD-Northwest: 219-980-6501	Each student orientation
<b>Pizza with a Cop</b> Officers meet with students, staff, faculty and residents of the community for pizza and conversation. Conversations include safety and concerns of all.	IUPD-Northwest: 219-980-6501	Annually

Campus Menu



Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<b>IUSB BRAVE Training</b> Training for students to help understand consent, know how to be active bystanders who can safely interrupt/prevent sexually harmful behaviors and have the opportunity to become an IUSB BRAVE peer leader who helps to facilitate future trainings.	Office of Civil Rights Compliance 574-520-5536	During the year as scheduled
<b>Take back the night virtual March &amp; Vigil</b> An annual event to raise awareness, empower individuals and inspire action that will bring an end to sexual violence. Included in the virtual event are musical entertainment, a keynote speaker, mindfulness activities and survivor stories.	Office of Civil Rights Compliance 574-520-5536	Annually
<b>New Student Orientation</b> New and transfer students are given information about Title IX and IU's Sexual Misconduct Policy, consent, and IU South Bend campus safety, including the Run/Hide/Fight video.	Office of Civil Rights Compliance 574-520-5536 IUPD – South Bend 574-520-4499	During the year as scheduled.
<b>Run / Hide / Fight</b> Faculty, staff, and students can request to attend a Run/Hide/Fight training put on by IUPD-South Bend. This involves trainings for active aggressors on campus.	IUPD – South Bend 574-520-4499	Upon Request

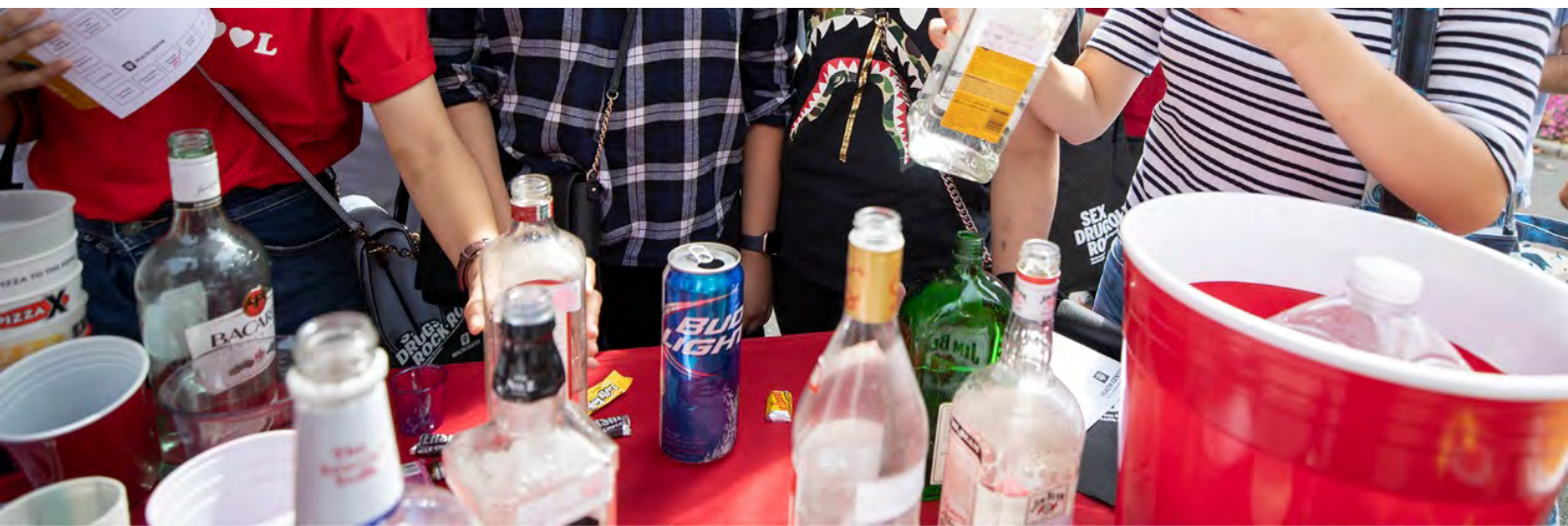
Campus Menu





## Crime Prevention Programs

Program Title & Description	Contact Information	Frequency
<b>Self-Defense Course</b> Students learn basic self- defense techniques. Open to all students but primarily aimed at female students.	IUPD-Southeast: <a href="mailto:sepolice@ius.edu">sepolice@ius.edu</a>	Upon Request
<b>Karting with the Cops</b> Students learn about driving under the influence and statistics while playing driving games and completing field sobriety tests wearing Fatal Vision Goggles (FVG). The dangers of driving impaired are discussed and resources are provided.	IUPD-Southeast: <a href="mailto:sepolice@ius.edu">sepolice@ius.edu</a>	During the year as scheduled



## Alcohol and drugs



The possession, use, sale, manufacturing or distribution of any controlled substance, including alcohol, on the IU campus is governed by the university's Substance Free Workplace Policy; Substance-free Workplace for Academic Appointees Policy; IU Code of Student Rights, Responsibilities, and Conduct; Code of Academic Ethics, Service of Alcohol, and the laws of the State of Indiana. The Indiana Alcoholic Beverage Commission (ABC) oversees state laws regarding the possession, use, sale, consumption, or furnishing of alcohol. However, the enforcement of alcohol laws on campus is primarily the responsibility of the IUPD. IU has been designated "drug free," and the consumption of alcohol on campus is only permitted under certain circumstances as set forth by university policy. The service of alcoholic beverages at university events must be in accordance with applicable state and federal laws, including the legal age for drinking. Approval processes, and university procurement and insurance requirements must also be followed. There are bartending and service requirements for university facilities in accordance with licensing requirements of the Indiana Alcohol and Tobacco Commission.



IU prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on IU property or as part of any IU-sponsored activities. The illegal possession, use, sale, manufacture, or distribution of any controlled substance is against IU policy and enforced under both state and federal laws. The IUPD proactively enforces these laws and university policies, including state underage drinking laws. Violators may be subject to university disciplinary action, criminal prosecution, fine, and/or imprisonment. Additional information and resources can be found on Protect IU.

## Underage drinking

It is unlawful to sell, furnish, or provide alcohol to a person who is under the age of 21. The possession of alcohol by anyone under 21 years of age is illegal. Organizations or groups violating alcohol/substance policies or laws, Indiana Code (IC 7.1-5-7-8), may be subject to sanctions by the university. Please note that under [Indiana's Lifeline Law](#), individuals are afforded immunity against certain charges for alcohol related crimes in connection with a report of a medical emergency, so long as they cooperate with law enforcement at the scene.





## Health risks

Fact sheets describing the health effects to your body and brain while using drugs and alcohol can be found on the Drug Enforcement Administration's website at: <https://www.dea.gov/factsheets>.

## Legal sanctions

A description of applicable legal sanctions under local, state (Indiana), or federal law for the unlawful possession or distribution of illicit drugs and alcohol are:

- Laws governing the production, possession, storage, sale, delivery, transportation, or financing of alcohol and drugs are set forth in the Indiana Code, including Offenses Related to Controlled Substances (Indiana Code 35-48-4) and Alcohol and Tobacco-Crime and Infractions (Indiana Code 7.1-5).
- Federal laws and sanctions concerning distribution and penalties can be found at: <https://www.dea.gov/documents/2024/2024-12/2024-12-12/drugs-abuse-2024>.



## University/campus policies and disciplinary sanctions



IU will impose disciplinary sanctions on students and employees who violate IU policy, state law and/or federal laws, up to and including expulsion or termination of employment and referral for prosecution. Violators of IU policies are subject to the provisions of applicable laws as well as university disciplinary actions, which may include sanctions such as eviction from campus housing, revocation of other privileges, or suspension, expulsion, or termination from the university. Disciplinary action may also be taken to protect the interests of the university and the rights and safety of others. University and campus policies pertaining to the possession, use, and sale of alcohol and controlled substances are outlined below.



**The IU policy on:**

**Substance-free Workplace**

For all staff and hourly employees

**Substance-free Workplace**

For academic appointees.

**Service of Alcohol**

**Academic Appointee Responsibilities and Conduct**

Section F

**IU Code of Student Rights, Responsibilities and Conduct**

Part II

**Alcohol and drug-free campus policy:**

**IU Bloomington**

Alcohol and Drug-Free Campus

**IU Columbus**

IU Alcohol and other Drug program

**IU Indianapolis Student-Athletes**

Drug education, testing and treatment policy

**IU Indianapolis general population**

IU Alcohol and Other Drug program

**IU East**

IU Alcohol and Other Drug Program

**IU Kokomo**

IU Alcohol and Other Drug program

**IU Northwest**

IU Alcohol and Other Drug program

**IU South Bend**

IU Alcohol and Other Drug Program

**IU Southeast**

Alcohol and Drug Free Campus

**Residential living policies and procedures:**

**IU Bloomington**

IU Housing policies

**IU Indianapolis**

Residential policies

**IU South Bend**

Residence Hall policies

**IU Southeast**

Residence Life and Housing



### Student and/or Faculty Code of Conduct/Manuals/Guides:

#### **IU Bloomington**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU Columbus Students**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU Columbus Faculty & Staff**

Faculty handbook

#### **IU East**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU Fort Wayne**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU Indianapolis Students**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU Indianapolis Faculty**

Faculty Council

#### **IU Kokomo**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU Northwest**

Code of Student Rights,  
Responsibilities, and Conduct

#### **IU South Bend Students**

Office of Student Conduct

#### **IU South Bend**

Academic Senate Policies and  
Resolutions

#### **IU Southeast**

Code of Conduct

### Alcohol/drug programs and resources

IU is committed to promoting the health and safety of its campus community through drug and alcohol education, prevention, and awareness programs, the implementation of relevant policies, and the access to resources. IU encourages members of the community who may be experiencing difficulty with drugs or alcohol to utilize the resources identified on their campus. Current education, prevention and awareness programs are identified for each university campus. These campus-specific programs and the resources are located on the following pages.



## Campus alcohol/drug programs and resources

[IU Bloomington](#)

[IU Fort Wayne](#)

[IU Northwest](#)

[IU Columbus](#)

[IU Indianapolis](#)

[IU South Bend](#)

[IU East](#)

[IU Kokomo](#)

[IU Southeast](#)

[Campus Menu](#)

## IU Bloomington

including Center for Art & Design and Los Angeles





# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources</a>  <a href="#">Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>IU Late Nite</b> Indiana University offers Late Nite events across campus, providing fun, party alternative activities and social events to students that are substance free.	A list of Late Nite events: <a href="https://imu.indiana.edu/activities-services/late-nite/index.html">https://imu.indiana.edu/activities-services/late-nite/index.html</a>
<b>Student Life Workshops and Presentations</b> Drug Overdose Prevention Education (D.O.P.E), Just Say Know, Recovery Ally Training, and Recovery Messaging Training are four workshops that can be requested through student life health and safety initiatives.	Programs can be requested at <a href="https://studentaffairs.indiana.edu/health-well-being/drugs-alcohol/index.html">https://studentaffairs.indiana.edu/health-well-being/drugs-alcohol/index.html</a>
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	More information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a>
<b>Substance Use Intervention Services</b> Substance Use Intervention Services provides campus-wide alcohol and drug prevention, education and intervention for students. Examples of workshops include Drug Overdose Prevention Education, Recovery Ally Training, Recovery Messaging Training and Alcohol Skills Training Program. This includes a collaboration with the Office of Sorority and Fraternity Life where all new members are expected to attend workshops on alcohol and drug use and harm reduction skills. Substance Use Intervention Services also provides brief interventions for substance use and refers students to campus and community resources.	Substance Use Intervention Services 812- 856-3898 <a href="https://studentlife.indiana.edu/health-well-being/drugs-alcohol/intervention/index.html">https://studentlife.indiana.edu/health-well-being/drugs-alcohol/intervention/index.html</a>
<b>Step UP! IU</b> Step UP! IU bystander intervention workshops are a 90-minute, audience-driven program that uses real-life scenarios to teach the skills needed to intervene in problematic situations related to mental health, drug and alcohol use, hazing, discrimination, and sexual assault.	Programs may be requested by email <a href="mailto:stepupiu@iu.edu">stepupiu@iu.edu</a> or at <a href="https://studentlife.indiana.edu/care-advocacy/sexual-violence/programs-initiatives/index.html">https://studentlife.indiana.edu/care-advocacy/sexual-violence/programs-initiatives/index.html</a>
<b>Collegiate Recovery Community</b> The Collegiate Recovery Community was formally created during the 2018-2019 academic year. The office assists students who are interested in learning more about recovery or who would like to maintain their recovery by providing recovery coaching and support. Staff refer students to campus and community resources and help connect students with a supportive community. The office provides advising and support to the Students In Recovery Bloomington student organization.	Email: <a href="mailto:crcs@iu.edu">crcs@iu.edu</a>
<b>Office of Student Conduct Outreach and Educational Programs</b> Staff from the Office of Student Conduct regularly present on the Code of Student's Rights, Responsibilities, and Conduct on student behavioral expectations regarding personal misconduct, academic misconduct, and sexual misconduct. Staff regularly provide information about policies and procedures related to drug and alcohol use on campus as well as campus resources related to those items. In addition to outreach, staff often discuss substance use behavior and expectations in one-on-one conduct in individual and organizational conduct meetings.	Programs may be requested at: <a href="https://studentlife.indiana.edu/health-well-being/drugs-alcohol/programs/index.html">https://studentlife.indiana.edu/health-well-being/drugs-alcohol/programs/index.html</a>

### **Party Smarter, Not Harder**

Party Smarter, Not Harder is a self-paced online education opportunity using evidenced-based harm reduction techniques that encourage students to make safer and more informed decisions around alcohol use. The workshop is based on an Alcohol Skills Training Program with a focus on harm reduction and bystander intervention. This program is provided to all first-semester members of sororities and fraternities.

Programs may be requested at:

<https://studentlife.indiana.edu/involvement-belonging/sororities-fraternities/educational-programming/index.html>

### **Event Monitor Training**

Sorority and fraternity members are expected to take a self-paced online education program that focuses on applying relevant knowledge about alcohol consumption with bystander intervention practices to support leaders in maintaining safe social environments. After completion of the online component, each organization hosting events with alcohol will conduct a risk-management plan review session to contextualize expectations of Event Monitors to their chapter's policies and procedures.

Programs may be requested at:

<https://studentlife.indiana.edu/involvement-belonging/sororities-fraternities/educational-programming/index.html>

### **Tobacco Cessation Services and Outreach**

Staff in the Health and Wellness office in the IU Health Center offer tobacco cessation to students, faculty and staff interested in reducing nicotine use. Staff also provide interactive educational sessions on tobacco, cigarettes, hookah and vapes. Content includes history of use, risks of using substances, the campus tobacco policy and cessation services available.

Programs may be requested at:

<https://studentlife.indiana.edu/health-well-being/drugs-alcohol/tobacco-vaping.html>

Or via email at [quitnow@iu.edu](mailto:quitnow@iu.edu)



## Resources

Resource	Contact Information	Availability
Counseling and Psychological Services	<a href="http://healthcenter.indiana.edu/counseling/">http://healthcenter.indiana.edu/counseling/</a> 812- 855-5711	On-campus/Students
Dean of Students Office	<a href="https://studentlife.indiana.edu/care-advocacy/dean-of-students/index.html">https://studentlife.indiana.edu/care-advocacy/dean-of-students/index.html</a> 812- 855-8187	On-campus/Students
Substance Use Intervention Services	<a href="https://studentlife.indiana.edu/health-well-being/drugs-alcohol/index.html">https://studentlife.indiana.edu/health-well-being/drugs-alcohol/index.html</a> 812- 856- 3898	On-campus/Students
Student Health Center	<a href="https://healthcenter.indiana.edu/index.html">https://healthcenter.indiana.edu/index.html</a> 812- 855-4011	On-campus/Students
Employee Assistance Program	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource/Full-time faculty and staff
Amethyst House (Local provider of inpatient, halfway houses, and outpatient substance abuse/addiction treatment.)	<a href="http://www.amethysthouse.org/">http://www.amethysthouse.org/</a> 812- 336-3570	Community
Alcoholics Anonymous	<a href="https://area23aa.org/district-10">https://area23aa.org/district-10</a>	Community
Narcotics Anonymous	<a href="http://www.naindiana.org/">www.naindiana.org/</a> 812- 331-9767	Community
The Recovery Engagement Center (Local drop-in center providing resources to individuals new to recovery or looking to maintain sobriety.)	<a href="https://centerstone.org/service/addiction-recovery/">https://centerstone.org/service/addiction-recovery/</a> 812- 337-2424	Community

Campus Menu

# IU Columbus



# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
<b>Educational Outreach</b> Educational programming is ongoing and available upon request by various offices at the IU Columbus campus. Contact the Office of Student Life for more information. Corresponds to NIAAA CollegeAIM IND-1.	<a href="#">Office of Student Life</a> Assistant Vice Chancellor for Academic and Student Life and Dean of Students 812-348-7251 <a href="mailto:lmontal@iu.edu">lmontal@iu.edu</a> Associate Dean for Academic and Student Life and Title IX Deputy Director 812-348-7256 <a href="mailto:jpoulsen@iu.edu">jpoulsen@iu.edu</a>  Assistant Director Office of Student Life <a href="mailto:sleaton@iu.edu">sleaton@iu.edu</a>
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources</a>  <a href="#">Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	<a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a> Associate Dean for Academic and Student Life and Title IX Deputy Director 812-348-7256
<b>First Year Seminar Presentation</b> Drugs, Alcohol, and Your Degree – Prevention education presentation developed for first year student population and delivered during First Year Seminar (FYS) courses. Curriculum covers student conduct, compliance, effects of alcohol and drugs, and campus resources. Corresponds to NIAAA CollegeAIM IND-1.	<a href="https://columbus.iu.edu/campus-life/student-affairs/index.html">https://columbus.iu.edu/campus-life/student-affairs/index.html</a>
<b>Arrive Alive Tour</b> This is a distracted driving, drunk driving, and driving under the influence of marijuana simulator. This prevention and education simulation is offered during the annual Health Fair. Students, staff, and faculty are encouraged to participate. The simulation puts participants in the driver's seat of a full-sized vehicle and uses virtual reality glasses to simulate driving while under the influence. Corresponds to NIAAA CollegeAIM IND-1.	<a href="https://columbus.iu.edu/campus-life/student-affairs/index.html">https://columbus.iu.edu/campus-life/student-affairs/index.html</a> <a href="https://arrivealivetour.com/unite/">https://arrivealivetour.com/unite/</a>



## Resources

Resource	Contact Information	Availability
<b>Counseling and Psychological Services</b>	<a href="https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html">https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html</a> Lockefield Village, Second Floor 980 Indiana Ave., Indianapolis, IN 46202 317-274-2548 <a href="mailto:capsindy@iu.edu">capsindy@iu.edu</a>	On-campus/Students
<b>Office of Health and Wellness Promotion</b>	<a href="https://studentaffairs.indianapolis.iu.edu/health/index.html">https://studentaffairs.indianapolis.iu.edu/health/index.html</a> IU Indianapolis Campus Center: 420 University Blvd., Suite 350, Indianapolis, IN 46202 317-274-3699 <a href="mailto:hwpindy@iu.edu">hwpindy@iu.edu</a>	On-campus/Students
<b>Office of Student Life</b>	<a href="https://columbus.iu.edu/campus-life/student-affairs/index.html">https://columbus.iu.edu/campus-life/student-affairs/index.html</a> IU Columbus: 4601 Central Ave, Columbus, IN 47203-1769 <a href="tel:812-348-7251">812-348-7251</a>	Students
<b>TimelyCare</b>	<a href="https://app.timelycare.com/auth/login">https://app.timelycare.com/auth/login</a>	Virtual telehealth for counseling, coaching, and psychiatric support to all Students
<b>Stride Center</b>	1075 2nd St., Suite C Columbus, IN 47201 812-669-3100	Employees/Students
<b>Schoellkopf Community Counseling Center</b>	<a href="https://columbus.iu.edu/schoellkopf-center/index.html">https://columbus.iu.edu/schoellkopf-center/index.html</a> IU Columbus: 4601 Central Ave, Columbus, IN 47203-1769 812-375-7525 <a href="mailto:CO201a@iu.edu">CO201a@iu.edu</a>	On IU Columbus Campus Employees/Students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource/Full-time faculty and staff
<b>Office for Veterans and Military Personnel</b>	<a href="https://veterans.indianapolis.iu.edu/index.html">https://veterans.indianapolis.iu.edu/index.html</a> Campus Center: 420 University Blvd., Suite 268, Indianapolis, IN 46202 317-278-9163 <a href="mailto:military@iu.edu">military@iu.edu</a>	Veterans-military personnel/Referral to on- and off- campus services
<b>Centerstone Indiana</b>	<a href="https://centerstone.org/locations/indiana/facilities/centerstone-columbus-north-marr-road/">https://centerstone.org/locations/indiana/facilities/centerstone-columbus-north-marr-road/</a> 720 N. Marr Rd., Columbus, IN 47201 800-344-8802	Community
<b>Southeastern Indiana Intergroup Alcoholics Anonymous</b>	812-342-2330 <a href="mailto:seig_help@gmail.com">seig_help@gmail.com</a>	Community
<b>Substance Abuse and Mental Health Services Administration</b>	<a href="http://www.samhsa.gov">http://www.samhsa.gov</a> 24-hour Help Line: 800-662-4357	Community
<b>Roudebush VA Medical Center –</b>	<a href="http://www.indianapolis.va.gov/services/Mental_Health_Services.asp">http://www.indianapolis.va.gov/services/Mental_Health_Services.asp</a> 1481 W 10th Street, D-wing, Room D5029, Indianapolis, IN 46202	

**Mental Health  
Services**

317-988-2770

Community/Veterans



# IU East



# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
	<a href="https://east.iu.edu/health-promotion/index.html">https://east.iu.edu/health-promotion/index.html</a>
<b>Educational Outreach</b> Educational programming is ongoing and available upon request by various offices at the IUE campus. Contact the offices to the right.	<a href="https://east.iu.edu/campus-life/index.html">https://east.iu.edu/campus-life/index.html</a>  <a href="https://east.iu.edu/dean-of-students/index.html">https://east.iu.edu/dean-of-students/index.html</a>
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a> .
<b>Student Newsletter</b> Campus Well Newsletter – the newsletter goes out weekly by email to students covering a wide range of topics including drug and alcohol use.	<a href="https://www.campuswell.com/email-registration/">https://www.campuswell.com/email-registration/</a>

## Resources

Resource	Contact Information	Availability
Healthy at IU East	<a href="https://east.iu.edu/healthy/index.html">https://east.iu.edu/healthy/index.html</a> Hayes Hall Room 064 2325 Chester Blvd., Richmond, IN 47374 765-973-8216	On-campus / students
Employee Assistance Program	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource / faculty and staff
228 Club	<a href="https://www.228club.org/">https://www.228club.org/</a> 228 S. 6th St., Richmond, IN 47374	Community
AI Anon	<a href="http://www.al-anon.org">http://www.al-anon.org</a> <a href="http://www.indiana-al-anon.org/">http://www.indiana-al-anon.org/</a>	Community
Alcoholic Anonymous	<a href="http://www.aa.org/">http://www.aa.org/</a>	Community
Centerstone Indiana	<a href="https://www.centerstone.org/">https://www.centerstone.org/</a> 831 Dillon Dr., Richmond, IN 47374 800-344-8802 3337 S. State Road 3, New Castle, IN 47362 Phone: 765-521-3010	Community
Community Mental Health Center	276 Bielby Rd, Lawrenceburg, IN 4702 812- 537-7375	Community
Narcotics Anonymous	<a href="http://www.naindiana.org/">http://www.naindiana.org/</a>	Community

Campus Menu

## IU Fort Wayne





# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
<b>3rd Millennium Classrooms</b> Third party online alcohol and other drug education and prevention course administered with students going through the conduct process in on-campus housing.	Purdue University Fort Wayne Office of the Dean of Students 260-481-6601 <a href="mailto:dos@pfw.edu">dos@pfw.edu</a>
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	<a href="https://kb.iu.edu/d/bjiu">https://kb.iu.edu/d/bjiu</a>  IUI Dean of Students, Associate Vice Chancellor 317-274-4431 <a href="mailto:vpsl@iu.edu">vpsl@iu.edu</a>
<b>Alcohol Awareness and Drug Identification Training for Resident Assistants</b> This program is presented to resident assistants at the beginning of the fall semester by University Police. It provides education on a wide variety of drug-related topics. Information on how to identify an individual under the intoxicating effects of drugs as well as how to identify specific drugs themselves is provided. <i>Corresponds to NIAAA CollegeAIM IND-1.</i>	Purdue University Fort Wayne Housing and Residential Education Students 260-481-4180 <a href="mailto:housing@pfw.edu">housing@pfw.edu</a>

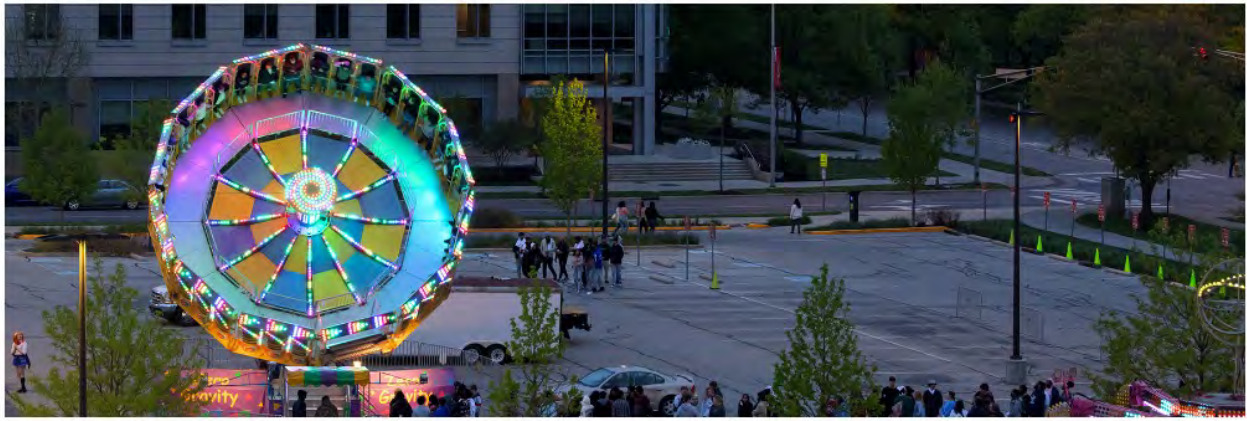


## Resources

Resource	Contact Information	Availability
<b>Counseling and Psychological Resources</b>	Lockefield Village, Second Floor 980 Indiana Ave. Indianapolis, IN 46202 317-274-2548 <a href="https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/counseling-options.html">https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/counseling-options.html</a>	On-campus / students
<b>Office of the Dean of Students</b>	Office of the Dean of Students Walb Student Union, Room 111 Fort Wayne, Indiana 46805 260-481-6601 <a href="mailto:dos@pfw.edu">dos@pfw.edu</a>	Students
<b>Purdue Fort Wayne Student Assistance Program – Counseling Services</b>	Campus Health Clinic, Walb Student Union Room 234 2101 East Coliseum Boulevard Fort Wayne, Indiana 46805 800-342-5653 260-481-5748  <a href="https://studentaffairs.indianapolis.iu.edu/health/wellness-programs/index.html">https://studentaffairs.indianapolis.iu.edu/health/wellness-programs/index.html</a>	Students
<b>Office of Health and Wellness Promotion</b>	IU Indianapolis Campus Center 420 University Blvd., Suite 350 Indianapolis, IN 46202 317-274-3699 <a href="mailto:hwpindy@iu.edu">hwpindy@iu.edu</a>	On IU Indianapolis Campus / Students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource / academic and staff employees
<b>Substance Abuse and Mental Health Services Administration</b>	24-hour Help Line: 800-662-4357 <a href="http://www.samhsa.gov/">http://www.samhsa.gov/</a>	Community

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**IU Indianapolis**





# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
<b>Addiction Recovery Support</b> IU's addiction recovery support initiatives include a Collegiate Recovery Community student organization, offering free access to sessions with a professional Recovery Coach, study-table space in the Campus Center, weekly on-campus support meetings, opportunities to develop social support, and engagement with social norms, stigma reduction, and advocacy campaigns.	Addiction Recovery Support Assistant Director, Substance Abuse Prevention 317-274-3699 <a href="mailto:hwpindy@iu.edu">hwpindy@iu.edu</a> <a href="mailto:recovery@iu.edu">recovery@iu.edu</a> <a href="https://alcohol.indianapolis.iu.edu/index.html">https://alcohol.indianapolis.iu.edu/index.html</a>
<b>Anonymous Online Self-Screening Tools</b> IU Counseling and Psychological Services provides free anonymous online mental health screenings including screening tools for substance use disorder and alcohol use disorder. No identifying information is required or collected. Screening provides feedback on level of risk and referral links.	<a href="https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html">https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html</a> 317-274-2548 <a href="mailto:capsindy@iu.edu">capsindy@iu.edu</a>
<b>BASICS</b> BASICS-style motivational interviewing screening interventions are utilized in partial fulfillment of student sanctions for mid-level to elevated alcohol policy violations, and a similar format is utilized for brief motivational interviewing screenings for marijuana. These interventions include an initial 90-minute session that establishes rapport and gathers information about intensity and frequency of use, negative consequences, family history, and the client's support network. This session is followed by a paper-pencil assessment that includes a bundle of screening instruments that are scored, and the results are interpreted with the student during the second 90-minute session that focuses on goals and risk reduction in the future. Corresponds to NIAAA CollegeAIM IND-16.	Assistant Director, Substance Abuse Prevention 317-274-3699 <a href="mailto:hwpindy@iu.edu">hwpindy@iu.edu</a>
<b>Perspectives Group Alcohol Class</b> The Perspectives Program is a group motivational enhancement workshop for identified students. This prevention strategy emphasizes personal responsibility and self-efficacy of participants, offering personalized feedback on their alcohol use, risks, expectancies, perceptions of social norms, and options for reducing problems and consequences. A trained facilitator guides the group discussion, and goals for behavior change are set by participants. <i>Corresponds to NIAAA CollegeAIM IND-15.</i>	Assistant Director, Substance Abuse Prevention 317-274-3699 <a href="mailto:hwpindy@iu.edu">hwpindy@iu.edu</a>
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources</a> <a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462
<b>Late Night Alcohol-Alternative Events</b> IU Indianapolis hosts alcohol-free events to provide students with social alternatives to parties and bars where alcohol is being served. These late-night alcohol-alternative events take place in the evening and on weekends to offset peak drinking hours, and during high-risk times of the year such as move-in weekend, homecoming, Regatta Week, and the end of the semester. Events are planned by the Student Activities Programming Board Late Night and Weekend Committee. <i>Corresponds to NIAAA</i>	Office of the Campus Center and Student Experiences <a href="https://studentaffairs.indianapolis.iu.edu/get-involved/student-activities-programming-board.html">https://studentaffairs.indianapolis.iu.edu/get-involved/student-activities-programming-board.html</a>

night and weekend committee. *Corresponds to NIAAA CollegeAIM ENV-2.*

### **Vector Solutions – Alcohol EDU for College**

Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices.

*Corresponds to NIAAA CollegeAIM IND-18.*

[Office of Health & Wellness Promotion](#)

Assistant Director, Substance Abuse Prevention

317-274-3699

[hwpindy@iu.edu](mailto:hwpindy@iu.edu)

<https://kb.iu.edu/d/biiu>

### **Social Norms Marketing**

IU Indianapolis conducts a campus-wide awareness campaign that informs students about risk and protective factors, stigma reduction, and peer helping behaviors. The Office of Health and Wellness Promotion includes social norms messages in social media and marketing content, encouraging students to reduce their risk of negative consequences by planning ahead, respecting those who intervene, and using a designated driver. Examples of campaigns include drunk driving prevention pledge, Recovery Month stigma reduction, Alcohol-Free Weekend, and tobacco-free policy awareness. *Corresponds to NIAAA CollegeAIM ENV-7.*

[Office of Health & Wellness Promotion \(HWP\)](#)

Assistant Director, Substance Abuse Prevention

317-274-3699

[hwpindy@iu.edu](mailto:hwpindy@iu.edu)



## Resources

Resource	Contact Information	Availability
<b>IU Indianapolis Campus Health</b>	Coleman Hall 1140 W. Michigan St. Indianapolis, IN 46202 317-274-8214 <a href="https://studentaffairs.indianapolis.iu.edu/health/medical/index.html">https://studentaffairs.indianapolis.iu.edu/health/medical/index.html</a>	On-campus / students and employees
<b>Collegiate Recovery Community</b>	Addiction Recovery Support Office of Health & Wellness Promotion (HWP) <a href="https://studentaffairs.indianapolis.iu.edu/health/wellness-programs/addiction-recovery.html">https://studentaffairs.indianapolis.iu.edu/health/wellness-programs/addiction-recovery.html</a> Campus Center, Suite 350 Indianapolis, IN 46202 317-274-4745 <a href="mailto:recovery@iu.edu">recovery@iu.edu</a>	On-campus / students—current and prospective
<b>Counseling and Psychological Services</b>	<a href="https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html">https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html</a> Lockefield Village, second floor 980 Indiana Ave, Indianapolis, IN 46202 317-274-2548 <a href="mailto:capsindy@iu.edu">capsindy@iu.edu</a>	On-campus / students only
<b>Office of Health and Wellness Promotion</b>	<a href="https://studentaffairs.indianapolis.iu.edu/health/wellness-programs/">https://studentaffairs.indianapolis.iu.edu/health/wellness-programs/</a> Campus Center, Suite 350 Indianapolis, IN 46202 317-274-3699 <a href="mailto:hwpindy@iu.edu">hwpindy@iu.edu</a>	On-campus / students
<b>Office for Veterans and Military Personnel</b>	<a href="http://veterans.indianapolis.iu.edu/">http://veterans.indianapolis.iu.edu/</a> Campus Center: 420 University Blvd., Suite 268, Indianapolis, IN 46202 317-278-9163 <a href="mailto:gibenefi@iu.edu">gibenefi@iu.edu</a>	Veterans-military personnel/Referral to on- and off-campus services
<b>Employee Assistance Program</b>	University Human Resources 24/7 Helpline 888-881-5462	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462
<b>Indiana Addiction Treatment Locator</b>	Find addiction treatment in Indiana at <a href="https://www.in.gov/fssa/addiction/">https://www.in.gov/fssa/addiction/</a> or call the Indiana Mental Health and Addiction Hotline: 800-662-HELP (4357)	Community resource Available to everyone
<b>Registry of Options and Resources</b>	Guide to on- and off-campus resources including counseling, mental health, and treatment options within a 5-mile radius of campus. Visit <a href="https://studentaffairs.indianapolis.iu.edu/advocacy-resources/emergency-support.html">https://studentaffairs.indianapolis.iu.edu/advocacy-resources/emergency-support.html</a>	Student and community resource

Campus Menu





# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
<b>New/Transfer Student Orientation</b> New and transfer students attend a session provided by the Dean of Students Office that discusses drugs and alcohol in relation to Sexual Misconduct. In addition, the Code of Student Rights, Responsibilities, and Conduct is covered along with the Lifeline Law. Incoming students will receive an email directly from the Dean of Students regarding their successful completion of the Vector Solutions online training.	Dean of Students 765-455-9204 <a href="#">IUPD-Kokomo Division</a>
<b>Activities Fair</b> During the activities fair, students have an opportunity to engage with different clubs and organizations. At the event, offices that provide information for student safety/wellness are also included. The offices of emergency management and IUPD educate students on how to watch their surroundings, how to engage in a safe and respectful manner at parties, especially as it relates to drugs and alcohol.	Environmental Health and Safety/Emergency Management 765-455-9413 Student Life/Dean of Students 765-455-9203 <a href="#">IUPD-Kokomo Division</a>
<b>Mental Health First Aid, Alcohol &amp; Drug Impairment Interactive Activity</b> The Director of Counseling and Psychological Services and the Dean of Students are certified to instruct an 8-hour Mental Health First Aid course in which Substance Abuse is covered in addition to other mental health concerns and disorders.	<a href="https://kokomo.iu.edu/counseling-and-psychological-services/index.html">https://kokomo.iu.edu/counseling-and-psychological-services/index.html</a> Dean of Students and Director of CAPS 765-455-9204
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	Dean of Students 765-455-9204 or <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a>
<b>Athlete Orientation</b> During Athlete Orientation, the Dean of Students and Director of Athletics discuss the Code of Student Rights, Responsibilities and Conduct, as well as Athletics statement on Drugs and Alcohol with student-athletes. The Director of Counseling and Psychological Services discusses these topics as it relates to them, as a student-athlete, individuals, and the effect it has on their bodies, relationships, and academics.	Dean of Students 765-455-9204
<b>Drug Takeback Day!</b> The Vice Chancellor for Student Life, Dean of Students, and CAPS Director belong to a listserv of individuals around Howard County that serve the population in many areas. Students are provided with information about the Drug Takeback Day, organized annually each April by Howard County and the City of Kokomo.	Vice Chancellor for Student Life 765-455-9465

## Alcohol/Drug Programs and Resources

### Resources

Resource	Contact Information	Availability
<b>Counseling and Psychological Services</b>	<a href="https://kokomo.iu.edu/counseling-and-psychological-services/index.html">https://kokomo.iu.edu/counseling-and-psychological-services/index.html</a> Kelley Student Center Room 210D: 2300 S Washington St., P.O. Box 9003, Kokomo, IN 46902-9003 765-455-9203	On-campus / students
<b>Dean of Students Office</b>	Kelley Student Center, Room 210G: 2300 S Washington St., P.O. Box 9003, Kokomo, IN 46902-9003 765-455-9204	On-campus / students
<b>IUPD, Kokomo division</b>	Kelley Student Center, Room 106: 2300 S Washington St., P.O. Box 9003, Kokomo, IN 46902-9003 765-455-9363	Campus community
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource / faculty and staff
<b>Community Behavioral Health - Kokomo</b> A Department of Community Howard Regional Health	322 N. Main, Kokomo, IN 46901 Phone: 765-776-8555 (24-hour crisis) or 888-204-6242 (toll-free) Mon - Thurs: 8 a.m. to 7 p.m. Fri: 8 a.m. to 5 p.m.	Community
<b>Fairbanks Alcohol &amp; Drug Addiction Treatment Center</b>	8102 Clearvista Pkwy, Indianapolis, IN 46256 317-849-8222 800-225-4673	Community
<b>4 C Health</b>	<a href="https://www.4chealthin.org/">https://www.4chealthin.org/</a> 4C Health, 1948 W. Boulevard, Kokomo, IN 46902 765-450-3434 800-552-3106 (Appointments)	Community
<b>Michiana Behavioral Health Center</b>	1800 North Oak Dr, Plymouth, IN 46563 574-936-3784 800-795-6252	Community
<b>The Gilead House</b>	<a href="https://gileadhousekokomo.org/">https://gileadhousekokomo.org/</a> 406 E. Sycamore St., Kokomo, IN 46901 765-865-9427 <a href="mailto:gileadhousekokomo@gmail.com">gileadhousekokomo@gmail.com</a>	Community
<b>Turning Point System of Care</b>	618 S. Main St. Kokomo, IN 46901 765-860-8365	Community



# IU Northwest



## IU Northwest Alcohol/Drug Programs and Resources

### Programs

Program Title & Description	Contact Information
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>Student Newsletter</b> Campus Well Newsletter – the newsletter goes out weekly by email to students covering a wide range of topics including drug and alcohol use.	<a href="https://www.campuswell.com/email-registration/">https://www.campuswell.com/email-registration/</a>
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a> .

## Resources

Resource	Contact Information	Availability
Dean of Students	Savannah 223: 3400 Broadway, Gary, IN 46408 219-981-5660	On-campus / students
Office of Counseling Services	Hawthorn Hall, Room 201 3400 Broadway Gary, IN 46408 219-980-6741	On-campus / students
Employee Assistance Program	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource / faculty and staff
Edgewater Systems for Balanced Living (serving Gary)	<a href="https://edgewaterhealth.org/services/mental-health-addiction/">https://edgewaterhealth.org/services/mental-health-addiction/</a> 1100 W 6th Ave, Gary, IN 46402 219-885-4264	Community
Edgewater Systems for Balanced Living (serving Gary)	<a href="https://edgewaterhealth.org/services/mental-health-addiction/">https://edgewaterhealth.org/services/mental-health-addiction/</a> 1100 W 6th Ave, Gary, IN 46402 219-885-4264	Community
Heartland Recovery Center	<a href="https://heartlandwellnesscenter.org/">https://heartlandwellnesscenter.org/</a> 2068 Lucas Parkway, Lowell, IN 46356 219-690-7025	Community
Porter Starke Services	<a href="https://www.porterstarke.org/">https://www.porterstarke.org/</a> 3229 Broadway, #205, Gary, IN 46409 219-806-3000 3176 Lancer Street, Portage, IN 46368 219-762-9557 601 Wall Street, Valparaiso, IN 46383 219-531-3500	Community
Regional Mental Health Center	<a href="http://www.regionalmentalhealth.org/index.html">http://www.regionalmentalhealth.org/index.html</a> Multiple locations 24-hour Hotline: 219-769-4005	Community

Campus Menu

**IU South Bend**





## Alcohol/Drug Programs and Resources

### Programs

Program Title & Description	Contact Information
<p><b>Educational Outreach</b></p> <p>Educational programming is ongoing and available upon request by various offices at the South Bend campus. Contact the Health and Wellness Center or the Student Counseling Center for more information.</p>	<p><a href="https://healthscience.iusb.edu/health-and-wellness-center/index.html">https://healthscience.iusb.edu/health-and-wellness-center/index.html</a></p> <p><a href="https://southbend.iu.edu/students/student-support-services/counseling-center/index.html">https://southbend.iu.edu/students/student-support-services/counseling-center/index.html</a></p>
<p><b>Employee Assistance Program</b></p> <p>The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.</p>	<p><a href="#">University Human Resources Employee Assistance Program</a></p> <p>24/7 Helpline 888-881-5462</p>
<p><b>Vector Solutions – Alcohol EDU for College</b></p> <p>Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i></p>	<p>See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a>.</p> <p>Student Conduct Office  <a href="https://southbend.iu.edu/students/student-support-services/office-of-student-conduct/index.html">https://southbend.iu.edu/students/student-support-services/office-of-student-conduct/index.html</a></p>

## Resources

Resource	Contact Information	Availability
<b>Student Counseling Center</b>	Administration Building, Room 175A 1700 Mishawaka Avenue South Bend, IN 46615 (574) 520-4125	On-campus / students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/current-employee/health/eap.html">https://hr.iu.edu/benefits/current-employee/health/eap.html</a> 24/7 Helpline 888-881-5462	University resource / faculty and staff
<b>Oaklawn</b>	415 E Madison St. South Bend, IN 46617 574-283-1234  2600 Oakland Ave. Elkhart, IN 46517 574-533-1234	Community

Campus Menu

## IU Southeast





# Alcohol/Drug Programs and Resources

## Programs

Program Title & Description	Contact Information
<b>Educational Outreach</b> Educational programming is ongoing and available upon request by various offices at the Southeast campus. Contact the offices to the right for more information.	<a href="https://www.iu.edu/life-at-iu/southeast.html">https://www.iu.edu/life-at-iu/southeast.html</a> <a href="https://southeast.iu.edu/personal-counseling/index.html">https://southeast.iu.edu/personal-counseling/index.html</a>
<b>Employee Assistance Program</b> The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance and is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug-related problems to seek assistance through their health care provider or the EAP. Full-time academic and staff employees, medical residents, and eligible graduate appointees and fellowship recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">University Human Resources Employee Assistance Program</a> 24/7 Helpline 888-881-5462
<b>Vector Solutions – Alcohol EDU for College</b> Alcohol EDU for College is a third-party online alcohol and other drug education and prevention course administered each fall with incoming students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <i>Corresponds to NIAAA CollegeAIM IND-18.</i>	See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a> .

## Resources

Resource	Contact Information	Availability
<b>Personal Counseling</b>	<a href="https://southeast.iu.edu/personal-counseling/index.html">https://southeast.iu.edu/personal-counseling/index.html</a> University Center South, Room 207 4201 Grant Line Rd. New Albany, IN 47150 (812) 941-2244	On-campus / students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462	University resource / faculty and staff
<b>Baptist Hospital East-Chemical Dependency &amp; Family Recovery</b>	4000 Kresge Way Louisville, KY 40207 502-896-7105	Community
<b>Our Place—Drug &amp; Alcohol Education Services</b>	400 East Spring Street New Albany, IN 47150 812-923-3400	Community
<b>Turning Point Center</b>	1060 Sharon Drive Jeffersonville, IN 47130 812-283-7116	Community



## Hazing

Hazing is strictly prohibited at Indiana University and has no place in the campus community as defined in Clery regulations and further defined by the university and the state of Indiana.

### Definitions

The term hazing is broadly defined as any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent. The federal definitions of hazing and student organizations have been adopted for statistical purposes in this report.

Indiana University defines hazing specifically as any conduct that subjects another individual to a risk of physical or psychological harm greater than a reasonable risk of group participation, in the course of initiation into, an affiliation with, or the maintenance of membership in a team, group or organization as a condition of association with a team, group, or organization. Hazing can occur regardless of the individual's consent or lack of consent. This behavior includes, but is not limited to, direct or indirect written, verbal, physical or electronic actions or inactions.

For Indiana code, hazing "means forcing or requiring another person: with or without the consent of the other person; and as a condition of association with a group or organization; to perform an act that creates a substantial risk of bodily injury. A person who knowingly or intentionally performs hazing commits a Class B misdemeanor. However, the offense is a Level 6 felony if it results in serious bodily injury to another person, and a Level 5 felony if it is committed by means of a deadly weapon."



Student organizations are broken down into two separate definitions. One for University Student Organizations and one for Self-Governed Student Organizations (SGSO).

**University Student Organizations (USO)** are defined as student organizations typically formed by Indiana University to serve an important function or to provide a certain opportunity for students. USOs are treated as operating units or agencies of IU within the administrative and fiscal structure of Indiana University and are subject to all university policies and procedures. Determination of status as a USO will be made by the campus dean or vice chancellor of student affairs and the campus vice chancellor for finance and administration and/or controller. Final approval of USO status will rest with university administration. Factors to be considered are funding sources and organizations, IU staff support, management of risk, integration with university operations, and the historical and reputational relationship between the student organization and IU.

**Self-Governed Student Organizations** are student organizations that are not University Student Organizations; considered organizations separate from Indiana University that must agree to and operate under the Self-Governed Student Organization Agreement ("SGSO Agreement") to use university facilities and services, and receive benefits associated with the Indiana University name. SGSOs that have received permission to use "Indiana University" in the organization's names must do so only in a locational sense (i.e. "The XZY Club at Indiana University").

The definitions and additional language can be found in the following policies: UA-16, Clery Act compliance; STU-00, Code of Student Rights, Responsibilities, and Conduct; and STU-01, Student Organizations.

## How to report

If you have experienced hazing, witnessed hazing, or suspect someone you know has been hazed, report it. Your decision will make campus a safer place for everyone. The following outlines how to report on each respective campus. If there is a serious or ongoing threat, please call 911. Other than the options outlined below, you may also contact your campus police department using the "IUPD non-emergency contact information" earlier in this report or the resources section at the conclusion of this report. Further, a [centralized online reporting tool](#) is available and reporting is also available via the [Stop Hazing at IU webpage](#).

**IU Bloomington**

Dean of Students, [vpsl@iu.edu](mailto:vpsl@iu.edu),  
812-855-8187

**IU Columbus**

Dean of Students, [coosa@iu.edu](mailto:coosa@iu.edu),  
812-348-7251

**IU East**

Dean of Students, [iuedos@iu.edu](mailto:iuedos@iu.edu),  
812-348-7251

**IU Fort Wayne**

Assistant Vice Chancellor of  
Enrollment Management and  
Operations, [dachapp@iu.edu](mailto:dachapp@iu.edu), 260-  
257-6766 or

**IU Fort Wayne Dean of  
Students**

[indycode@iu.edu](mailto:indycode@iu.edu), 317-274-4431

**IU Indianapolis**

Dean of Students,  
[indycode@iu.edu](mailto:indycode@iu.edu), 317-274-4431

**IU Kokomo**

Dean of Students,  
[Students.slcd@iu.edu](mailto:Students.slcd@iu.edu), 765-455-  
9203

**IU Northwest**

Office of Civil Rights Compliance,  
[nwocr@iu.edu](mailto:nwocr@iu.edu), 219-980-6705

**IU South Bend**

Dean of Students,  
[Students.conduct@iusb.edu](mailto:Students.conduct@iusb.edu), 574-  
520-5536

**IU Southeast**

Dean of Students,  
[sedeansl@iu.edu](mailto:sedeansl@iu.edu), 812-941-2316



## Investigating Hazing

Student organizations are responsible for abiding by university policy, the IU Code of Student Rights, Responsibilities, and Conduct ("Student Code" or "Code"), and all other agreements between the University and the student organization. Complaints involving a registered student organization will be addressed using the procedures described below. Complaints against individual members of a student organization may also be addressed under the appropriate University policies and procedures. For additional information, please see the conduct policies section below. The procedures may vary slightly from campus to campus, but the overarching policy is outlined in this hazing subsection. Further details can be found in the [Code of Student Rights, Responsibilities, and Conduct](#), under part III, Procedures.

Once an incident of hazing is reported to the Office of Student Conduct (OSC), Dean of Students, or the respective campus office whether by IUPD, a residential office, students, organizational leaders, or others, the investigation will begin with OSC, Dean of Students, or the respective office. Interim measures may be applied based on the alleged incident during the investigation. The investigating office will assess for credibility as appropriate and request campus partner input when necessary for aid in the investigation. The investigation will end with a report of findings to the student organization.

Within two weeks, the organization must provide a response to the investigation office on the findings. The response will begin the resolution process, which could include Alternative Resolution, a Collaborative Action Plan Meeting, or a Formal Administrative Hearing. In some instances, an Alternative Resolution may be directly referred without a need for a formal investigation. Alternative Resolution may include mediation, restorative processes, related programming, chapter coach referral and headquarters referral, or a formal agreement with the chief student affairs officer for the campus and/or their designee that addresses allegations. Each campus affords the option to ensure the investigation is appropriate for their students and organizations and may or may not adopt all the options in this section.

In Bloomington, during a Collaborative Action Plan (CAP) Meeting, the student organization accepts responsibility for the alleged misconduct and presents a proposed action plan for addressing and correcting the concern. The action plan is evaluated by OSC and partnering units. During the CAP meeting the proposal is discussed and changes are made as necessary. The Action Plan is final when approved by the Vice Provost for Student Life or delegate/equivalent. The outcome and action plan are not appealable.

For Formal Hearings, the student organization receives their official charge letter and is scheduled to attend a pre-hearing meeting. The notice is provided at least seven calendar days prior to the meeting and scheduled at least five days prior to the formal hearing. This meeting allows the investigating office to provide an overview of the alleged violations as well as the findings. After the pre-hearing meeting, the student organization will provide a written response to the findings at least two business days prior to the formal hearing. The formal hearing will be held with the investigating office and the student organization where outcomes and action plans will be decided. This could include suspension or expulsion of the organization, action plans to correct the issue(s), and working with the investigating office to determine next steps. The outcome and action plan are eligible for appeal and must be submitted no later than ten calendar days after the written decision.

## **Campus conduct policies and procedures**

**IU Bloomington  
Organizational  
Misconduct policies**

**IU Columbus student  
conduct discipline  
procedures**

**IU East Code of  
Conduct**

**IU Fort Wayne student  
conduct, safety, and  
discipline procedures**

**IU Indianapolis  
Student Conduct and  
discipline procedures**

**IU Kokomo Student  
Conduct Policies**

**IU Northwest Dean of  
Students Office**

**IU South Bend Office of  
Student Conduct**

**IU Southeast Code of  
Conduct**



## Prevention and Awareness

Education programs exist at a university level, and some are also tailored at the campus level. An overview of programs is summarized below. Full details regarding prevention, awareness, and reporting can be found at [stophazing.iu.edu](https://stophazing.iu.edu). As part of a national partnership to prevent hazing with the Hazing Prevention Consortium through [Stop Hazing](#), Indiana University works alongside other similar institutions utilizing data to inform hazing prevention efforts. This includes research-informed programs that reach students, faculty, and staff.

### University Wide

- The Office of Civil Rights Compliance requires annual online training for IU employees via a Canvas course titled, "Employee Title IX and Compliance Training," which includes hazing topics, including the definition of hazing and how to report it.
- Campus Security Authority training includes language on hazing and how to report it based on federal definitions.
- The First Year Experience program or respective new student orientation based on your campus includes hazing awareness training for incoming first year students via Vector Solutions training modules.
- Vector Solutions Hazing Prevention Module is provided to the entire student community.
- In compliance with IC 21-39-9.1 and Federal Public Law 118-173 (Stop Campus Hazing Act), all Self-Governed Student Organization and University Student Organization executive leaders must participate in hazing prevention training.
- The Office of the Vice President for Student Success maintains a website that incorporates the following elements.
- Information about Federal Public Law 118-173 and IC 21-39-9.1, including Frequently Asked Questions,
- A report on adjudicated violations of hazing by student organizations at any Indiana University campus, and
- Links to Indiana University training resources for both individuals and organizations about hazing prevention.

### Bloomington

- Being the only IU campus with Greek Life housing recognized by the university, the Office of Sorority and Fraternity Life is committed to eliminating hazing by supporting ongoing hazing prevention education efforts through prospective member orientation and chapter-based programming, including:
- Tabling events during National Hazing Prevention Week
- Membership in the Hazing Prevention Consortium with StopHazing
- More [hazing prevention information](#) is available online.
- Student Life
- Hoosiers Not Hazers is a workshop for student organizations and partnering departments for professional staff across Student Life and student organizations.
- Hazing prevention workshops are also offered upon request
- Hazing Prevention Coalition
- Provides National Hazing Awareness Week campaigns.
- Staff trainings are available throughout the academic year
- Organizes a spring hazing prevention luncheon.







## **Sexual misconduct**

**Dating violence, domestic violence, sexual assault, and stalking**

Indiana University prohibits discrimination on the basis of sex or gender in its educational programs and activities, including the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for the purposes of the Clery Act, as well as in the state of Indiana and under Indiana University policy. In addition, Indiana University prohibits sexual harassment, all forms of sexual violence, and sexual exploitation.

## Definitions

Domestic violence, dating violence, sexual assault, and stalking not only violate Indiana University policy, but may also be crimes under Indiana law. The relevant definitions under the Indiana Criminal Code can be located in the Indiana Criminal Code Definitions page of this report. Relevant definitions under IU policy may be found in the full copy of the Indiana University Discrimination, Harassment, and Sexual Misconduct Policy in [Appendix A](#). The definitions used for counting the crime statistics found in this report are set by the Clery Act and are located on the Definitions of Crimes and Geography page. There is an additional Definitions section for crimes based on the California Criminal Code for those students who attend our Los Angeles campus.



A summary of the definitions is as follows:

- **Domestic Violence** at Indiana University is violence committed which would constitute a felony or misdemeanor crime under criminal law:
  - By a current or former spouse or intimate partner of the Complainant;
  - By a person with whom the Complainant shares a child in common;
  - By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
  - By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Indiana; or
  - By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Indiana.
- **Dating Violence** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
  - 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.
- **Sexual Assault** includes:
  - **Sex Offenses, Forcible**—Any sexual act directed against another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent. It includes:
    - **Forcible Rape** — Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
    - **Forcible Sodomy**—Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
    - **Sexual Assault With An Object**—To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
  - **Forcible Fondling**—The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or



against the person in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

- **Sex Offenses, Nonforcible**— Nonforcible sexual intercourse. It includes:
  - **Incest**—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Indiana law.
  - **Statutory Rape**—Nonforcible sexual intercourse with a person who is under the statutory age of consent according to Indiana law IC 35-42-4-9.
- **Stalking** is defined as 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.
- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the Complainant.



## Prevention and awareness programs

Indiana University prohibits dating violence, domestic violence, sexual assault, and stalking as those terms are defined for the purposes of the Clery Act, as well as in the state of Indiana and under Indiana University policy. IU offers educational programs to promote awareness and prevention of such misconduct. These education programs may include definitions of dating violence, domestic violence, sexual assault and stalking, as well as the definition of consent in reference to sexual activity; information about safe and positive options for bystander intervention; information on risk reduction; and information on university policies and procedures concerning sexual misconduct. Education and awareness programs may also include

programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. Educational programs will also include information on how and where to report incidents of sexual misconduct and available resources. Efforts are made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found on each IU campus, so the specific programs offered each year vary by campus. However, each campus offers programming to incoming students, new employees, and offers ongoing programs for students and employees.

Additional information about awareness and prevention can be found at <http://stopsexualviolence.iu.edu>. The chart below lists primary prevention programs for students and employees, as well as examples of the types of ongoing programs and events for both students and employees that are offered every year on each IU campus. Additionally, all campuses hold events and programs that include resource tabling and informational presentations on consent and IU's Discrimination, Harassment, and Sexual Misconduct Policy. In-person presentations are also given to groups of faculty and staff as requested and needed covering the Discrimination, Harassment, and Sexual Misconduct Policy and the reporting obligations of Responsible Employees. All incoming first year, transfer, and international undergraduate students, regardless of age or experience, must complete the mandatory assigned modules in Prevention Education for All IU Undergraduate Students. Prevention Education for All IU Undergraduates is a platform for online courses for incoming undergraduate students that covers alcohol, drugs, and sexual violence prevention. The learning modules are presented in Vector LMS for Higher Education, a platform for engaging and meaningful learning. For more information visit: <https://kb.iu.edu/d/biiu>.



## Primary prevention programs for students, primary prevention programs for employees, and select examples of ongoing programs

Please note that students for the Eskenazi School of Art, Architecture + Design in Columbus, Indiana and Sunset Gower Studios in Los Angeles, California are based out of the Bloomington campus and thus offered some of the Bloomington programs listed below:



[IU Bloomington](#)

[IU Fort Wayne](#)

[IU Northwest](#)

[IU Columbus](#)

[IU Indianapolis](#)

[IU South Bend](#)

[IU East](#)

[IU Kokomo](#)

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## IU Bloomington



# Primary Prevention Programs and Select Examples

## Primary Prevention Programs for Students

Program Title and Description	Contact Information
<b>Vector Solutions online educational program</b> Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.	See article for more information at: <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a>
<b>It's On Us Workshop</b> The workshop focuses included discussion about what qualifies as consent before engaging in sexual activity, discussion of how alcohol affects the body at different levels of consumption, discussion about the university sexual misconduct policy, and how to intervene to diffuse incidents that could lead to sexual assault.	Office of the Vice Provost for Student Life and Dean of Students 812-855-8187
<b>Orientation: Hoosier Experience Session</b> The Hoosier Experience Sessions occur during new student orientation. The workshop discusses topics of sexual assault, substance use, respect/diversity and bystander intervention. It's followed by a more in-depth discussion facilitated by NSO orientation leaders that covers IU's definition of consent, policies, and resources.	First Year Experience <a href="mailto:fye@iu.edu">fye@iu.edu</a>
<b>Student-Athlete Orientation</b> The Excellence Academy segment of athletics orientation includes a conversation about The Culture of Care, campus and departmental expectations as it relates to sexual misconduct, bystander intervention, the definition of consent, reporting guidelines and resources.	IU Excellence Academy 812-855-4181
<b>Bathroom Stall Posters</b> Campus posters providing information on bystander intervention, relationship violence, sexual assault, and consent. Resource information is also provided on each poster.	Office of the Vice Provost for Student Life and Dean of Students 812-855-8188
<b>Sexual Misconduct Policies, Procedures, and Resources for Graduate Students</b> The "Sexual Misconduct Policies, Procedures, and Resources for Graduate Students" training module was developed to help graduate students understand how university policies and procedures apply to them as students, and potentially university employees, as well as to learn about available resources and support.	University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>

## Primary Prevention Programs for Employees

Program Title & Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the University's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Athletics Staff Training</b></p> <p>IU Bloomington facilitates training for coaches and staff that focuses on university policy and process, as well as the role and reporting obligations of coaches and athletics staff as Responsible Employees. Throughout the training, coaches and staff are also provided with information to give them the confidence to respond to reports of sexual misconduct in a helpful and meaningful way.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Supervisor Legal Compliance Training</b></p> <p>The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>



## Select Examples of Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<b>Healthy Relationships</b> From Romance to Roommates, students learn research informed methods for better communication to build and sustain healthy relationships with the important people in their life.	IUHC Health and Wellness 812-855-7338
<b>Step UP! IU bystander intervention workshop</b> Step UP! IU is a 90-minute, student-led program designed to help students notice problems and teach them skills so they can step up and intervene in potentially problematic situations such as: <ul style="list-style-type: none"><li>• Sexual assault</li><li>• Discrimination</li><li>• Harassment</li><li>• Hazing</li><li>• Mental health</li><li>• Drug and alcohol use</li></ul>	Office of the Vice Provost for Student Life and Dean of Students 812-855-8188
<b>Sex, Drugs, and Rock n Roll</b> This Welcome Week event introduces incoming students to resources on campus. There are approximately 40 booths which contain interactive, educational activities that focus on topics such as sexual health, sexual assault prevention and bystander intervention.	Office of First Year Experience Programs 812-855-4357 <a href="http://fye.iu.edu">fye.iu.edu</a>
<b>Sexual Misconduct Core Messaging Training</b> Training provided to peer educators who present on topics related to sexual misconduct that provides an overview of the IU Sexual Misconduct Policy, IU definition of consent, Responsible Employee guidelines, and student FAQs.	Office of the Vice Provost for Student Life and Dean of Students 812-855-8188
<b>Huddle Up</b> Huddle Up leverages the transcendent power of sport to eradicate gender violence, in all of its forms, and the sexism underpinning this abuse. Huddle Up addresses the full continuum of abusive behaviors and empowers participants to understand how misogynistic language, sexual harassment, gendered bullying, sexual assault, rape and domestic violence are linked together. This understanding inspires participants to have the courage to challenge behaviors on all levels of the continuum.	IU Excellence Academy 812-856-4181

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**IU Columbus**





## Primary Prevention Programs and Select Examples

### Primary Prevention Programs for Students

#### Program Title and Description

#### Contact Information

##### Vector Solutions online educational program

Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.

See article for more information at:  
<https://kb.iu.edu/d/biiu>

##### Orientation Sessions

Information related to sexual misconduct and associated campus resources are included in orientation sessions.

Office of Academic and Student Life  
 812-348-7251

### Primary Prevention Programs for Employees

#### Program Title and Description

#### Contact Information

##### University Employee Sexual Misconduct Training

The online training "**Employee Title IX and Compliance Training**" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.

University Office of Civil Rights Compliance  
[ocrc@iu.edu](mailto:ocrc@iu.edu)

## Select Examples for Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<b>Student Health 101</b> Monthly resource sent to students that includes messaging and articles on bystander intervention and sexual assault prevention. <a href="https://start.campuswell.com/">https://start.campuswell.com/</a>	Office of Academic and Student Life 812-348-7251
<b>Poster Display</b> IU created posters promoting the Stop Sexual Violence website ( <a href="http://stopsexualviolence.iu.edu">stopsexualviolence.iu.edu</a> ) as well as resource information were placed in all bathroom stalls on campus and in other campus locations.	Office of Academic and Student Life 812-348-7251
<b>Take Back the Night</b> A campus wide event promoting safety and consent and support of sexual assault survivors.	Office of Academic and Student Life 812-348-7251
<b>Denim Day</b> IU faculty, staff and students participate in the annual Denim Day, where millions of people across the world wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.	Office of Academic and Student Life 812-348-7251
<b>Sexual Health Education Week</b> Campus wide educational events around STI information and prevention, consent and healthy relationships, domestic violence resources, and community resources in April. Partnered with the County Health Board.	Office of Academic and Student Life 812-348-7251

**Campus Menu**

## IU East





# Primary Prevention Programs and Select Examples

## Primary Prevention Programs for Students

Program Title and Description	Contact Information
<p><b>Vector Solutions online educational program</b></p> <p>Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.</p>	<p>See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a></p>
<p><b>Poster Display</b></p> <p>Each poster is part of a public service campaign created to educate the public about Title IX and resources that are available in response to sexual misconduct. Posters are located in every bathroom across campus.</p>	<p>Office of Dean of Students 765-973-8525</p>
<p><b>New Student Orientation</b></p> <p>Annually, new and transfer students are required to attend New Student Orientation sessions. Included in this Orientation is a Resource Fair. Information provided to parents and students at the Resource Fair includes, but is not limited to, an introduction to the Deputy Sexual Misconduct &amp; Title IX Coordinator, Title IX information and requirements, sexual violence prevention programming, reporting procedures, and climate survey information. Parents and students have access to the Sexual Misconduct Brochure and multiple other campus and community resources.</p>	<p>Office of Dean of Students 765-973-8525</p>
<p><b>First Year Seminar</b></p> <p>This program provides students information about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, sexual harassment, dating violence, domestic violence, stalking, sexual exploitation, and consent), information on bystander intervention and risk reduction, an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The program also explains reporting options and the specific reporting obligation of those employees designated as Responsible Employees.</p>	<p>Office of Dean of Students 765-973-8525</p>
<p><b>Athlete Training</b></p> <p>This program provides student-athletes information about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, sexual harassment, dating violence, domestic violence, stalking, sexual exploitation, and consent), information on bystander intervention and risk reduction, an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The program also explains reporting options and the specific reporting obligation of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>

## Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Supervisor Legal Compliance Training</b></p> <p>The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Discrimination, Harassment, and Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>New Faculty Orientation</b></p> <p>Annually, new faculty attend a New Faculty Orientation session. Included in this Orientation is a Responsible Employee training session. This training provides detailed information regarding faculty members' roles and responsibilities as a designated Responsible Employee.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>



## Select Examples of Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<p><b>It's On Us Day</b></p> <p>Tables are set up across campus to discuss the It's On Us Campaign and to encourage faculty, staff, and students to take the It's On Us online pledge to demonstrate their stand against sexual violence and their promise to stand-up against sexual assault.</p>	Office of Dean of Students 765-973-8525
<p><b>The Clothesline Project</b></p> <p>This event serves as a healing event where survivors and students decorate t-shirts to show their support for victims. The t-shirts are displayed on campus to bring awareness of the impact of sexual misconduct and assault to others on campus.</p>	Office of Dean of Students 765-973-8525
<p><b>Walk a Mile in Her Shoes</b></p> <p>IU East and Earlham College, in partnership with local radio stations, host the annual Walk a Mile in Her Shoes event. Participants from the IU East, Earlham College, and local community walk one mile around the IU East campus to demonstrate their stand against sexualized violence against women. This event benefits A Better Way-Genesis.</p>	Office of Dean of Students 765-973-8525
<p><b>Think Fast</b></p> <p>Think Fast is an interactive game show that tests participants' knowledge on Title IX and pop culture topics. Title IX information provided in this program includes key definitions (including sexual assault, sexual harassment, dating violence, domestic violence, stalking, sexual exploitation, and consent), information on bystander intervention and risk reduction, an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The program also includes information on reporting options and the specific reporting obligation of those employees designated as Responsible Employees.</p>	Office of Dean of Students 765-973-8525
<p><b>Denim Day</b></p> <p>IU faculty, staff and students participate in the annual Denim Day, where millions of people across the world wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.</p>	Sexual Misconduct Prevention Program Coordinator 765-973-8559
<p><b>Sexual Assault Awareness Month</b></p> <p>Once a year in April, the campus promotes support resources for students, faculty and staff who have experienced sexual assault and create awareness with events like the Clothesline Project and Denim Day.</p>	Sexual Misconduct Prevention Program Coordinator 765-973-8559

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**IU Fort Wayne**



## Primary Prevention Programs and Select Examples

### Primary Prevention Programs for Students

Program Title and Description	Contact Information
<p><b>Vector Solutions online educational program</b></p> <p>Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.</p>	<p>See article for more information at <a href="https://kb.iu.edu/d/bjiu">https://kb.iu.edu/d/bjiu</a></p>

### Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>



## Select Ongoing Programs for Students and Employees

### Program Title and Description

Please refer to the [Purdue University Fort Wayne Annual Security and Fire Safety Report](#). Also contained under [Appendix D](#).

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## IU Indianapolis



# Primary Prevention Programs and Select Examples

## Primary Prevention Programs for Students

Program Title and Description	Contact Information
<b>Vector Solutions online educational program</b> Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.	See article for more information at: <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a>
<b>Orientation</b> Information related to sexual misconduct and associated campus resources are included in orientation sessions for incoming undergraduate students.	Division of Student Life 317-278-2533
<b>Athletics Training</b> Trainings are facilitated for IUI student-athletes covering important information about consent and recognizing healthy and unhealthy relationships. The training also covers safe and effective bystander intervention options, as well as available resources on the IUI campus.	Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a>



## Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the University has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a></p>
<p><b>New Employee Orientation</b></p> <p>A portion of OIE's New Employee Orientation includes a brief, but direct instruction to every new IUI employee about "responsible employee" reporting obligations.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a></p>
<p><b>Athletics Staff Training</b></p> <p>IUI facilitates training for coaches and staff that focuses on University policy and process, as well as the role and reporting obligations of coaches and athletics staff as Responsible Employees. Throughout the training, coaches and staff are also provided with information to give them the confidence to respond to reports of sexual misconduct in a helpful and meaningful way.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a></p>

## Select Examples of Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<p><b>Sexual Assault and Interpersonal Violence</b></p> <p>Students learn the definitions of sexual assault and consent. Students also learn the meaning and role of bystander intervention in sexual assault prevention while also gaining specific skills to increase your confidence to intervene during a crisis. Just as importantly, students learn how to respond when others disclose instances of sexual assault. It also helps them understand the difference between confidential and responsible employees, the reporting requirements, and options for each.</p>	<p>Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a></p>
<p><b>Take Off the Blindfold and STEP IN: Bystander Intervention Training</b></p> <p>The training is geared towards developing the awareness, skills and courage needed to intervene in a situation when another individual needs help.</p> <p>The training will educate participants on:</p> <ul style="list-style-type: none"> <li>• The 5 steps decision making model</li> <li>• The three D's of Bystander intervention</li> <li>• The rules for Bystander Intervention</li> <li>• The Bystander effect</li> </ul>	<p>Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a></p>
<p><b>Take Back the Night</b></p> <p>IUI hosts a glow in the dark march with signs showing statistics of sexual assault, showing support for survivors and a call to action from the campus community. This awareness event provides an opportunity for active participation from students and also an opportunity to provide information around campus and community IPV resources.</p>	<p>Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a></p>
<p><b>Stalking Awareness Tabling</b></p> <p>At this tabling event during Stalking Awareness Month, information is provided about stalking, campus and community intimate partner violence resources, and how to have conversations about consent and healthy relationships.</p>	<p>Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a></p>
<p><b>Clothesline Project</b></p> <p>A public awareness education campaign, and a visual reminder of statistics of violence we often ignore. This event:</p> <ul style="list-style-type: none"> <li>• Encourages students to express themselves and voice their thoughts regarding abuse</li> <li>• Encourages student engagement as empowered bystanders</li> <li>• Encourages individual and community support for recovery from victimization</li> <li>• Increases awareness and connection with Campus and community IPV Resources</li> <li>• Displays that most students have Healthy attitudes about Relationships</li> </ul> <p>Visual displays will be placed along the railings of the Campus Center for the duration of April sexual assault awareness Month to raise awareness.</p>	<p>Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a></p>
<p><b>Domestic Violence Prevention Month</b></p> <p>Programming, in partnership with IUI Athletics, sponsor things such as Purple Night and engage with athletes around healthy relationships and programming for student athletes.</p>	<p>Assistant Director of Interpersonal Violence Prevention and Response 317-274-2503 <a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a></p>





## IU Kokomo





# Primary Prevention Programs and Select Examples

## Primary Prevention Programs for Students

Program Title and Description	Contact Information
<b>Vector Solutions online educational program</b> Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.	See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a>
<b>New Student Orientations</b> Discussion with incoming students about IU's Sexual Misconduct Policy, what constitutes sexual misconduct, the definition of consent, services available on campus and in the community, where to report any sexual misconduct concerns, as well as information on topics of drugs and alcohol. In addition, IUPD assists with making sure that students and families feel safe and secure on campus by sharing their resources, escorting students to and from their vehicles if needed, as well as safety walks that the Student Government Association completes with IUPD, Physical Facilities, and the Dean of Students to make sure lights are working at night and trees are trimmed up from the bottom. In addition, IUPD and the Dean of Students share the Indiana Lifeline Law.	Student Life & Campus Diversity 765-455-9204
<b>New Student Athlete Orientation</b> Discussion with incoming student athletes about IU's Sexual Misconduct Policy, what constitutes sexual misconduct, the definition of consent, services available on campus and in the community, where to report any sexual misconduct concerns, as well as information on topics of drugs and alcohol. In addition, bystander intervention and risk reduction strategies are covered through the Step Up materials. This presentation is followed up by the Director of CAPS educating students on their mental wellness and appropriate reactions to experiencing or hearing issues related to sexual misconduct.	Dean of Students, CAPS, Athletics 765-455-9204

## Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Supervisor Legal Compliance Training</b></p> <p>The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>New Faculty Orientation</b></p> <p>New resident faculty learn about a variety of services and offices on campus. Part of the program includes information on IU's Sexual Misconduct Policy and serving as Responsible Employees with a duty to report information regarding incidents of sexual misconduct.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>

## Select Examples of Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<p><b>Resource Table and Sexual Assault Awareness</b></p> <p>A resource table is set up in a high student traffic area. Students are provided with lists of resources based on the county where they reside, and also receive information on campus resources. This year students will be able to digitally grab lists of resources based on the county where they reside, and also receive information on campus resources. This takes place in October, during Sexual Assault Awareness Month.</p>	<p>Student Life &amp; Campus Diversity 765-455-9204</p>
<p><b>ThinkFast, Title IX Edition</b></p> <p>Interactive game show completed by a 3rd party vendor to educate students on policy, reporting, and information specific to campus in a fun way.</p>	<p>Student Life &amp; Campus Diversity 765-455-9204</p>
<p><b>Not On Our Campus, Not In Our Community/Angel Walk and Rally</b></p> <p>The rally and walk for domestic violence and sexual assault awareness has been a campus tradition for over 13 years. The walk takes place in October and has a social media campaign, virtual speakers, opportunity to raise money for the shelter and more. The purpose of "Not On Our Campus, Not In Our Community" is to spread awareness against all forms of violence towards women, children, and families. This collaborative event also brings campus and community agencies together to raise funds for the local domestic violence shelter and their sexual assault advocates program.</p>	<p>Student Life &amp; Campus Diversity 765-455-9204</p>
<p><b>Denim Day</b></p> <p>IU faculty, staff and students participate in the annual Denim Day, where millions of people across the world wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.</p>	<p>Student Life &amp; Campus Diversity 765-455-9204</p>



# IU Northwest



## Primary Prevention Programs and Select Examples

### Primary Prevention Programs for Students

Program Title and Description	Contact Information
<p><b>Vector Solutions online educational program</b></p> <p>Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.</p>	<p>See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a></p>
<p><b>New Student Orientations</b></p> <p>During New Student Orientation, topics about sexual misconduct, including definitions under the Sexual Misconduct Policy and available resources are covered with students. New Student Orientation also included a presentation that addressed community standards and sexual violence prevention.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>New Student Athlete Orientation</b></p> <p>Discussion with incoming student athletes on topics about sexual misconduct, including definitions under the Sexual Misconduct Policy and available resources are covered with students. New Student Orientation also included a presentation that addressed community standards and sexual violence prevention.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>

## Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Supervisor Legal Compliance Training</b></p> <p>The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>New Faculty Orientation</b></p> <p>As part of New Faculty Orientation, the Office of Institutional Equity and Affirmative Action Programs presented information on Title IX and IU's Sexual Misconduct policy, provisions, resources and the role of faculty as Responsible Employees. Time for Q&amp;A is included.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>



## Select Examples of Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<b>CampusWell</b> Monthly resource sent to students that includes messaging and articles on bystander intervention and sexual assault prevention. <a href="https://iun.campuswell.com/">https://iun.campuswell.com/</a>	Dean of Students 219-981-5660
<b>The Clothesline Project</b> The Clothesline Project invites students, faculty and staff to design T-shirts in honor of someone who has experienced gender violence, perhaps even themselves. The T-shirts are then exhibited in the Moraine Student Center as a visual representation of the lasting impact violence has on abusers, survivors, their families, and communities.	Dean of Students 219-981-5660
<b>Think Fast</b> Think Fast is a live interactive production that uses a game show format to stimulate thought and discussion about topical social issues, including sexual violence. <a href="https://college.tjohne.com/event/thinkfast/">https://college.tjohne.com/event/thinkfast/</a>	Dean of Students 219-981-5660
<b>Denim Day</b> IU faculty, staff and students participate in the annual Denim Day, where millions of people across the world wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.	University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
<b>Take Back the Night Walk</b> Take Back the Night is an annual walk to support victims of sexual misconduct and gather community efforts to unify our campus.	University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
<b>Sexual Assault Awareness Month</b> Once a year in April, the campus promotes support resources for students, faculty and staff who have experienced sexual assault and create awareness with events like the Take Back the Night Walk and Denim Day.	University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>

**Campus Menu**

**IU South Bend**



## Primary Prevention Programs and Select Examples

### Primary Prevention Programs for Students

Program Title and Description	Contact Information
<p><b>Vector Solutions online educational program</b></p> <p>Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.</p>	<p>See article for more information at <a href="https://kb.iu.edu/d/bjiu">https://kb.iu.edu/d/bjiu</a></p>
<p><b>New Student Orientation</b></p> <p>Information related to safety and Title IX are included in a short orientation presentation for incoming students. Additionally, all new students are provided an online module after orientation to complete (self-paced) called "What it Means to be a Titan" that covers campus-specific data, consent definitions for IU, policies, reporting options, support resources, and contact information.</p>	<p>Office of Institutional Equity and Inclusive Excellence 574-520-5536</p>
<p><b>Student Athlete Orientation</b></p> <p>Student athletes are given information about Title IX and IU's Sexual Misconduct Policy, reporting and resource information, IU South Bend's alcohol policies and consent.</p>	<p>Office of Institutional Equity and Inclusive Excellence 574-520-5536</p>
<p><b>New Student Move in Discussion Rounds</b></p> <p>All new students moving into the residence halls are required to attend an introductory meeting the first evening on campus. University staff speak with each residence hall group to remind students of the <a href="http://stopsexualviolence.iu.edu">stopsexualviolence.iu.edu</a> website, sexual misconduct policy, counseling services, safety tips, code of conduct on/off campus, and the name of the Deputy Title IX Coordinator.</p>	<p>Office of Institutional Equity and Inclusive Excellence 574-520-5536</p>



## Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Supervisor Legal Compliance Training</b></p> <p>The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Annual Faculty and Staff Orientations</b></p> <p>The Office of Institutional Equity and Inclusive Excellence meet with academic and nonacademic units throughout the year to ensure they are provided IU's Sexual Misconduct Policy and reporting obligations of Responsible Employees in addition to the online module.</p>	<p>Office of Institutional Equity and Inclusive Excellence 574-520-5536</p>

## Select Examples of Ongoing Programs for Students & Employees

Program Title and Description	Contact Information
<b>The Clothesline Project</b> The Clothesline Project invites students, faculty and staff to design T-shirts in honor of someone who has experienced gender violence, perhaps even themselves. The T-shirts are then exhibited in the Moraine Student Center as a visual representation of the lasting impact violence has on abusers, survivors, their families, and communities.	Office of Institutional Equity and Inclusive Excellence 574-520-5536
<b>Take Back the Night</b> Take Back the Night is an annual rally to support victims of sexual misconduct and gather community efforts to unify our campus.	Office of Institutional Equity and Inclusive Excellence 574-520-5536
<b>Sex After Dark</b> Program for all students to explore healthy relationships and sex positive practice to reduce risk of sexual misconduct and dating violence. Offered on an annual basis by campus faculty and staff with scholarly work and experience in sexual health promotion and response.	Office of Student Life 574-520-5533
<b>ThinkFast Productions: Title IX Edition</b> This student-focused program is an interactive, trivia, game show that helps students learn more about Title IX work and services for their campus. Information presented includes: Contact information for the campus administration, gender discrimination definitions, obligations under Title IX for college campuses, the origins and reporting criteria for the Jeanne Clery Act and VAWA, and how to report sexual violence.	Office of Student Life 574-520-5533
<b>Domestic Violence Awareness Month</b> Each year the Counseling Center will focus on a community project and/or partnership. Additionally, this month is a time when the campus will promote support resources for students, faculty and staff who are experiencing domestic violence and create awareness with events like the Clothesline Project. Other engagement examples include programs from local community resources for safety planning for victims of domestic violence and how to be an ally, as well as donation drives.	Student Counseling Center 574-520-4125 Office of Institutional Equity and Inclusive Excellence 574-520-5536
<b>Campus Safety Walks</b> Twice a year, in the Fall and Spring semesters, a walk through the entire campus takes place to look for ways to make the campus safer. The walks are coordinated by Student Government, Student Engagement, and the Campus Police. The walks are designed to identify lights that are out, facilities that need addressed, etc.	Student Government / Student Engagement / Campus Police

[Campus Menu](#)





## Primary Prevention Programs and Select Examples

### Primary Prevention Programs for Students

Program Title and Description	Contact Information
<p><b>Vector Solutions online educational program</b></p> <p>Vector Solutions offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. Vector Solution is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. Vector Solution's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the Vector Solutions Essentials course.</p>	<p>See article for more information at <a href="https://kb.iu.edu/d/biiu">https://kb.iu.edu/d/biiu</a></p>
<p><b>First Year Seminar</b></p> <p>This one credit course for new IUS students includes, but is not limited to, discussions on sexual violence and the <a href="http://stopsexualviolence.iu.edu">stopsexualviolence.iu.edu</a> website (resource information), consent, and dating violence. Discussed problems of stalking and rape, including rape culture and myths surrounding it. The importance of bystander intervention was covered, and students also discussed their previous education experiences revolving around the issues of sexual violence. During the seminar students discussed a chapter in the textbook on "Diversity, Differences, and Safety," and definitions from the IU Sexual Misconduct Policy, including consent, dating violence, domestic violence and stalking. Students are also given information about the <a href="http://StopSexualViolence.iu.edu">StopSexualViolence.iu.edu</a> website.</p>	<p>Dean of Student Life 812-941-2316</p>
<p><b>Orientation</b></p> <p>Program for new students describing resources available to students as they may be dealing with conflicts with peers, harassing behaviors, or sexual misconduct. Students are introduced to the <a href="http://sexualviolence.iu.edu">sexualviolence.iu.edu</a> website as a resource as well as the available supportive measures (such as no contact orders and changing course sections). The students are also given information about the student conduct system.</p>	<p>Dean of Student Life 812-941-2316</p>
<p><b>Poster Display</b></p> <p>Each poster is part of a public service campaign created to educate the public about Title IX and resources that are available in response to sexual misconduct. Posters are in every classroom, as well as other high traffic areas.</p>	<p>Dean of Student Life 812-941-2316</p>

## Primary Prevention Programs for Employees

Program Title and Description	Contact Information
<p><b>University Employee Sexual Misconduct Training</b></p> <p>The online training "<b>Employee Title IX and Compliance Training</b>" is made available to all employees. Additionally, all employees that the university has designated as "Responsible Employees" are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the university's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the university process, and what happens when information regarding an incident of sexual misconduct is brought to the university's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>
<p><b>Supervisor Legal Compliance Training</b></p> <p>The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.</p>	<p>University Office of Civil Rights Compliance <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a></p>



## Select Examples of Ongoing Programs for Students and Employees

Program Title and Description	Contact Information
<b>Bystander Intervention Course</b> A course offered during the fall and spring semesters focusing on bystander intervention awareness, this course examines the "bystander effect" and intervention strategies. This course empowers students with knowledge to safely prevent sexual assault and learn about healthy sexual and dating relationships. Students will learn about various forms of sexual violence and the relevant resources and policies on IU Southeast's campus.	Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a>
<b>Sexual Assault Awareness Panel</b> In conjunction with Sexual Assault Awareness Week, this panel will provide the opportunity to engage in discussion with panelists on the topic of domestic violence and sexual assault awareness. As advocates on the front lines of these issues include police, EMS, SANE nurses, and lawyers, each will be represented at this event. They will provide information on prevention, awareness, and local resources regarding sexual misconduct to enable better understanding in those who might encounter it.	Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a>
<b>Take Back the Night</b> Take Back the Night is an annual rally to support victims of sexual misconduct and gather community efforts to unify our campus. Join us at Lakeview Circle, where we will join together for games, food, and music. At 6pm, we will gather and march to McCullough Plaza where we will conduct the Take Back the Night rally. Feel free to come individually or as groups; you may bring posters, wear matching T-shirts, etc. to show support for victims of sexual assault, domestic violence and abuse, harassment, and other forms of sexual misconduct.	Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a>
<b>Green Dot Expo</b> The Green Dot strategy educates and empowers students, staff, and faculty to create a community where violence is not tolerated, and everyone plays a part in creating a culture of respect. It relies on the premise that if everyone does their small part and commits to individual responsibility, the combined effect is a safe campus culture that is intolerant of violence. The college-based curriculum draws heavily on the experiences of college students and the reality of this issue in their lives. This curriculum uses interactive activities to reinforce core concepts and encourages participants to envision their future and the world in which they want to live, then aligns their bystander behavior with that vision. Topics include domestic and dating violence, sexual assault, and stalking. This event occurred in March.	Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a>
<b>Domestic Violence Awareness</b> In partnership with the Center for Women and Families, advocates hold office hours on campus twice a week. The center also provides tabling events once a month focusing on different topics including dating and domestic violence and sexual assault, in partnership with different student organizations across campus.	Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a>

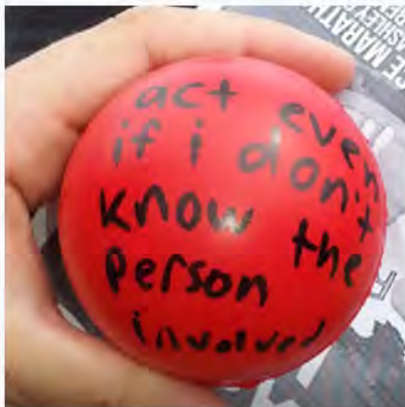
## Risk reduction

The Clery Act defines risk reduction as, "Options designed to decrease perpetration and bystander inaction; increase empowerment for victims in order to promote safety; and help individuals and communities address conditions that facilitate violence." Like all other forms of violence, dating violence, domestic violence, stalking, and sexual assault are **never** the fault of the person who experienced it. However, IU encourages all members of the university community to protect themselves and others whenever possible. Below are some general safety tips to consider that may help you avoid or escape situations where someone is trying to harm or take advantage of you sexually or physically.





- Be aware of your surroundings.
- Listen to your intuition. If you feel like something is wrong, it probably is. Try to get out of the situation.
- Don't be afraid to make a scene and yell, scream, or run for protection.
- Remember, alcohol and drugs can alter your perceptions and reactions. Be especially careful when you drink, and when you're with someone who has been drinking. If you aren't sure you have a "yes," then don't engage in sexual activity.
- Watch your beverage at all times. Date rape drugs are tasteless, colorless, and odorless. People often don't know they have ingested these drugs until the effects are well under way.
- Go with a group of friends when you go out to a party or to the bars, and look out for each other.
- Speak up or call authorities if you see someone who could be in trouble. Remember Indiana's Lifeline Law provides legal amnesty from prosecution for underage drinking, and many related drinking offenses, for a person who calls or texts 911, or for persons assisting and reporting a medical emergency, sexual assault or other crime.



### Safe and positive options for bystander interventions

The Clery Act defines bystander intervention as, "Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene."

To actively intervene, follow these steps:

- **Notice the event.** Pay attention to your surroundings.
- **Interpret the event as a problem.** Recognize that someone is being taken advantage of, vulnerable, or in danger. When in doubt, trust your gut, and intervene at the earliest possible point.
- **Take personal responsibility to intervene.** If you don't intervene, it is unlikely that anyone else will.
- **Decide how you are going to intervene.** Try not to put yourself at risk or make the situation worse.
- **Decide to intervene.** Take action and intervene to help prevent or respond to problematic situations at the earliest possible point. If you are not able to fully intervene in a situation, consider responding by asking the person if they need help or assistance, contacting the police, or seeking out others for assistance.

## Types of intervention

- **Direct intervention:** Directly addressing the situation in the moment to prevent harm.
- **Delegation:** Seeking help from another individual to intervene in the situation. This may be someone who is in a role of authority, such as an appropriate campus official, or in some instances, law enforcement.
- **Distraction:** Interrupting the potentially harmful situation without directly confronting the offender by distracting the offender's attention or helping direct the individual in the potentially harmful situation away from the situation.



Remember to always call **911** in emergency situations. Most importantly, **“If you see something, say something!”**

## Healthy, unhealthy, and abusive relationships

A relationship is healthy if each individual involved is supported in being the person they want to be. A relationship that limits, manipulates, or damages a person's sense of self is unhealthy and can be harmful or abusive. Be honest when assessing your relationship on the following factors – you owe it to yourself!

- **Mutual respect** means valuing your partner for who they are, not who you want them to be or become, and receiving the same from your partner. Does your partner say, do, and believe things that you can support? Or, is one of you trying to change the other?
- **Trust** is present if you can share your thoughts and feelings with another person without fear of being hurt physically, cognitively or emotionally. Can you be yourself without fear of criticism or judgment? Can your partner trust you in the same way?
- **Honesty** is about being truthful in your words. Do you tell the truth? Do you believe what your partner tells you?
- **Support** means helping your partner in being their best and feeling you get the same in return.
- **Fairness/equity** is part of healthy relationships, which involve give and take, compromise, and negotiation by all parties. Do you almost always give? Or give in? Do you expect your partner to do it your way?
- **Separate identities** in relationships are healthy when each individual shares their true self with their partner. Each continues to grow both in and out of the relationship. If you feel like you are losing yourself or your unique identity, you may be in a harmful relationship.
- **Effective communication** is essential. Don't get caught in the trap of believing your partner should know what you want, need, mean, or feel. Humans are rarely good mind readers, especially in intimate relationships. Do you and your partner take time to communicate? Does your partner really listen and work to understand you? Do you do this for your partner?



Harmful and abusive behaviors may come in many forms and may include:

- **Intimidation**—actions, gestures, or looks used to make another fearful
- **Emotional harm**—name calling or humiliation causing the other to feel unworthy
- **Isolation**—limiting interactions and information in order to establish control
- **Minimizing/denying/blaming**—making light of the abusive behaviors causing the other to doubt their own feelings or perceptions
- **Dominance**—treating another as a lesser being and controlling all decisions
- **Economic control**—limiting another's access to work, money, food, or other resources to exert control
- **Coercion or threats**—making threats to harm someone in order to control another's behaviors

## Some rules for healthy sexual relationships

- It is the responsibility of the person initiating sexual contact to ask for and clearly receive consent before acting.
- If someone is incapacitated by alcohol or another substance, that person is considered unable to make clear decisions about consent.
- If your partner expresses uncertainty or says "no," it is your responsibility to STOP. Healthy sexual relationships are based on continuous communication about consent.



## Procedures a victim should follow if a crime occurs





**If a crime of domestic violence, dating violence, sexual assault, or stalking occurs:**

## **Importance of preserving evidence**

After an incident of sexual assault, dating violence or domestic violence, the person who experienced the violence should consider seeking medical attention as soon as possible. They should also consider obtaining a forensic exam to preserve evidence that may assist in proving that the alleged criminal offense occurred or that may help in obtaining a protection order. In Indiana, evidence may be collected through a forensic exam even if the person chooses not to make a report to law enforcement. Before obtaining a forensic exam, it is important that the person not bathe, douche, smoke, change clothing or clean the bed/linen/area where the individual was assaulted if the offense occurred within the past 120 hours. In circumstances of sexual assault, if the person does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Someone who has experienced sexual assault, domestic violence, stalking, and/or dating violence is encouraged to also preserve evidence by saving text messages, instant messages, social media pages, posts or messages and other communications, as well as keeping pictures, logs or other copies of documents, if they have any.



As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, and/or obtaining protection orders related to the incident more difficult. If the person chooses not to make a complaint regarding an incident, they may still consider speaking with IUPD or other law enforcement to preserve evidence in the event that they decide to report the incident to law enforcement or the university at a later date. This information is also provided in the Sexual Misconduct: Rights, Options, and Resource Guide, which can be found at the end of this report under [Appendix C](#).



## **Reporting the incident**

If you have experienced any violence, including dating violence, domestic violence, sexual assault, or stalking, you are encouraged to seek help immediately. Your campus reporting options are listed on the following pages. Retaliation against anyone who makes a report of sexual misconduct is prohibited by university policy (See Discrimination, Harassment, and Sexual Misconduct Policy in [Appendix A](#)).

## Involvement of law enforcement

Although the university strongly encourages all members of its community to report crimes to law enforcement (including on-campus law enforcement and/or local police), it is the choice of the person who experienced dating violence, domestic violence, sexual assault or stalking whether or not to notify law enforcement. Furthermore, the person has the right to decline to notify law enforcement. University offices will assist the person with notifying law enforcement if they so desire.

If the person chooses to report the incident to IUPD, an officer will take a statement from the person regarding what happened. The officer will ask them to describe the assailant(s) and may ask questions about the scene of the crime, any witnesses, and what happened before and after the incident. If the person wishes, they may have a support person with them during the interview. It is important to know, reporting an incident to the police is a separate step from choosing to prosecute. By filing a report, the person is not obligated to continue with legal proceedings or university disciplinary action. (See "Requests for No-University Action" under Confidentiality and Privacy ). However, prosecutors could still decide to bring charges and/or the university may still determine a need to proceed with the appropriate resolution procedures. There are numerous reasons to report to IUPD, including:

- Assisting the person and helping them access necessary resources;
- Taking actions to prevent further victimization, including the possibility of issuing a crime notice to warn the campus community of an impending threat to safety;
- Apprehending the assailant;
- Collection and preservation of evidence necessary for prosecution;
- Seeking justice for the wrong that has been done to the person; and
- Having the incident recorded for purposes of reporting statistics about incidents that occurred on campus.



**If a crime did not occur on university property, IUPD can still assist in contacting the appropriate law enforcement agency.**



## Protection orders

IU will recognize all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform the IUPD to place the order on file. IUPD has authority to enforce violations of valid lawful orders of protection, no contact orders, restraining orders, or similar lawful orders. In addition, IUPD can serve the respondent of a court order of protection if the respondent is on campus. If you need assistance in obtaining a Protective Order, please see your campus contact for supportive and remedial measures in the appropriate Sexual Misconduct: Rights, Options, and Resource Guide in [Appendix C](#). To learn more about protection orders or to get assistance with filing, contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 800-332-7385.



## Campus Title IX Reporting Options

for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

**IU Bloomington**

**IU Fort Wayne**

**IU Northwest**

**IU Columbus**

**IU Indianapolis**

**IU South Bend**

**IU East**

**IU Kokomo**

**IU Southeast**

**Campus Menu**

# IU Bloomington



## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<a href="#"><u>Indiana University Police Department</u></a> 1469 E. 17th Street Bloomington, IN 47408 812-855-4111 or 9-1-1 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a>
Campus Authorities	<a href="#"><u>Office of Student Conduct</u></a> 801 N. Eagleson Bloomington, IN 47405 812-855-5419 <a href="mailto:osc@iu.edu">osc@iu.edu</a>
Title IX Coordination	<a href="#"><u>University Title IX Coordinator</u></a> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a> <a href="#"><u>Deputy Title IX Coordinators</u></a> Anna Krause, Director Office of Student Conduct 812-855-5419 Katie Schuman, Director Student Sexual Misconduct Investigations Office of Civil Rights Compliance 812-855-7559
<a href="https://stopsexualviolence.iu.edu">StopSexualViolence.iu.edu</a>	A report may be made <a href="#"><u>online</u></a> under the "Report an Incident" tab at <a href="https://stopsexualviolence.iu.edu">StopSexualViolence.iu.edu</a> .
Protection Orders (can be obtained by contacting)	The Protection Order Project (POP) is available to Monroe and surrounding county residents. POP is a law student-directed project at the Indiana University Maurer School of Law designed to help victims of domestic violence, sexual assault, and stalking obtain civil protective orders from the court, with the goal of preventing further abuse, both by restraining the abuser and by empowering the victim. 812-855-4800 (emails and voicemails are checked regularly) <a href="mailto:pop@iu.edu">pop@iu.edu</a>

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**IU Columbus**

## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<b><a href="#">Columbus Office of Public Safety</a></b> Research Center Building, Room 104a 4601 Central Avenue, Columbus, IN 47203-1769 812-348-7388 or 9-1-1
Campus Authorities	<b>IU Columbus Student Conduct</b> 812-348-7251
Title IX Coordination	<b><a href="#">University Title IX Coordinator</a></b> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a> <b><a href="#">Deputy Title IX Coordinator</a></b> Heather Brake, Director Office of Student Conduct 317-274-4431 <b><a href="#">Deputy Title IX Coordinator</a></b> Karloa Stevens, Campus Director of the Office of Civil Rights Compliance 317-274-2306
<b><a href="#">StopSexualViolence.iu.edu</a></b>	A report may be made <a href="#">online</a> under the "Report an Incident" tab at <a href="#">StopSexualViolence.iu.edu</a> .
Protection Orders (can be obtained by contacting)	<b>Bartholomew County Clerk's Office</b> 234 Washington Street Columbus, IN 47201 812-379-1600

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IU East

## Title IX Reporting Options

Contact Type	Contact Information
<b>Law Enforcement</b>	<b><a href="#">Indiana University Police Department</a></b> Whitewater Hall, Room 110 2325 Chester Blvd. Richmond, IN 47374 Police Dispatch: 765-973-8429 Chief: 765-973-8435
<b>Campus Authorities</b>	<b><a href="#">Dean of Students</a></b> Office of Dean of Students Whitewater Hall, Room 101 2325 Chester Blvd. Richmond, IN 47374 765-973-8525
<b>Title IX Coordination</b>	<b><a href="#">University Title IX Coordinator</a></b> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
<b>StopSexualViolence.iu.edu</b>	<b><a href="#">Deputy Sexual Misconduct &amp; Title IX Coordinator</a></b> Josie Brush, Deputy Title IX Coordinator for Regional Campuses Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
<b>Protection Orders (can be obtained by contacting)</b>	A report may be made <a href="#">online</a> under the "Report an Incident" tab at <a href="http://StopSexualViolence.iu.edu">StopSexualViolence.iu.edu</a> .  <b>IU East campus:</b> Wayne County Clerk's Office 301 East Main Street Richmond, IN 47374 765-973-9220  <b>Lawrenceburg Center campus:</b> Dearborn County Clerk's Office 165 Mary St. Lawrenceburg, IN 47025 812-537-8867

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IU Fort Wayne



## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<a href="#"><u>Purdue University Police Dept.</u></a> Support Services Building 2101 East Coliseum Boulevard Fort Wayne, IN 46805 260-481-6827 or dial 9-1-1
Campus Authorities	<a href="#"><u>IU Indianapolis Office of Student Conduct</u></a> 420 University Boulevard, CE 270 Indianapolis, IN 46202 317-274-4431
Title IX Coordination	<a href="#"><u>University Title IX Coordinator</u></a> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu"><u>ocrc@iu.edu</u></a> <a href="#"><u>Deputy Title IX Coordinator</u></a> Heather Brake, Director Office of Student Conduct 317-274-4431 <a href="#"><u>Deputy Title IX Coordinator</u></a> Karloa Stevens, Campus Director of the Office of Civil Rights Compliance 317-274-2306
<a href="#"><u>StopSexualViolence.iu.edu</u></a>	A report may be made <a href="#"><u>online</u></a> under the "Report an Incident" tab at <a href="#"><u>StopSexualViolence.iu.edu</u></a> .
Protection Orders (can be obtained by contacting)	<a href="#"><u>Allen County Clerk's Office</u></a> 1 W. Superior St. Fort Wayne, IN 46802 260-449-3683

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IU Indianapolis

## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<a href="#">Indiana University Police Department</a> 992 Indiana Ave. Indianapolis, IN 46202 317-274-7911 or dial 911
Campus Authorities	<a href="#">IU Indianapolis Office of Student Conduct</a> 420 University Boulevard, CE 270 Indianapolis, IN 46202 317-274-4431
Title IX Coordination	<a href="#">University Title IX Coordinator</a> Jennifer Kincaid, University Director of Institutional Equity & Title IX 812-855-7559 <a href="mailto:oie@iu.edu">oie@iu.edu</a> <a href="#">Deputy Title IX Coordinator</a> Karloa Stevens, Director/Deputy Sexual Misconduct & Title IX Coordinator Office of Institutional Equity 317-274-2306
<a href="#">StopSexualViolence.iu.edu</a>	A report may be made <a href="#">online</a> under the "Report an Incident" tab at <a href="#">StopSexualViolence.iu.edu</a> .
Protection Orders (can be obtained by contacting)	<b>Marion County Superior Court</b> 200 East Washington Street, Suite W122 Indianapolis, IN 46204 317-327-4740 <a href="mailto:clerkpublic@indy.gov">clerkpublic@indy.gov</a>

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**IU Kokomo**

## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<a href="#"><u>Indiana University Police Department</u></a> Kelley Student Center, KC 106 2300 S. Washington Kokomo, IN 46902 765-455-9363
Campus Authorities	<a href="#"><u>Dean of Students</u></a> Kelley Student Center, KC 210G 2450 S. Washington St. Kokomo, IN 46902 765-455-9203
Title IX Coordination	<a href="#"><u>University Title IX Coordinator</u></a> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>  <a href="#"><u>Deputy Title IX Deputy Coordinator</u></a> Sarah Sarber, Chief of Staff 765-455-9316
StopSexualViolence.iu.edu	A report may be made <a href="#"><u>online</u></a> under the "Report an Incident" tab at <a href="#"><u>StopSexualViolence.iu.edu</u></a> .
Protection Orders (can be obtained by contacting)	<b>Howard County Clerk's Office</b> 104 N. Buckeye, Room 114 Kokomo, IN 46901 765-456-2204  <b>Kokomo Police Department's Victim's Assistance Advocate</b> 100 S. Union St., Kokomo, IN 46901 765-456-7506

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IU Northwest



## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<a href="#"><u>Indiana University Police Department</u></a> Moraine Student Center, Room 116 105 W 33rd Ave Gary, IN 46408 219-980-6501 or 9-1-1
Campus Authorities	<a href="#"><u>Office of the Vice Chancellor for Student Life</u></a> 3400 Broadway, Savannah 223 Gary, Indiana 46408 219-980-6586
Title IX Coordination	<a href="#"><u>University Title IX Coordinator</u></a> Jennifer Kincaid, ., Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>  <a href="#"><u>Deputy Title IX Coordinator</u></a> Lita Pener, Director/Deputy Sexual Misconduct and Title IX Coordinator 219-980-6853
<a href="https://stopsexualviolence.iu.edu">StopSexualViolence.iu.edu</a>	A report may be made <a href="#"><u>online</u></a> under the "Report an Incident" tab at <a href="https://stopsexualviolence.iu.edu">StopSexualViolence.iu.edu</a> .
Protection Orders (can be obtained by contacting)	<a href="#"><u>Lake County Clerk's Office</u></a> 2293 N. Main Street Courts Building, 1st Floor Crown Point, IN 46307 219-755-3460 <a href="https://www.in.gov/judiciary/iocs/2645.htm">https://www.in.gov/judiciary/iocs/2645.htm</a>

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**IU South Bend**

## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<b><a href="#">Indiana University Police Department</a></b> IU South Bend Campus: 2002 Mishawaka Ave South Bend, IN 574-520-4499 or 9-1-1 <a href="mailto:iupdsb@iusb.edu">iupdsb@iusb.edu</a>
	<b>Elkhart Center Security Office:</b> 574-520-4499
Campus Authorities	<b><a href="#">Office of Student Conduct</a></b> Administration Building, 177A 1700 Mishawaka Avenue South Bend, IN 574-520-5524 <a href="mailto:conduct@iusb.edu">conduct@iusb.edu</a>
Title IX Coordination	<b><a href="#">University Title IX Coordinator</a></b> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
	<b><a href="#">Deputy Title IX Deputy Coordinator</a></b> Josie Brush, Deputy Title IX Coordinator for Regional Campuses Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
<b><a href="#">StopSexualViolence.iu.edu</a></b>	A report may be made <a href="#">online</a> under the “Report an Incident” tab at <a href="#">StopSexualViolence.iu.edu</a> .
Protection Orders (can be obtained by contacting)	<b>Family Justice Center of St. Joseph County</b> 533 N Niles Ave, South Bend, IN 46617 574-234-6900
	<b>Victim Assistance Services of Elkhart County</b> 301 S Main St #100 Elkhart, IN 46516 574-523-2237

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## Title IX Reporting Options

Contact Type	Contact Information
Law Enforcement	<b><a href="#">Indiana University Police Department</a></b> University Center North, Room 027 4201 Grant Line Rd. New Albany, IN 47150 For help, dial 2400 from any campus phone or call 812-941-2400
	<b><a href="#">Office of the Dean of Student Life</a></b> University Center South, Room 010 4201 Grant Line Rd. New Albany, IN 47150 812-941-2316
Campus Authorities	
Title IX Coordination	<b><a href="#">University Title IX Coordinator</a></b> Jennifer Kincaid, Associate Vice President Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
	<b>Deputy Title IX Deputy Coordinator</b> Josie Brush, Deputy Title IX Coordinator for Regional Campuses Office of Civil Rights Compliance 812-855-7559 <a href="mailto:ocrc@iu.edu">ocrc@iu.edu</a>
<b><a href="https://stopsexualviolence.iu.edu">StopSexualViolence.iu.edu</a></b>	A report may be made <a href="#">online</a> under the "Report an Incident" tab at <a href="https://stopsexualviolence.iu.edu">StopSexualViolence.iu.edu</a> .
<b>Protection Orders (can be obtained by contacting)</b>	<b>Floyd County Clerk's Office</b> 311 Hauss Square Ste 235 New Albany, IN 47150 812-948-5411





# Support and Protective Measures

## Written notification to student and employee victims

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking (regardless if the offense occurred on- or off- campus), Indiana University will provide written notification to the student and/or employee victim about their rights and options. This includes information about existing resources and services such as counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other available resources and services on campus and in the community. Written notification will also be provided about the victim's options for the involvement of appropriate local law enforcement, including the option to notify law enforcement authorities, be assisted by campus authorities in notifying such law enforcement authorities, and the option to decline notifying such authorities. Written notification will also be provided to the person about the applicable complaint resolution processes, as well as their rights and options. This written notification is located in [Appendix C](#) of this report.

## Support, remedial and protective measures

Students and employees who report experiencing sexual misconduct, including dating violence, domestic violence, sexual assault or stalking, will also be provided written notification for rights, options and requesting assistance in changing academic, living, transportation, and working situations, as well as information about other available protective measures. This written notification is located in [Appendix C](#) of this report. If appropriate and reasonably available, the university will provide requested accommodations, regardless of whether the person chooses to report the crime to university police or local law enforcement. The university will maintain as confidential any accommodations or protective measures provided, to the extent maintaining such confidentiality would not impair the ability of the institution to provide accommodations or protective measures. Examples of options for a potential academic change may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours or working location. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc. The university may also impose a No Contact Order during and following any complaint resolution process for Sexual Misconduct. To request a change in academic, living, transportation, working situation or other protective measures, contact one of the offices for your campus listed below. Indiana University has partnered with TimelyCare to provide free virtual mental health support to IU students. This resource is [available online](#) or by calling 833-484-6359.



**See Sexual Misconduct: Rights, Options, and Resource Guide in Appendix C**



## Supporting pregnant students and employees

Indiana University is committed to supporting students and employees through pregnancy, childbirth, postpartum recovery, and pregnancy-related medical conditions. Through tailored resources, accommodations, and a culture of understanding, IU strives to ensure that students and employees have the accommodations and resources they need to succeed and continue to meet their educational and career goals while experiencing pregnancy or other related conditions.

[Accessible Educational Services \(AES\)](#) supports undergraduate and graduate students seeking academic accommodations related to pregnancy and other related medical conditions. Once a student registers to receive accommodations with AES, the student will be provided with a memorandum stating their accommodations and any other relevant information, such as how they plan to complete a course after they deliver their child. The student is responsible for providing instructors with a copy of this memorandum. Students who have concerns about accommodations should speak with the [Office of Civil Rights Compliance](#).

For employees seeking workplace accommodations related to pregnancy and other conditions, [IU Human Resources](#) is the office of support. Employees should request accommodations through the [Confidential Accommodation Request: Pregnancy](#) form or by contacting the appropriate campus Accommodation Specialist. Employees who have concerns about accommodations should speak with the [Office of Civil Rights Compliance](#).



## Help for students with qualifying medical conditions

Accessible Educational Services (AES) is dedicated to ensuring that students with qualifying medical conditions, under the Americans with Disabilities Act (ADA), have the tools, support services, and resources that allow equal access and reasonable accessibility measures (accommodations) to be successful at Indiana University. AED contact information can be found in the below tables for each campus.



## Notice of Non-Discrimination

Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, IU will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. IU prohibits discrimination on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, veteran status, or ancestry.

As required by Title IX of the Education Amendments of 1972, IU does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office for Civil Rights Compliance or the University Title IX Coordinator.



**Pursuant to IC 22-9.3, it is unlawful discrimination for Indiana University to:**

### **Pursuant to IC 22-9.3, it is unlawful discrimination for Indiana University to:**

**1. Take a licensing action**, meaning to grant or renew a license, to refuse to grant or renew a license, or to reward or penalize a person with respect to a license or the granting of, renewal of, or refusal to grant or renew a license if the licensing action is based on a personal characteristic of the person.

**2. To require a person who is applying for a license**, or to renew a license, to affirm any of the following:

- a. That a person with a specific personal characteristic is inherently superior or inferior to a person with a different personal characteristic.
- b. That a person, by virtue of the person's personal characteristic, should be blamed for actions committed in the past.
- c. That a person's moral character is determined, in whole or in part, by a personal characteristic of the person.

**3. Take an education action**, meaning to enroll, refuse to enroll, admit, refuse to admit, provide aid, deny aid, reward, or penalize a person with respect to an education or educational opportunity if the education action is based on a personal characteristic of the person.

**4. Take an employment action**, meaning to hire, fire, promote, refuse to promote, demote, reward, or penalize a person with respect to employment or an employment opportunity unless the employment action is based on a bona fide occupational qualification.

**5. Take an employment action with respect to a person** if the employment action is based on a personal characteristic of a person.

**6. Require as a condition of licensing, or to require as a condition of employment**, that a person attend training, including a training session, a seminar, a continuing education program, an orientation, or a program of therapy, that asserts any of the following:

- a. That a person having a specific personal characteristic is inherently superior or inferior to a person having a different personal characteristic.
- b. That a person by virtue of the person's personal characteristic, should be blamed for actions committed in the past.
- c. That a person's moral character is determined, in whole or in part, by a person's personal characteristic.



Neither Indiana University nor any of its employees may not, in the course of the university's or the employee's prescribed duties:

1. Implement any of the theories described in 6(a), 6(b), or 6(c) above; or
2. Compel a student to implement any of the theories described in 6(a), 6(b), or 6(c) above.

## Campus Resources and Contact Information

### Support and Protective Measures

IU Bloomington

IU Fort Wayne

IU Northwest

IU Columbus

IU Indianapolis

IU South Bend

IU East

IU Kokomo

IU Southeast

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## IU Bloomington

### Support and protective measures, resources, and contact information

#### IU Bloomington health service

Resource	Contact Information	Availability
<a href="#">IU Health Center</a>	600 N Eagleson Ave. Bloomington, IN 47405 812-855-4011 24 hr Sexual Assault Crisis Service 812-855-8900	On-campus / student only
<a href="#">IU Health Bloomington Hospital Emergency Department</a>	2651 E. Discovery Pkwy Bloomington, IN 47408 Available 24 hours a day 812-353-5252	Community

## IU Bloomington counseling and mental health service

Resource	Contact Information	Availability
<a href="#">IU Counseling and Psychological Services (CAPS)</a> <a href="#">IU Sexual Assault Crisis Services</a>	IU Health Center, 4th Floor 600 N Eagleson Ave Bloomington, IN 47405 812-855-8900, 24-hour sexual assault line 812-855-5711, for appointments	On-campus / student only
<a href="#">Employee Assistance Program</a>	24/7 Helpline 888-881-5462 Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, and their household members.	University / faculty and staff

## IU Bloomington advocate service

Resource	Contact Information	Availability
<a href="#">Student Advocates Office</a>	Eigenmann Hall West 225 1900 E. Tenth Street Bloomington, IN 47406 812-855-0761 <a href="mailto:advocate@iu.edu">advocate@iu.edu</a>	On-campus / student only
<a href="#">Confidential Victim Advocates</a>	506 N. Fess Ave. Bloomington, IN 47404 <a href="mailto:cva@iu.edu">cva@iu.edu</a>	On-campus / student only
<a href="#">Middle Way House</a>	24-hour crisis intervention 812-336-0846	Community

## IU Bloomington legal resources

Resource	Contact Information	Availability
<a href="#">Protective Order Project</a>	Maurer School of Law, Room 010, 211 South Indiana Ave. Bloomington, IN 47405 812-855-4800 <a href="mailto:pop@indiana.edu">pop@indiana.edu</a>	Community
<a href="#">Student Legal Services</a>	310/312 N. Park Bloomington, Ind. 47408 812-855-7867 <a href="mailto:stulegal@iu.edu">stulegal@iu.edu</a>	Community
<a href="#">Monroe County Bar Association</a>	Find attorney contact information and email the organization on their website.	Community

## IU Bloomington financial resources

Resource	Contact Information	Availability
<a href="#">Student Central on Union</a>	408 N Union Street Bloomington, IN 47405 812-855-6500	On-campus / students

## IU Bloomington visa and Immigration resources

Resource	Contact Information	Availability
<a href="#">Office of International Services</a>	Ferguson International Center 330 N. Eagleson Ave. Bloomington, IN 47405 812-855-9086 <a href="mailto:ois@iu.edu">ois@iu.edu</a>	On-campus / students
<a href="#">Indiana Legal Services Immigration &amp; Language Rights Center</a>	1200 Madison Ave., Suite 300 Indianapolis, IN 46225 1-866-964-2138	Community

## IU Bloomington protective measures assistance

Resource	Contact Information	Availability
<a href="#">Office of Dean of Students, Division of Student Life</a>	Indiana Memorial Union M088 900 E. 7th Street Bloomington, IN 47405 812-855-8187 <a href="mailto:vpsl@iu.edu">vpsl@iu.edu</a>	On-campus / students
<a href="#">Office of Student Conduct</a>	801 N. Eagleson Avenue Bloomington, IN 47405 812-855-5419 <a href="mailto:osc@iu.edu">osc@iu.edu</a>	On-campus / students
<a href="#">Office of Civil Rights Compliance</a>	420 N. Walnut Street Bloomington, IN 47404 812-855-7559	On-campus / students, faculty and staff



## IU Bloomington academic/housing resources

Resource	Contact Information	Availability
<a href="#">Office of Student Conduct</a>	801 N. Eagleson Ave. Bloomington, IN 47405 812-855-5419 <a href="mailto:osc@iu.edu">osc@iu.edu</a>	On-campus / students
<a href="#">IU Housing</a>	Nelson Administration Building 801 North Eagleson Ave Bloomington, IN 47405 812-855-1764 <a href="mailto:askrps@indiana.edu">askrps@indiana.edu</a>	On-campus / students
<a href="#">Office of Civil Rights Compliance</a>	420 N. Walnut Bloomington, IN 47404 812-855-7559	On-campus / students, faculty & staff
<a href="#">Accessible Educational Services</a>	Eigenmann Hall #001 1900 E 10th St. Bloomington, IN 47406 812-855-7578 or <a href="mailto:iubaes@iu.edu">iubaes@iu.edu</a>	Students

Campus Menu

## IU Columbus

### Support and protective measures, resources, and contact information

#### IU Columbus health service

Resource	Contact Information	Availability
<a href="#">VIMCare Clinic</a>	2400 17th Street Columbus, IN 47201 812-375-3660	Community / students, faculty, staff
<a href="#">Columbus Regional Health</a>	2400 East 17th St. Columbus, IN 47201 800-841-4938	Community / students, faculty, staff

## IU Columbus counseling and mental health service

Resource	Contact Information	Availability
<b>Solutions Student Assistance Service (SAS)</b>	Learning Center, #1204 4601 Central Ave Columbus, IN 47203 800-766-0068 Provides free, local, professional, and confidential consultations for IU Columbus students.	On-campus / students
<b>Employee Assistance Program</b>	24/7 Helpline 888-881-5462 Services are provided at no cost to all IU employees, IU residents, graduate appointees, fellowship recipients, medical residents and their household members.	University / faculty and staff

## IU Columbus legal resources

Resource	Contact Information	Availability
<b>Bartholomew County Bar Association</b>	Find attorney contact information and email the organization on their website.	Community / students, faculty, staff

## IU Columbus financial aid resource

Resource	Contact Information	Availability
<b>Financial Aid</b>	4601 Central Ave. Room CC156 Columbus, IN 47203 812-348-7311 <a href="mailto:finaidco@iu.edu">finaidco@iu.edu</a>	On-campus / students

## IU Columbus visa and immigration resources

Resource	Contact Information	Availability
<b>Office of International Affairs</b>	Education and Social Work Building, Rm. 2126 902 W. New York St. Indianapolis, IN 46202 317-274-7000 <a href="mailto:oia@iu.edu">oia@iu.edu</a>	On-campus / students
<b>Indiana Legal Services Immigration and Language Rights Center</b>	1200 Madison Ave., Suite 300 Indianapolis, IN 46225 1-866-964-2138	Community

## IU Columbus protective measures assistance

Resource	Contact Information	Availability
<a href="#">Accessible Educational Services</a>	Learning Center, #1620 4601 Central Ave, Columbus, IN 47203 812-375-7528 <a href="mailto:mcrothro@iu.edu">mcrothro@iu.edu</a>	On-campus / students, faculty, staff
<b>Office of Civil Rights Compliance</b>	Bryce Building 986 Indiana Avenue, Suite B310 Indianapolis, IN 46202 317-274-2306 <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a>	On-campus / students, faculty, staff
<b>IU Columbus Office of Human Resources</b>	Learning Center, #2108 4601 Central Ave. Columbus, IN 47203 812-348-7204	On-campus / employees
<a href="#">Accessible Educational Services</a>	Taylor Hall 100 815 W Michigan St Indianapolis, IN 46202 317-274-3241 or <a href="mailto:aes@iu.edu">aes@iu.edu</a>	Students

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## IU East

## Support and protective measures, resources, and contact information

### IU East health service

Resource	Contact Information	Availability
<a href="#">Reid Health</a>	1100 Reid Parkway Richmond, IN 47374 765-983-3000	Community



## IU East counseling and mental health service

Resource	Contact Information	Availability
<a href="#">Center for Health Promotion</a>	Center for Health Promotion Hayes Hall 064 2325 Chester Boulevard Richmond, IN 47374 765-973-8242	On-campus / students
<a href="#">Employee Assistance Program</a>	24/7 Helpline 888-881-5462 Services are provided at no cost to all IU employees, IU residents, graduate appointees, fellowship recipients, and their household members.	University / faculty and staff

## IU East advocate service

Resource	Contact Information	Availability
<a href="#">Wayne County Victim Assistance Program</a>	Wayne County Prosecutor 301 East Main St. Richmond, IN 47374 765-973-9394	Community
<a href="#">A Better Way</a>	15 South 11th Street Richmond, IN 47374 765-966-0538	Community

## IU East legal resource

Resource	Contact Information	Availability
<a href="#">Wayne County Bar Association</a>	Free or low-cost local legal resources are provided on the website.	Community

## IU East financial aid resource

Resource	Contact Information	Availability
<a href="#">Financial Aid &amp; Scholarships</a>	Whitewater Hall 112 2325 Chester Boulevard Richmond, IN 47374-1289 765-973-8206	On-campus / students

## IU East visa and immigration resources

Resource	Contact Information	Availability
<a href="#">Office of International Services</a>	Ferguson International Center 330 N. Eagleson Ave. Bloomington, IN 47405 812-855-9086 <a href="mailto:ois@iu.edu">ois@iu.edu</a>	On-campus/students
<a href="#">Indiana Legal Services Immigration and Language Rights Center</a>	1200 Madison Ave., Suite 300 Indianapolis, IN 46225 1-866-964-2138	Community

## IU East protective measures assistance

Resource	Contact Information	Availability
<a href="#">Office of Dean of Students</a>	Whitewater Hall, Room 101 2325 Chester Blvd. Richmond, IN 47374 765-973-8525	On-campus / students
<a href="#">Office of Civil Rights Compliance</a>	420 N. Walnut Street Bloomington, IN 47404 812-855-7559	On-campus / students, faculty, & staff
<a href="#">Accessible Educational Services</a>	Whitewater Hall, 116B 2325 Chester Blvd. Richmond, IN 47374 765-973-8675 or <a href="mailto:asiue@iu.edu">asiue@iu.edu</a>	Students

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## IU Fort Wayne

# Support and protective measures, resources, and contact information

## IU Fort Wayne health service

Resource	Contact Information	Availability
<b>Fort Wayne Sexual Assault Treatment Center</b>	1420 Kerrway Ct Fort Wayne, IN 46805 260-423-2222	Community
<b>Dupont Hospital</b>	2520 E Dupont Rd Fort Wayne, IN 46825 260-416-3000	Community

## IU Fort Wayne counseling and mental health service

Resource	Contact Information	Availability
<b>Student Assistance Program</b>	Walb Student Union, Room 234 2101 East Coliseum Boulevard Fort Wayne, Indiana 46805 800-342-5653 Purdue University Fort Wayne Student Assistance Program offers free counseling services to students in collaboration with Headwaters Counseling.	Students
<b>Jennifer's Harbor</b>	260-443-2103 YWCA 24-hour crisis line: 800-441-4073  This resource provides crisis counseling; help with the Protective Order process; support and transportation to legal proceedings; safety planning; support groups; help for women and children experiencing domestic and sexual violence; implementation of prevention efforts for those struggling in a relationship. Jennifer's Harbor works with high school and college students.	Community
<b>Employee Assistance Program</b>	24/7 Helpline 888-881-5462 Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, and their household members.	University / faculty and staff
<b>Women's Bureau</b>	2417 Fairfield Avenue Fort Wayne, IN 46807 260-424-7977 260-426-7273- 24 Hour hotline  This resource offers free counseling services for women, teens, children, men and entire families who are victims of sexual violence.	Community



## IU Fort Wayne advocate service

Resource	Contact Information	Availability
<b>YWCA Northeast Indiana</b>	5920 Decatur Road Fort Wayne, IN 46816 260-424-4908 ext. 224 Crisis Director 800-441-4073 Toll Free-24 Hour Crisis Line 260-426-7273, Domestic violence services. This resource provides sexual assault services that include listening in the midst of crisis, resource referral to community resources, free counseling, and residential programs for addiction.	Community

## IU Fort Wayne legal resources

Resource	Contact Information	Availability
<b>Allen County Bar Association</b>	Find attorney contact information and email the organization online.	Community

## IU Fort Wayne financial aid resources

Resource	Contact Information	Availability
<b>Office of Student Financial Services</b>	Neff Hall 110 2101 East Coliseum Blvd. Fort Wayne, IN 46805 844-448-9281 fwfinaid@iufw.edu	On-campus / students

## IU Fort Wayne visa and immigration resources

Resource	Contact Information	Availability
<b>Office of International Services</b>	Education and Social Work Building, Rm. 2126 902 W. New York St. Indianapolis, IN 46202 <a href="mailto:oia@iu.edu">oia@iu.edu</a>	On-campus / students
<b>Indiana legal services immigration &amp; Language Rights Center</b>	1200 Madison Ave., Suite 300 Indianapolis, IN 46225 1-866-964-2138	Community

## IU Fort Wayne protective measures assistance

Resource	Contact Information	Availability
<a href="#">Fort Wayne Police Dept. Victim Rights and Assistance</a>	1 East Main St., Suite 108 Fort Wayne, IN 46802 260-427-1205	Community
<a href="#">Office of Civil Rights Compliance</a>	Bryce Building 986 Indiana Avenue, Suite B310 Indianapolis, IN 46202 317-274-2306 <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a>	On-campus / students, faculty, staff
<a href="#">Accessible Educational Services</a>	Taylor Hall 100 815 W Michigan St Indianapolis, IN 46202 317-274-3241 <a href="mailto:aes@iu.edu">aes@iu.edu</a>	Students

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**IU Indianapolis**

# Support and protective measures, resources, and contact information

## IU Indianapolis health service

Resource	Contact Information	Availability
<b>Campus Health</b>	Coleman Hall, Room 100 1140 West Michigan Street Indianapolis, IN 46202 317-274-8214	On-campus / IU Indianapolis students
<b>IU Health Methodist Hospital Center of Hope</b>	1701 N Senate Blvd. Indianapolis, IN 46202 317-840-1145	Community / everyone
<b>Eskenazi Health Center of Hope</b>	720 Eskenazi Avenue Indianapolis, IN 46202 (near Ball Residence) 317-880-8006	Community / everyone
<b>Center of Hope at St. Franciscan Health</b>	8111 S. Emerson Ave. Indianapolis, IN 46237 317-528-5261	Community / everyone
<b>Other Center of Hope locations in Indianapolis</b>	St. Vincent Hospital 2001 West 86th St. Indianapolis, IN 46260 317-338-3756	Community / everyone
	Riley Hospital for Children 705 Riley Hospital Drive. Indianapolis, IN 46202 317-274-2617	
	Community Hospital East 1500 North Ritter Avenue Indianapolis, IN 46219 317-355-4673 (HOPE)	



## IU Indianapolis counseling and mental health service

Resource	Contact Information	Availability
<b>IU Indianapolis Counseling and Psychological Services</b>	Walker Plaza, Suite 220 719 Indiana Ave. Indianapolis, Indiana 46202 317-274-2548 <a href="mailto:capsindy@iu.edu">capsindy@iu.edu</a>	On-Campus/IU Indianapolis students
<b>Employee Assistance Program</b>	24/7 Helpline 888-881-5462 Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, and their household members.	University/faculty and staff
<b>24 Hour Crisis &amp; Suicide Hotline</b>	Families First 2240 N. Meridian Street, Indianapolis, IN 46208 317-634-6341 833-338-SASS (7277) 24 Hour Crisis Line	Community/Everyone
<b>Community Health Network Behavioral Care Services</b>	7165 Clearvista Way Indianapolis, IN 46256 317-621-5700 (Option 1)	Community/Everyone

## IU Indianapolis advocate service

Resource	Contact Information	Availability
<b>Student Advocacy</b>	Campus Center 350 420 University Blvd. Indianapolis, IN 46202 317-274-2548 <a href="mailto:saadv@iu.edu">saadv@iu.edu</a>	On-campus/IU Indianapolis students
<b>Sexual Assault Prevention, Intervention and Response Team</b>	317-274-5715 <a href="mailto:saadv@iu.edu">saadv@iu.edu</a>	On-campus / IU Indianapolis students

## IU Indianapolis legal resources

Resource	Contact Information	Availability
<b>Indiana Coalition Against Domestic Violence</b>	1915 West 18th Street, Suite B Indianapolis, IN 46202 317-917-3685 24hr Hotline 800-332-7385	Community / everyone

## IU Indianapolis financial aid resources

Resource	Contact Information	Availability
<b>Financial Aid</b>	Campus Center, Room 250, 420 University Blvd Indianapolis, IN 46202 317-274-4162 <a href="mailto:finaid@iu.edu">finaid@iu.edu</a>	On-campus / IU Indianapolis students

## IU Indianapolis visa and immigration resources

Resource	Contact Information	Availability
<b>Office of International Affairs</b>	Education and Social Work building, Rm. 2126 902 W. New York St. Indianapolis, IN 46202 317-274-7000 <a href="mailto:oia@iu.edu">oia@iu.edu</a>	On-campus / IU Indianapolis students
<b>Indiana legal services immigration &amp; Language Rights Center</b>	1200 Madison Ave., Suite 300 Indianapolis, IN 46225 1-866-964-2138 <a href="mailto:oia@iu.edu">oia@iu.edu</a>	Community

## IU Indianapolis protective measures assistance

Resource	Contact Information	Availability
<b>Office of Civil Rights Compliance</b>	Bryce Building 986 Indiana Avenue, Suite B310 Indianapolis, IN 46202 317-274-2306 <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a>	On-campus / everyone
<b>Interpersonal Violence Prevention and Response</b>	Walker Plaza 719 Indiana Ave, Suite 220 Indianapolis, IN 46202 317-274-2548 <a href="mailto:saadv@iu.edu">saadv@iu.edu</a>	On-campus / everyone

## IU Indianapolis academic/housing resources

Resource	Contact Information	Availability
Office of Housing & Residential Life	<a href="#">Housing and Residential Life</a> 415 Porto Alegre Street, Suite 150 Indianapolis, IN 46202 <a href="mailto:reslife@iu.edu">reslife@iu.edu</a> 317-274-7200	On-campus / students
Office of Institutional Equity	Bryce Building 986 Indiana Avenue, Suite B310 Indianapolis, IN 46202 317-274-2306 <a href="mailto:ocrcindy@iu.edu">ocrcindy@iu.edu</a>	On-campus / everyone
Division of Affairs	<a href="#">Division of Student Life</a> Campus Center, Suite 370 420 University Blvd. Indianapolis, Indiana 46202 317-278-8511 <a href="mailto:life@iu.edu">life@iu.edu</a>	On-campus / students
Accessible Educational Services	815 W. Michigan St. Indianapolis, IN 46202 317-274-3241 or <a href="mailto:aes@iu.edu">aes@iu.edu</a>	Students

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## IU Kokomo

### Support and protective, measures resources, and contact information

#### IU Kokomo health service

Resource	Contact Information	Availability
St. Vincent Hospital	<a href="https://healthcare.ascension.org/locations/indiana/ineva/kokomo-ascension-st-vincent-kokomo">https://healthcare.ascension.org/locations/indiana/ineva/kokomo-ascension-st-vincent-kokomo</a> 1907 W Sycamore St. Kokomo, IN 46901 765-456-5433	Community / everyone
Community Howard Regional Health	<a href="https://www.ecommunity.com/locations/community-howard-regional-health">https://www.ecommunity.com/locations/community-howard-regional-health</a> 3500 S Lafountain St. Kokomo, IN 46902 765-776-8000	Community / everyone



## IU Kokomo counseling and mental health service

Resource	Contact Information	Availability
<b>Counseling and Psychological Services</b>	<a href="https://www.iuk.edu/counseling-and-psychological-services/">https://www.iuk.edu/counseling-and-psychological-services/</a> Kelley Student Center, Room 210D 2300 S Washington St., Kokomo, IN 46904 765-455-9203 <a href="mailto:IUKCAPS@iuk.edu">IUKCAPS@iuk.edu</a>	On-campus / students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462  Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, medical residents and their household members.	University / faculty and staff
<b>St. Vincent Kokomo Trinity House Behavioral Services</b>	<a href="https://healthcare.ascension.org/locations/indiana/ineva/kokomo-ascension-st-vincent-kokomo">https://healthcare.ascension.org/locations/indiana/ineva/kokomo-ascension-st-vincent-kokomo</a> 1907 W Sycamore St. Kokomo, IN 46901 765-456-5900	Community / everyone
<b>Community Howard Regional Health Behavioral Health Services</b>	<a href="https://www.ecommunity.com/locations/community-howard-regional-health/behavioral-health-care">https://www.ecommunity.com/locations/community-howard-regional-health/behavioral-health-care</a> 765-776-8555 or 888-204-6242 (toll free) 322 N Main St. Kokomo, IN 46901 24 hour crisis hotline 317-621-5700- Option 1	Community / everyone
<b>Family Service Association of Howard County</b>	<a href="https://fsahc.org/">https://fsahc.org/</a> 618 S. Main St. Kokomo, IN 46901 765-457-9313 765-868-3154 (24 hours)	Community / everyone

## IU Kokomo advocate service

Resource	Contact Information	Availability
<b>Victim's Assistance Advocate</b>	<a href="https://www.cityofkokomo.org/departments/police_department/">https://www.cityofkokomo.org/departments/police_department/</a> Kokomo Police Department 100 S. Union St. Kokomo, IN 46901 765-456-7506	Community / everyone

## IU Kokomo legal resources

Resource	Contact Information	Availability
<b>Howard County Bar Association</b>	<a href="https://inbar.site-ym.com/?page=local_bars">https://inbar.site-ym.com/?page=local_bars</a>	Community / everyone

## IU Kokomo financial aid resources

Resource	Contact Information	Availability
<b>Office of Scholarships and Financial Aid</b>	<a href="https://www.iuk.edu/financial-aid/index.html">https://www.iuk.edu/financial-aid/index.html</a> Kelley Student Center, Room 230 2300 S. Washington Street Kokomo, IN 46904 765-455-9216 <a href="mailto:finaidko@iuk.edu">finaidko@iuk.edu</a>	On-campus / students

## IU Kokomo visa and immigration resources

Resource	Contact Information	Availability
<b>Office of Dean of Students</b>	<a href="https://kokomo.iu.edu/student-life/index.html">https://kokomo.iu.edu/student-life/index.html</a> Kelley Student Center, Room 210G 2300 S Washington Street Kokomo, IN 46904 765-455-9203	On-campus / students
<b>Office of International Services</b>	<a href="https://ois.iu.edu/">https://ois.iu.edu/</a> Ferguson International Center 330 N. Eagleson Ave. Bloomington, IN 47405 812-855-9086 <a href="mailto:ois@iu.edu">ois@iu.edu</a>	University / students
<b>The Immigrants' and Language Rights Center</b>	<a href="https://www.indianalegalservices.org/ilrc/">https://www.indianalegalservices.org/ilrc/</a> 1200 Madison Ave., Suite 300 Indianapolis, IN 46225 1-866-964-2138	Community

## IU Kokomo protective measures assistance

Resource	Contact Information	Availability
Office of Dean of Students	<a href="https://kokomo.iu.edu/student-life/dean-of-students/index.html">https://kokomo.iu.edu/student-life/dean-of-students/index.html</a> Kelley Student Center, Room 210G 2300 S Washington Street Kokomo, IN 46904 765-455-9203 <a href="mailto:ajarecki@iu.edu">ajarecki@iu.edu</a>	On-campus / students
Office of Civil Rights Compliance	<a href="https://kokomo.iu.edu/">https://kokomo.iu.edu/</a> Hunt Hall, Room 212 2300 S Washington Street Kokomo, IN 46904 765-455-9204 <a href="mailto:shawkins@iu.edu">shawkins@iu.edu</a>	On-campus / everyone
Accessible Educational Services	<a href="https://kokomo.iu.edu/accessible-educational-services/index.html">https://kokomo.iu.edu/accessible-educational-services/index.html</a> Kelley Student Center, Room 200 2300 South Washington St., Kokomo, IN 46904 765-455-9301 or <a href="mailto:accessibility@iuk.edu">accessibility@iuk.edu</a>	Students

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IU Northwest



# Support and protective measures, resources, and contact information

## IU Northwest health service

Resource	Contact Information	Availability
IU Northwest Campus Health and Wellness Center	<a href="https://www.iun.edu/chhs/health-wellness-center-clinic/index.htm">https://www.iun.edu/chhs/health-wellness-center-clinic/index.htm</a> Dunes Medical/Professional Building, Rm 1027 3400 Broadway Gary, IN 46408 219-980-7250	On-campus / students
	<b>Northlake</b> 600 Grant Street, Gary, IN 46402 219-886-4000	
Methodist Hospital	<b>Southlake</b> 8701 Broadway, Merrillville, IN 46410 219-738-5500	Community

## IU Northwest counseling and mental health service

Resource	Contact Information	Availability
<b>Office of Counseling Services</b>	<a href="https://www.iun.edu/counseling-services/index.htm">https://www.iun.edu/counseling-services/index.htm</a> Hawthorn Hall, Room 201 3400 Broadway, Gary, IN 46408 219-980-6741 <a href="mailto:iunoocs@iun.edu">iunoocs@iun.edu</a>	On-campus / students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462  Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, medical residents and their household members.	University / faculty and staff
<b>Fair Haven Rape Crisis Center</b>	<a href="https://fairhavenrcc.org/">https://fairhavenrcc.org/</a> 2645 Ridge Road, Highland, IN 46322 219-961-4357 219-218-2552 (24 hrs.)	Community
<b>Edgewater Behavioral Health Services</b>	1100 W 6th Ave Gary, IN 46402 219-885-4264	Community
<b>Porter Starke Services</b> (serving Porter and Starke Counties)	<a href="https://www.porterstarke.org/">https://www.porterstarke.org/</a> 601 Wall St. Valparaiso, IN 46383 219-531-3500	Community
<b>Swanson Center</b> (serving LaPorte County)	<a href="https://www.swansoncenter.org/">https://www.swansoncenter.org/</a> 7224 W 400 N Michigan City, IN 46360 219-879-4621	Community
<b>Regional Mental Health Center</b> (serving Lake County)	<a href="https://www.regionalmentalhealth.org/">https://www.regionalmentalhealth.org/</a>  <b>Strawhun Center</b> 8555 Taft Street, Merrillville, IN 46410 219-769-4005  <b>Starke Center</b> 3903 Indianapolis Blvd., East Chicago, IN 46312 219-769-4005	Community

## IU Northwest legal resources

Resource	Contact Information	Availability
<b>Lake County Bar Association</b>	<a href="http://www.lakecountybar.com">http://www.lakecountybar.com</a>	Community

## IU Northwest financial aid resources

Resource	Contact Information	Availability
<b>Office of Financial Aid and Scholarship</b>	<a href="http://www.iun.edu/financialaid/">http://www.iun.edu/financialaid/</a> Hawthorn Hall, Room 111 3400 Broadway Gary, Indiana 46408 219-980-6778 <a href="mailto:finaidnw@iun.edu">finaidnw@iun.edu</a>	On-campus / students

## IU Northwest visa and immigration resources

Resource	Contact Information	Availability
<b>Office of International Services</b>	<a href="https://ois.iu.edu/">https://ois.iu.edu/</a> Ferguson International Center 330 N. Eagleson Ave. Bloomington, IN 47405 812-855-9086 <a href="mailto:ois@iu.edu">ois@iu.edu</a>	On-campus / students
<b>The Immigrants' and Language Rights Center</b>	<a href="https://www.indianalegalservices.org/ilrc/">https://www.indianalegalservices.org/ilrc/</a> 1200 Madison Ave., Suite 300 Indianapolis, IN 46225 866-964-2138	Community

## IU Northwest protective measures assistance

Resource	Contact Information	Availability
<b>Dean of Students</b>	<a href="https://www.iun.edu/student-affairs/dean-of-students/index.htm">https://www.iun.edu/student-affairs/dean-of-students/index.htm</a> 3400 Broadway, Savannah 223 Gary, Indiana 46408 219-981-5660 <a href="mailto:nwdos@iun.edu">nwdos@iun.edu</a>	On-campus / students
<b>Office of Civil Rights Compliance</b>	<a href="https://ocrc.iu.edu/">https://ocrc.iu.edu/</a> Raintree Hall, Room 213 3400 N. Broadway Gary, Indiana 46408 219-980-6705	On-campus / everyone
<b>Accessible Educational Services</b>	<a href="https://northwest.iu.edu/academic-success/disability-support-services/index.html">https://northwest.iu.edu/academic-success/disability-support-services/index.html</a> Academic Success and Achievement Programs Hawthorn Hall, 425 3400 Broadway Gary, IN 46408 219-981-4296 or <a href="mailto:asapnw@iun.edu">asapnw@iun.edu</a>	Students



## Support and protective measures, resources, and contact information

### IU South Bend health service

Resource	Contact Information	Availability
<b>Health and Wellness Center</b>	<a href="https://healthscience.iusb.edu/health-and-wellness-center/index.html">https://healthscience.iusb.edu/health-and-wellness-center/index.html</a> Vera Z. Dwyer Hall 1960 Northside Blvd. South Bend, IN 46615 574-520-5557	On-campus / students, employees, and local community members
<b>Memorial Hospital and Health Systems</b>	<a href="#">Memorial Emergency Care Center</a> 615 N Michigan St. South Bend, IN 46601 574-647-7458	Community
<b>Saint Joseph Regional Medical Center</b>	<a href="https://www.sjmed.com/">https://www.sjmed.com/</a> 5215 Holy Cross Parkway Mishawaka, IN 46545 574-335-5000	Community

### IU South Bend counseling and mental health service

Resource	Contact Information	Availability
<b>IU Student Counseling Center</b>	<a href="https://students.iusb.edu/student-support-services/counseling-center/index.html">https://students.iusb.edu/student-support-services/counseling-center/index.html</a> Administrative Building, Suite 175, 1700 Mishawaka Ave South Bend, IN 46615 574-520-4125	On-campus / students
<b>Employee Assistance Program</b>	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462  Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, medical residents, and their household members.	University / employees
<b>S-O-S Family Justice Center</b>	<a href="https://www.fjcsjc.org/">https://www.fjcsjc.org/</a> 533 North Niles Ave. South Bend, IN 46617 574-234-6900 574-289-4357 (24-hour crisis line)	Community

## IU South Bend legal resources

Resource	Contact Information	Availability
St. Joseph County Bar Association	<a href="http://stjoebar.org/">http://stjoebar.org/</a> 101 S. Main St. South Bend, IN 46601 574-235-9657 <a href="mailto:stjoebar@gmail.com">stjoebar@gmail.com</a>	Community
Elkhart County Bar Association	<a href="https://www.elkhartcitybar.com/">https://www.elkhartcitybar.com/</a>	Community

## IU South Bend financial aid resources

Resource	Contact Information	Availability
Office of Financial Aid and Scholarship	<a href="https://students.iusb.edu/financial-aid/index.html">https://students.iusb.edu/financial-aid/index.html</a> Administration Building 116 1700 Mishawaka Ave. Post Office Box 7111 South Bend, IN 46634 574-520-4357 <a href="mailto:sbfinaid@iusb.edu">sbfinaid@iusb.edu</a>	On-campus

## IU South Bend visa and immigration resources

Resource	Contact Information	Availability
Office of International Services	<a href="https://admissions.iusb.edu/oiss/">https://admissions.iusb.edu/oiss/</a> Administration Building 140 1700 Mishawaka Ave. Post Office Box 7111 South Bend, IN 46634 574-520-4419 <a href="mailto:oiss@iusb.edu">oiss@iusb.edu</a>	On-campus / students
Indiana Legal Services Immigration & Language Rights Center	<a href="https://www.indianalegalservices.org/ilrc/">https://www.indianalegalservices.org/ilrc/</a> 1200 Madison Ave., Suite 300 Indianapolis, IN 46225 866-964-2138	Community

## IU South Bend protective measures assistance

Resource	Contact Information	Availability
<b>Office of Civil Rights Compliance</b>	<a href="https://ocrc.iu.edu/">https://ocrc.iu.edu/</a> 420 N. Walnut Street Bloomington, IN 47404 812-855-7559 <a href="mailto:jvbrush@iu.edu">jvbrush@iu.edu</a>	On-campus / students and employees
<b>Office of Student Conduct</b>	<a href="https://students.iusb.edu/student-support-services/office-of-student-conduct/index.html">https://students.iusb.edu/student-support-services/office-of-student-conduct/index.html</a> Administration Building, Room 177A 1700 Mishawaka Ave. South Bend, IN 46615 574-520-5524 <a href="mailto:conduct@iusb.edu">conduct@iusb.edu</a>	On-campus / students

## IU South Bend academic/housing resources

Resource	Contact Information	Availability
<b>Office of Housing &amp; Student Life</b>	<a href="https://www.iusb.edu/studentlife/index.html">https://www.iusb.edu/studentlife/index.html</a> Student Activities Center 201 1700 Mishawaka Ave, South Bend, IN 46615 574-520-5533 <a href="mailto:sblife@iusb.edu">sblife@iusb.edu</a>	On-campus / students
<b>Office of Civil Rights Compliance</b>	<a href="https://ocrc.iu.edu/">https://ocrc.iu.edu/</a> 420 N. Walnut Street Bloomington, IN 47404 812-855-7559 <a href="mailto:jvbrush@iu.edu">jvbrush@iu.edu</a>	On-campus / students and employees
<b>Office of Student Life and Diversity</b>	Administration Building Gateway Information Center 1700 Mishawaka Avenue, Suite 177 South Bend, Indiana 46615 574-520-4273	On campus / students
<b>Accessible Educational Services</b>	<a href="https://southbend.iu.edu/students/student-support-services/aes/index.html">https://southbend.iu.edu/students/student-support-services/aes/index.html</a> Administration Building, Room 167 1700 E Mishawaka Ave South Bend, IN 46634 574-520-4460 or <a href="mailto:sbdss@iusb.edu">sbdss@iusb.edu</a>	Students

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IU Southeast



# Support and protective measures resources and contact information

## IU Southeast health service

Resource	Contact Information	Availability
Baptist Health Floyd Hospital	1850 State Street New Albany, IN 47150 812-944-7701 <a href="https://www.baptisthealth.com/floyd/">https://www.baptisthealth.com/floyd/</a>	Community

## IU Southeast counseling and mental health service

Resource	Contact Information	Availability
IU Personal Counseling	<a href="https://www.ius.edu/personal-counseling/">https://www.ius.edu/personal-counseling/</a> University Center South, Room 207 4201 Grant Line Road New Albany, IN 47150 812-941-2244 24Hr Regional Crisis Line: 800-221-0446 <a href="mailto:sepersco@ius.edu">sepersco@ius.edu</a>	On-campus / students
Employee Assistance Program	<a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a> 24/7 Helpline 888-881-5462  Services are provided at no cost to all employees, IU residents, graduate appointees, fellowship recipients, medical residents, and their household members.	University / faculty and staff
The Center for Women and Families	<a href="http://www.thecenteronline.org/">http://www.thecenteronline.org/</a> Southern Indiana Campus 1301 Akers Avenue Jeffersonville, IN 47130 812-944-6743 844-237-2331 (24-hour crisis line)	Community

## IU Southeast legal resources

Resource	Contact Information	Availability
Floyd County Bar Association	<a href="https://inbar.site-ym.com/?page=local_bars">https://inbar.site-ym.com/?page=local_bars</a>	Community

## IU Southeast financial aid resources

Resource	Contact Information	Availability
<b>Office of Financial Aid</b>	<a href="https://www.ius.edu/student-central/paying-for-college/funding-opportunities/index.html">https://www.ius.edu/student-central/paying-for-college/funding-opportunities/index.html</a> University Center South Rm 103 4201 Grant Line Road New Albany, IN 47150-6405 812-941-2100 <a href="mailto:sesc@ius.edu">sesc@ius.edu</a>	On-campus / students

## IU Southeast visa and immigration resources

Resource	Contact Information	Availability
<b>Office of International Services</b>	<a href="https://ois.iu.edu/index.html">https://ois.iu.edu/index.html</a> Ferguson International Center 330 N. Eagleson Ave. Bloomington, IN 47405 812-855-9086 <a href="mailto:ois@iu.edu">ois@iu.edu</a>	On-campus / students
<b>Indiana Legal Services Immigration &amp; Language Rights Center</b>	<a href="https://www.indianalegalservices.org/ilrc/">https://www.indianalegalservices.org/ilrc/</a> 1200 Madison Ave., Suite 300 Indianapolis, IN 46225 866-964-2138	Community

## IU Southeast Protective Measures Assistance

Resource	Contact Information	Availability
<b>Office of Student Life</b>	<a href="https://www.ius.edu/student-affairs/index.php">https://www.ius.edu/student-affairs/index.php</a> University Center South, Room 155 4201 Grant Line Road New Albany, IN 47150-6405 812-941-2420 <a href="mailto:sestua@ius.edu">sestua@ius.edu</a>	On-campus / students
<b>Office of Civil Rights Compliance</b>	<a href="https://ocrc.iu.edu/">https://ocrc.iu.edu/</a> 420 N. Walnut Street Bloomington, IN 47404 812-855-7559 <a href="mailto:jybrush@iu.edu">jybrush@iu.edu</a>	On-campus / everyone



## IU Southeast academic/housing resources

Resource	Contact Information	Availability
Office of Residence Life and Housing	<a href="#">Housing</a> Meadow Lodge 103 4201 Grant Line Road New Albany, IN 47150 812-941-2115	On-campus / students
Office of Civil Rights Compliance	<a href="https://ocrc.iu.edu/">https://ocrc.iu.edu/</a> 420 N. Walnut Street Bloomington, IN 47404 812-855-7559 <a href="mailto:jvbrush@iu.edu">jvbrush@iu.edu</a>	On-campus / everyone
Office of Student Life	<a href="https://www.ius.edu/student-affairs/index.php">https://www.ius.edu/student-affairs/index.php</a> University Center South, Room 155 4201 Grant Line Road New Albany, IN 47150-6405 812-941-2420 <a href="mailto:sestua@ius.edu">sestua@ius.edu</a>	On-campus / students
Accessible Educational Services	<a href="https://southeast.iu.edu/aes/index.html">https://southeast.iu.edu/aes/index.html</a> Academic Success Center University Center South, Room 207 4201 Grant Line Rd New Albany, IN 47150 812-941-2243 or <a href="mailto:seaes@iu.edu">seaes@iu.edu</a>	Students



**Title IX Procedures the University will follow for reports of Dating Violence, Domestic Violence, Sexual Assault, and Stalking**



The university's institutional disciplinary and compliant resolution procedures for students and employees consist of a prompt, fair and impartial process from the initial investigation to the final result. Investigators and adjudicators are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation and hearing process that protects the safety of the complainant and promotes fairness and accountability.

Please note, Indiana University is under a Title IX Injunction. As of August 2024, several federal courts have issued injunctions that block the US Department of Education from enforcing its 2024 Title IX rule. Indiana is one of numerous states that are recognized by the Supreme Court allowed to stand without limitation to continue to only follow the 2020 Title IX regulations. As the injunction process is settled, Indiana University will update policies and procedures as necessary for federal law.

The Discrimination, Harassment, and Sexual Misconduct Policy includes the following "Summary of Rights of the Complainant and Respondent in all Complaint Resolution Procedures," which includes:

- To be fully informed of university policies and procedures, as well as the nature and extent of all alleged violations contained within the allegation.
- To be treated with respect.
- To be accompanied by an advisor present during all proceedings, investigation meetings, or related meetings.
- To have adequate, reliable, and impartial investigation and appropriate resolution of all complaints of discrimination, harassment, and/or sexual misconduct.
- To be informed by the university of options to notify proper law enforcement authorities including on-campus and local police, and the option to be assisted by campus authorities in notifying proper law enforcement, if the individual chooses.
- To be notified of available resources including counseling, mental health, academic, legal and other support services, both at the university and in the community.
- To have allegations investigated and adjudicated by individuals who are properly trained to investigate and resolve allegations of discrimination, harassment and/or sexual misconduct.
- To participate in the investigation and complaint resolution process, including the opportunity to identify witnesses and other appropriate evidence, and to be informed of adverse evidence and provided the opportunity to respond to it through the process.
- To have allegations investigated and adjudicated in a reasonable timeframe given the circumstances of the specific case.
- To have the preponderance of the evidence standard (more likely than not) applied in determining responsibility.
- To have appeal rights as afforded under the applicable complaint resolution procedures.

As indicated in the above summary of rights for both parties, under the Discrimination, Harassment, and Sexual Misconduct Policy and procedures, the Complainant and Respondent may have the advisor of their choice present at any point of the disciplinary and compliant resolution process.

To the extent possible, the Complainant and the Respondent will be notified simultaneously in writing of the outcome and results of any disciplinary and compliant resolution proceedings, any changes to the results before they are final, as well as when the results are final. The Complainant and the Respondent will also be notified simultaneously in writing of the university's procedures for the Complainant or the Respondent to appeal the decision. The timeframes set forth within the procedures may be extended based on specific circumstances to each review.

The university will, upon written request, disclose to the alleged victim of a crime of violence (as defined in section 16, of title 18, United States Code), or non-forcible sex offense (Incest or Statutory Rape), the results of any disciplinary hearing conducted by the university against the student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of the crime or offense, the university will provide the results of the disciplinary hearing to the victim's next of kin, if so requested. [Appendix A](#) of this report provides the full IU Discrimination, Harassment and Sexual Misconduct Policy and procedures.

## **Institutional Disciplinary Procedures**

The Indiana University Discrimination, Harassment, and Sexual Misconduct Policy (UA-03) includes complaint resolution procedures to address reports and formal complaints of sexual misconduct, including sexual assault, dating violence, domestic violence, and stalking. The procedures applied depend on the affiliation of the individual accused of sexual misconduct, as well as whether the complaint meets the initial criteria of a Title IX complaint. In addition to outlined overarching procedures for responding to reports of sexual misconduct, the policy includes the following four sets of applicable procedures:

- Student Sexual Misconduct—Title IX Complaint Resolution Procedures
- Academic Appointee and Staff Sexual Misconduct—Title IX Complaint Resolution Procedures
- Student Sexual Misconduct—University Complaint Resolution Procedures
- Academic Appointee and Staff Sexual Misconduct—University Complaint Resolution Procedures

See [Appendix A](#) for the full Discrimination, Harassment, and Sexual Misconduct Policy and included procedures. The appendix includes details of each type of disciplinary proceeding used by the institution; the steps, anticipated timelines, and decision-making process for each type of disciplinary proceeding; and how the institution determines which type of proceeding to use based on the circumstances.



## Sanctions

The university may impose sanctions on the respondent after a final determination of responsibility following university procedures. Possible sanctions for cases in which students are found in violation of the Student Code for acts of sexual misconduct include (see Sanctions in [Appendix A](#)):

- formal warnings,
- behavioral assessment and/or counseling,
- required educational training,
- housing expulsion,
- no contact order,
- no trespass order,
- disciplinary probation,
- interim suspension,
- suspension,
- required re-entry meeting, and/or
- permanent expulsion.

For employees, the university may impose any of the following sanctions (See Sanctions in [Appendix A](#)):

- **Level One Sanctions** include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the respondent was found responsible for sexual assault or other sexual violence.
- **Level Two Sanctions** include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension and termination.

Dating violence, domestic violence, sexual assault, and stalking may be found to be criminal acts, which may also subject the perpetrator to criminal or civil penalties under federal and state laws.



## Confidentiality & Privacy

### Confidential Employees

Certain university employees – based on their own professional licensure and/or the nature of their role on campus – are available to speak with individuals about incidents of sexual misconduct and maintain the individual's desire for anonymity and confidentiality. These confidential employees are exempt from the reporting requirements that apply to Responsible Employees regarding sexual misconduct. Individuals who desire confidentiality in discussing and seeking assistance about sexual misconduct should contact and/or be referred to a confidential employee.

The university's confidential employees include, but are not limited to:



## Confidentiality & Privacy

### Licensed, professional mental health counselors

working in that capacity, and those they supervise;

### Health care professionals and staff

located in on-campus health care centers; and

### Any staff or specialists

on a campus specifically designated as non-professional sexual assault advocates.

## Confidentiality & Privacy

Certain specifically identified non-professional student advocates and health center staff do not have to share identifying information unless you provide your consent. However, they are obligated to provide non-identifying information regarding the nature, date, time, and general location of the incident for purposes of compiling aggregate annual crime statistics and assessing the need to alert the university community of potential dangers.

Note: Faculty, staff and other employees who are licensed mental health workers or are licensed medical workers, but who are not working in that capacity, such as faculty members in psychology, social work, nursing, etc., are not confidential employees under the university Discrimination, Harassment, and Sexual Misconduct Policy. The university shall identify and publicize confidential employees. See the [Stop Sexual Violence website](#) as well as the charts below for available confidential employees on this university campus. You should discuss your desires regarding the sharing of information with any university employee with whom you speak to ensure you understand their reporting obligations and what information they may be required to share.

## Privacy

The university is committed to safeguarding the privacy of the parties in a manner consistent with the objective to effectively investigate and prevent incidents of sexual misconduct, including dating violence, domestic violence, sexual assault, and stalking. In all cases, the university will share the parties' information and details of the allegation only with university officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. Records will not be disclosed outside the university unless required by law or subpoena.

All individuals with knowledge of an alleged incident of sexual misconduct are expected to safeguard the privacy of those involved. To protect privacy, the university completes publicly available recordkeeping, including Clery Act reporting and disclosures such as this Annual Security Report and the daily crime log, without the inclusion of personally identifying information about the victim.

## Requests for No-University Action

If an individual discloses that they have experienced an incident of sexual misconduct to the university, but indicates or requests that the university not investigate the particular incident, requests that no disciplinary action be taken, requests that the alleged perpetrator not be notified, or makes any similar request, the university will always consider such request(s), and will, in general, work to honor the request(s). Absent a formal complaint, the university will weigh such request(s) against its obligation to provide a safe, non-discriminatory environment for all, including for the individual who experienced the sexual misconduct. If the university determines that it is able to honor the individual's request(s), the individual should understand that the university's ability to meaningfully investigate the incident and/or respond appropriately may be limited. If, however, the university determines it must proceed under the circumstances, it will work to notify the individual in advance.

The university has designated the following official(s) to evaluate an individual's request for no or limited action by the university in connection with a report of sexual misconduct: the university Sexual Misconduct & Title IX Coordinator or the campus Deputy Sexual Misconduct & Title IX Coordinator. These officials will consult with relevant administrators on their campus and the Office of the Vice President and General Counsel, where appropriate, in making these determinations.

Please note that under Indiana law, any person who has a reason to believe a person under the age of 18 is a victim of abuse or neglect, including relationship violence or assault, must make a report to the Indiana Department of Child Services and/or to local law enforcement. In addition, the university also requires that faculty, staff, students, volunteers, and other university personnel report any suspected abuse or neglect of minors on Indiana University property or as part of an Indiana University program to the IU Superintendent of Public Safety. This information will be shared with the Indiana Department of Child Services.

## Contact Information

**for no-university action requests**



**IU Bloomington**

**IU Fort Wayne**

**IU Northwest**

**IU Columbus**

**IU Indianapolis**

**IU South Bend**

**IU East**

**IU Kokomo**

**IU Southeast**

**Campus Menu**

## IU Bloomington

Contact Type	Contact Information
<b>Counseling and Psychological Services (CAPS)</b>	<a href="https://healthcenter.indiana.edu/counseling/sexual-assault/index.html">https://healthcenter.indiana.edu/counseling/sexual-assault/index.html</a> IU Health Center 600 N Eagleson Ave., 4th Floor Bloomington, IN 47405 812-855-5711, for appointments 812-855-8900, 24-hour SACS crisis line
<b>Sexual Assault Crisis Services (SACS)</b>	
<b>Confidential Victim Advocate</b>	<a href="https://studentaffairs.indiana.edu/care-advocacy/sexual-violence/index.html">https://studentaffairs.indiana.edu/care-advocacy/sexual-violence/index.html</a> IU Health Center 600 N Eagleson Ave., 3rd Floor Bloomington, IN 47405 812-856-2469 <a href="mailto:cva@indiana.edu">cva@indiana.edu</a>
<b>IU Health Center</b>	<a href="http://healthcenter.indiana.edu/">http://healthcenter.indiana.edu/</a> 600 N Eagleson Ave. Bloomington, IN 47405 812-855-4011

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## IU Columbus

Contact Type	Contact Information
<b>Solutions Student Assistance Service (SAS)</b>	<a href="https://columbus.iu.edu/campus-life/mental-health-support.html">https://columbus.iu.edu/campus-life/mental-health-support.html</a> 601 Washington St., Suite 102 Columbus, IN 47201 800-766-0068 Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana.



## IU East

Contact Type	Contact Information
Counseling Services	<a href="https://east.iu.edu/healthy/mind/index.html">https://east.iu.edu/healthy/mind/index.html</a> Center for Health Promotion Springwood Hall, Room 229 2325 Chester Blvd. Richmond, IN 47374 765-973-8646

## IU Fort Wayne

Contact Type	Contact Information
Counseling Services	Purdue University Fort Wayne Community Counseling Center Dolnick Learning Center 100 Baker Drive N Fort Wayne, IN 46835 260-481-5405

## IU Indianapolis

Contact Type	Contact Information
Clinical Psychology Mental Health Center	<a href="https://mhc.psych.indianapolis.iu.edu/">https://mhc.psych.indianapolis.iu.edu/</a> School of Science Building, LD 161 402 N. Blackford St. Indianapolis, IN 46202 317-274-6753
Counseling and Psychological Services (CAPS)	<a href="https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html">https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html</a> Lockefield Village, second floor 980 Indiana Ave. Indianapolis, IN 46202 317-274-2548
Assistant Director for Interpersonal Violence Prevention and Response	<a href="https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html">https://studentaffairs.indianapolis.iu.edu/care-support/interpersonal-violence-prevention-and-response/index.html</a> Walker Plaza, Suite 220 719 Indiana Ave. Indianapolis, IN 46202 317-274-5715
IU Indianapolis Student Health Center	<a href="https://studentaffairs.indianapolis.iu.edu/health/medical/index.html">https://studentaffairs.indianapolis.iu.edu/health/medical/index.html</a> Coleman Hall, Room 100 1140 W. Michigan St. Indianapolis, IN 46202 317-274-8214

Campus Menu

## IU Kokomo

Contact Type	Contact Information
Counseling and Psychological Services	<a href="https://kokomo.iu.edu/counseling-and-psychological-services/index.html">https://kokomo.iu.edu/counseling-and-psychological-services/index.html</a> Kelley Student Center, KC 210D 2300 S. Washington St., Kokomo, IN 46904 765-455-9203

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## IU Northwest

Contact Type	Contact Information
Counseling Services	<a href="https://northwest.iu.edu/counseling-services/index.html">https://northwest.iu.edu/counseling-services/index.html</a> Hawthorn Hall, Room 201 3400 Broadway Gary, IN 46408 219-980-6741 <a href="mailto:iunoocs@iun.edu">iunoocs@iun.edu</a>
IU Northwest Campus Health and Wellness Clinic	<a href="https://northwest.iu.edu/health-wellness-center-clinic/">https://northwest.iu.edu/health-wellness-center-clinic/</a> Dunes Medical/Professional Building, Rm. 1027 210 W 35th Ave Gary, IN 46408 219-980-7250 <a href="mailto:health4u@iun.edu">health4u@iun.edu</a>

Campus Menu

## IU South Bend

Contact Type	Contact Information
Counseling and Psychological Services	<a href="https://southbend.iu.edu/students/student-support-services/counseling-center/index.html">https://southbend.iu.edu/students/student-support-services/counseling-center/index.html</a> Administration Building, Suite 175A 1700 Mishawaka Ave, South Bend, IN 46634 574-520-4125
Campus Health and Wellness Center	<a href="https://healthscience.iusb.edu/health-and-wellness-center/index.html">https://healthscience.iusb.edu/health-and-wellness-center/index.html</a> Vera Z. Dwyer Hall 1960 Northside Blvd. South Bend, IN 46615 574-520-5557

Campus Menu

## IU Southeast

Contact Type	Contact Information
Counseling and Psychological Services	<a href="https://southeast.iu.edu/personal-counseling/index.html">https://southeast.iu.edu/personal-counseling/index.html</a> University Center South, Room 207 4201 Grant Line Road, New Albany, IN 47150 812-941-2244





## Preparation of Crime Statistics

### Preparation of the disclosure of crime statistics

IUPD prepares a disclosure of crime statistics and publishes it as part of this Annual Security and Fire Safety Report by October 1 each year, adding new statistics for the previous year. Three years' worth of statistics are included for certain types of crimes, as defined in the Clery Act, that were reported to have occurred: on campus; in certain non-campus buildings or property owned or controlled by the university; or on public property on or immediately adjacent to the campus. Reported crimes that occur in IU owned or controlled housing that are occupied by students, or in IU owned or controlled student apartments, are reported as occurring in on-campus residential units, a subset of the reported crimes already included in the on-campus category. Reports of crimes and attempted crimes are listed according to the calendar year in which the crime was reported, as required by the Clery Act, as are arrests and referrals for illegal alcohol, drug, and weapons violations. Statistics are based on IUPD records and those gathered annually by written request from cooperating law enforcement agencies and campus security authorities.



Each year, enrolled students, faculty, and staff are notified via email when the new Annual Security and Fire Safety Report is available, which is generally on or before October 1. Prospective students and prospective employees are notified of the report during application processes.

Statistics are reported using the Uniform Crime Reporting (UCR) Program and other definitions determined in the Clery Act. Definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson,

Weapons: Carrying, Possessing, etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI's Uniform Crime Reporting (UCR) program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI's National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual. Definitions for the categories of Domestic Violence, Dating Violence and Stalking, are obtained from the Violence Against Women Act of 1994 and repeated in the Department's Clery Act regulations.

## Crimes at non-campus locations

IUPD uses university records to identify and monitor activity at non-campus property. Non-campus property, for this purpose, is defined as (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. IUPD sends annual requests to the law enforcement agencies with jurisdiction over these locations to request crime statistics and to be alerted when a serious or ongoing threat is occurring at any non-campus location. Although IUPD sends out such requests annually not all law enforcement agencies respond and sometimes the response provides crime statistics that are not in a usable format for Clery Act reporting.





**IU Bloomington**

Office of Student Conduct  
812-855-5419

**IU Columbus**

Dean of Students  
812-348-7251

**IU East**

Dean of Students  
765-973-8525

**IU Indianapolis**

Office of Student Conduct  
317-274-4431

**IU Kokomo**

Office of the Dean of  
Students  
765-455-9203

**IU Northwest**

Office of the Vice  
Chancellor of Student  
Affairs  
219-980-6586

**IU South Bend**

Office of Student Conduct  
574-520-5536

**IU Southeast**

Office of Dean of Student  
Life  
812-941-2316



No IU campus operates off-campus housing or off-campus student organization facilities.

**Obtaining registered sex offender information**

Effective January 1, 2003, Zachary's Law requires sheriffs' departments to jointly establish and maintain the Indiana Sheriffs' Sex Offender Registry to provide detailed information about individuals who register as sex or violent offenders. The purpose of the registry is to inform the general public about the identity, location, and appearance of sex and violent offenders who live, work, or study in Indiana. This law is also in compliance with section 121 of Adam Walsh Child Protection and Safety Act of 2006 (42U.S.C 16921). Under the federal Campus Sex Crimes Prevention Act, any sex offender who is already required to register in any U.S. state must provide notice to any institution of higher education in the state(s) in which that person is employed, carries on a vocation, and/or is a student.





**The Indiana  
Sex and Violent  
Offender  
Registry**

Access the registry

**For students at  
our L.A.  
campus,**

Access California's sex  
offender registry,  
named Megan's Law

**The National  
Sex Offender  
Registry**

Access public state,  
territorial, and tribal sex  
offender registries



## Definitions of Crimes & Geography

## CRIMES

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

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

**Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, A sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

In 2025, NIBRS Fondling was updated to Criminal Sexual Contact and is defined as, "The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation."

The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation."

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

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

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

**Burglary:** the unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

**Motor Vehicle Theft:** the theft or attempted theft of a motor vehicle. This includes thefts and attempted thefts of electric bikes and scooters.

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

**Hate Crimes:** 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 this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability. Hate crimes reported include all of the crimes listed here, plus destruction/damage/vandalism of property, intimidation, larceny/theft, and simple assault which are motivated by bias.

- **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.
- **Larceny-Theft:** the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or



possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

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

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

*\*\*Please note, after an evaluation of Indiana Criminal Code in 2024, starting in January 2025, acts of domestic and dating violence will be almost all be counted as domestic violence in statistics due to the Indiana Criminal code for domestic violence found under IC 35-31.5-2-78 and 35-31.5-2-128.*

**Dating Violence:** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship 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—(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (B) Dating violence does not include acts covered under the definition of domestic violence.

**Stalking:** engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition—(A) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. (B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. (C) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

**Hazing:** Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons), against another person or persons regardless of the willingness of such other person or persons to participate, that is committed during an initiation into, an affiliation with, or the maintenance of membership in, a student organization and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization of physical or psychological injury.

*\*\*Please note, statistics for these types of incidents will not be included in the 2025 published ASR. Hazing statistics will first get published in calendar year 2026.*

**Unfounded Crimes:** A crime reported to a campus security authority including campus law enforcement but omitted from the crime statistics because it was later determined through investigation by sworn or commissioned law enforcement personnel to have been false or baseless when made (meaning the crime did not occur and/or was never attempted).

**Arrest:** persons processed by arrest, citation or summons.

**Referral 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.

- **Weapons Law Violations:** 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.
- **Drug Abuse Violations:** the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation



substances and the equipment or devices utilized in their 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.

- **Liquor Law Violations:** the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**Consent:** The State of Indiana does not have a legal definition of consent.

## GEOGRAPHY

**On Campus:** Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

**Residential Facilities:** Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonably contiguous geographic area that makes up the campus.



**Some IU campuses do not operate residential facilities; these campuses will not include a column for crimes committed in a residential facility.**

**On-Campus Total:** This category is a total of all the on-campus statistics, combining the statistics from residential facilities located on-campus, and all other on-campus property.

**Non-Campus:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.

**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.



## Annual Crime Statistics

IU Bloomington

IU East—Lawrenceburg Ctr

IU Northwest

IU Bloomington—Columbus

IU Fort Wayne

IU South Bend

IU Bloomington—Los Angeles

IU Indianapolis

IU South Bend—Elkhart Ctr

IU Columbus

IU Kokomo

IU Southeast

IU East

Campus Menu

# IU Bloomington



## Murder/Non-Negligent Manslaughter

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0



### Manslaughter by Negligence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	6	28	34	9	0
2023	4	26	30	1	0
2022	1	37	38	5	0

### Fondling

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	9	17	26	3	0
2023	7	11	18	1	0
2022	5	30	35	4	3

### Incest

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Statutory Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Robbery

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	2	0	2	2	0
2023	1	1	2	0	4
2022	2	4	6	1	0

### Aggravated Assault

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	7	6	13	6	2
2023	1	2	3	2	5
2022	4	0	4	6	2

### Burglary

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	14	23	37	14	0
2023	14	15	29	8	0
2022	4	11	15	13	0

### Motor Vehicle Theft

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	66	0	66	1	0
2023	18	0	18	5	0
2022	8	0	8	8	0

### Arson

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	3	3	6	0	0
2023	1	0	1	2	0
2022	4	0	4	0	0

### Domestic Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	5	9	14	1	2
2023	9	7	16	1	1
2022	7	6	13	8	1

### Dating Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	4	7	11	0	2
2023	0	12	12	0	0
2022	2	31	33	0	0

### Stalking\*

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	50	57	107	6	3
2023	37	67	104	5	3
2022	24	49	73	2	2

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violation

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	3
2023	0	0	0	0	1
2022	2	0	2	1	5



### Arrests—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	21	1	22	0	11
2023	18	35	53	0	9
2022	61	26	87	1	50

### Arrests—Liquor Law Violation

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	36	9	45	2	8
2023	19	27	46	1	7
2022	77	60	137	11	19

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	19	49	68	4	4
2023	18	86	104	1	2
2022	38	72	110	1	13

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	53	1112	1165	19	5
2023	46	938	984	0	7
2022	36	774	810	2	9

Unfounded Crimes

Year	Total Unfounded Crimes
2024	Five (5) unfounded crimes
2023	Thirteen (13) unfounded crimes
2022	Seven (7) unfounded crimes

Hate Crimes

Year	Total Hate Crimes
2024	<ul style="list-style-type: none"><li>• Four (4) vandalism characterized by a bias of race occurred On-Campus</li><li>• One (1) simple assault characterized by a bias of ethnicity occurred On-Campus</li><li>• One (1) simple assault characterized by a bias of sexuality occurred On-Campus residential.</li><li>• One (1) vandalism characterized by a bias of national origin occurred on non-campus facility</li><li>• One (1) intimidation characterized by a bias of religion occurred On-campus</li></ul>
2023	<ul style="list-style-type: none"><li>• Three (3) simple assaults characterized by a bias of ethnicity occurred On-Campus residential.</li><li>• One (1) stalking characterized by a bias of sex occurred On-Campus residential.</li><li>• One (1) intimidation characterized by a bias of country of origin occurred On-Campus.</li><li>• One (1) vandalism characterized by a bias of race occurred On-Campus residential.</li></ul>
2022	<ul style="list-style-type: none"><li>• One (1) vandalism characterized by a bias of gender occurred On-Campus</li><li>• One (1) intimidation characterized by a bias of religion occurred On-Campus</li></ul>

Campus Menu

IU Bloomington—Eskenazi School  
of Art, Architecture + Design, Columbus, IN



### Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Manslaughter by Negligence

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Rape

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Fondling

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Incest

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0



### Statutory Rape

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Robbery

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Aggravated Assault

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Burglary

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Arson

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Domestic Violence

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Dating Violence

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Stalking\*

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

*\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.*

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0



### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Public Property
2024	0	0
2023	0	0
2022	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

### Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

[Campus Menu](#)

**IU Bloomington—Los Angeles**



### Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	1	0
2022	0	0	0

### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	1	0
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	2	0
2022	0	0	0



### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	5	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	4	0
2022	0	0	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	7	0
2022	0	0	0

### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

### Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes



# IU Columbus



## Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

## Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	1	0	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	1	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

Campus Menu

IU East



Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

Campus Menu

IU East Lawrenceburg Center



### Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2022	0	0	0
2023	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

Campus Menu



### Murder/Non-Negligent Manslaughter

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Manslaughter by Negligence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	2	3	0	0
2023	0	1	1	0	0
2022	0	1	0	0	0

### Fondling

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	2	2	0	0
2023	2	0	2	0	0
2022	0	1	1	0	0

### Incest

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Statutory Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Robbery

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	0	1	1	0	0
2022	0	0	0	0	0

### Aggravated Assault

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	1	1	0	0
2022	0	0	0	0	0



### Burglary

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	0	2	2	0	0
2022	1	0	1	0	0

### Motor Vehicle Theft

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	2	0	2	0	2
2022	1	0	0	0	0

### Arson

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Domestic Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	1	1	2	0	0
2022	0	1	1	1	0

### Dating Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	2	2	0	0
2023	0	7	7	0	0
2022	1	0	0	0	1

### Stalking\*

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	1	0	1	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violation

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	1	2	0	0
2023	0	0	0	0	0
2022	0	1	1	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	1	1	0	0
2023	0	11	11	0	0
2022	0	5	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	2	2	0	0
2022	0	1	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	11	11	0	0
2023	0	21	21	0	0
2022	0	5	5	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	27	27	0	0
2023	0	52	52	0	0
2022	0	66	66	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

### Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes



# IU Indianapolis



## Murder/Non-Negligent Manslaughter

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	1
2023	0	0	0	0	0
2022	0	0	0	0	0

## Manslaughter by Negligence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	7	6	13	1	0
2023	1	8	9	0	0
2022	0	9	9	0	0

### Fondling

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	5	0	5	1	1
2023	1	0	1	0	1
2022	7	3	10	0	6

### Incest

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Statutory Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Robbery

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	5	1	6	0	1
2023	1	1	2	0	0
2022	3	1	4	0	1

### Aggravated Assault

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	6	1	7	0	7
2023	5	1	6	0	4
2022	3	3	6	0	4

### Burglary

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	8	4	12	0	0
2023	6	1	7	1	0
2022	14	17	31	0	0

### Motor Vehicle Theft\*

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	51	0	51	0	4
2023	40	0	40	0	3
2022	9	1	10	2	0

\* The majority of the Motor Vehicle Theft statistics were part of a nationwide trend involving Kia and Hyundai manufactured vehicles.

### Arson

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	4
2023	0	1	1	0	0
2022	0	0	0	0	0



### Domestic Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	33	12	45	0	4
2023	6	3	9	0	2
2022	2	0	2	1	0

### Dating Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	2	5	7	0	0
2022	3	26	29	0	0

### Stalking\*

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	26	6	32	0	0
2023	9	16	25	0	0
2022	20	11	31	0	1

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	3
2023	1	0	1	0	1
2022	2	0	2	0	7

### Arrests—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	11	2	13	0	15
2023	15	11	26	0	57
2022	19	11	30	0	33

### Arrests—Liquor Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	3
2022	0	10	10	0	3

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	7	7	0	0
2023	1	5	6	0	1
2022	9	14	23	0	1

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	63	63	0	1
2023	0	37	37	0	0
2022	1	55	56	0	0

Unfounded Crimes

Year	Total Unfounded Crimes
2024	Seventeen (17) unfounded crimes
2023	Five (5) unfounded crimes
2022	Sixteen (16) unfounded crimes

Hate Crimes

Year	Total Unfounded Crimes
2024	One (1) reported mischief characterized by anti-religion bias
2023	Three (3) reported hate crimes: <ul style="list-style-type: none"><li>• One (1) reported intimidation, characterized by sexual orientation</li><li>• Two (2) reported mischief, one (1) characterized by religion, and one (1) characterized by race.</li></ul>
2022	Two (2) reported intimidations: <ul style="list-style-type: none"><li>• one (1) characterized by a bias of race and</li><li>• one (1) characterized by a bias of religion, on-campus</li></ul>

Campus Menu

IU Kokomo





### Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	2	0	1
2023	0	0	0
2022	0	0	0

### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	1	0	0
2022	0	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	2	1	0
2023	1	0	0
2022	0	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.



### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

Campus Menu



### Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	1
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	1
2023	0	0	1
2022	0	0	1

### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	1	0	0
2022	0	0	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	1	0	0
2023	0	0	0
2022	0	0	0

### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	1	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	3	0	0
2022	2	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	1	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	2
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	One (1) unfounded crimes
2023	One (1) unfounded crime
2022	One (1) unfounded crime

### Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

# IU South Bend



## Murder/Non-Negligent Manslaughter

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

## Manslaughter by Negligence

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Rape

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	1	1	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Fondling

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	2	0	2	0	0
2023	0	1	1	0	0
2022	0	1	1	0	0

### Incest

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Statutory Rape

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Robbery

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	2	0	2	0	1
2023	0	0	0	0	0
2022	1	0	1	0	0



### Aggravated Assault

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	3	3	0	1
2023	1	1	2	0	0
2022	0	0	0	0	0

### Burglary

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	2	0	2	0	0
2023	0	3	3	0	0
2022	0	0	0	0	0

### Motor Vehicle Theft

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	3	0	3	0	0
2023	0	1	1	0	0
2022	0	0	0	0	1

### Arson

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	1	0	1	0	0

### Domestic Violence

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	3	3	6	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Dating Violence

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	3	3	0	0
2023	2	5	7	0	0
2022	0	0	0	0	0

### Stalking\*

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	8	6	14	0	0
2023	6	2	8	0	0
2022	2	1	3	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violation

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Arrests—Drug Law Violations

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	1
2023	0	0	0	0	0
2022	0	0	0	0	0

### Arrests—Liquor Law Violation

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	7	7	0	0
2022	2	0	2	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	20	20	0	0
2023	0	18	18	0	0
2022	0	18	18	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	Five (5) unfounded crimes
2023	One (1) unfounded crime
2022	Zero (0) unfounded crimes

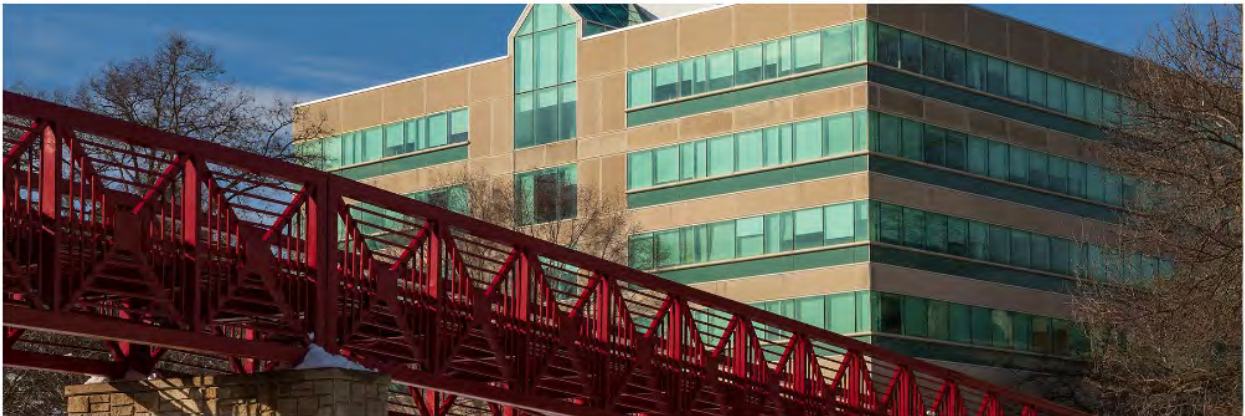


Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) hate crimes
2023	Zero (0) hate crimes
2022	Zero (0) hate crimes

Campus Menu

IU South Bend—Elkhart Center



Murder/Non-Negligent Manslaughter

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Manslaughter by Negligence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Fondling

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Incest

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Statutory Rape

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Robbery

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Aggravated Assault

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Burglary

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arson

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0



### Domestic Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Dating Violence

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Stalking\*

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Arrests—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2024	0	0	0
2023	0	0	0
2022	0	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus Total	Non Campus	Public Property
2023	0	0	0
2022	0	0	0
2021	0	0	0

### Unfounded Crimes

Year	Total Unfounded Crimes
2024	Zero (0) unfounded crimes
2023	Zero (0) unfounded crimes
2022	Zero (0) unfounded crimes

### Hate Crimes

Year	Total Hate Crimes
2024	Zero (0) reported hate crimes
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes

Campus Menu

## IU Southeast

### Murder/Non-Negligent Manslaughter

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0



### Manslaughter by Negligence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	1	2	3	0	0
2022	0	0	0	0	0

### Fondling

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	4	4	0	0
2023	0	0	0	0	0
2022	0	16	16	0	0

### Incest

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Statutory Rape

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Robbery

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Aggravated Assault

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	3	3	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Burglary

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	4	4	0	0
2023	3	2	5	0	0
2022	0	0	0	0	0

### Motor Vehicle Theft

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Arson

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	2	0	2	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Domestic Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	2	1	3	0	0
2022	0	0	0	1	0

### Dating Violence

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	1	1	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Stalking\*

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	4	17	21	0	0
2023	11	5	16	0	0
2022	3	2	5	0	0

\* In 2022, based on guidance from the Department of Education, crimes of extortion were counted as stalking offenses.

### Arrests—Weapon Law Violation

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0



### Arrests—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	0	1	0	0
2023	0	0	0	0	0
2022	1	0	1	0	0

### Arrests—Liquor Law Violation

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Referrals for Disciplinary Action—Weapon Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	0	0	0	0
2023	0	0	0	0	0
2022	0	0	0	0	0

### Referrals for Disciplinary Action—Drug Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	1	4	5	0	0
2023	0	0	0	0	0
2022	0	2	2	0	0

### Referrals for Disciplinary Action—Liquor Law Violations

Offense Year	On Campus	Residential	On Campus Total	Non Campus	Public Property
2024	0	12	12	0	0
2023	0	24	24	0	0
2022	0	11	11	0	0

## Unfounded Crimes

Year	Total Unfounded Crimes
2024	Seven (7) unfounded crimes
2023	One (1) unfounded crime
2022	One (1) unfounded crime

## Hate Crimes

Year	Total Unfounded Crimes
	Five (5) reported hate crimes: <ul style="list-style-type: none"><li>• One (1) Clery Stalking characterized by a bias of ethnicity occurred On-Campus residential.</li><li>• One (1) Vandalism characterized by a bias of ethnicity occurred On-Campus residential.</li><li>• One (1) Intimidation characterized by a bias of ethnicity occurred On-Campus residential.</li><li>• One (1) Intimidation characterized by a bias of religion occurred On-Campus residential.</li><li>• One (1) Clery Stalking characterized by a bias of ethnicity occurred On-Campus residential.</li></ul>
2024	
2023	Zero (0) reported hate crimes
2022	Zero (0) reported hate crimes



## Emergency Response and Evacuation Procedures



IU Emergency Management and Continuity (IUEMC) assists departments and campuses with developing, maintaining, and implementing emergency operations plans, developing and conducting exercises, hazard and risk education, and building partnerships with external response agencies. IUEMC is responsible for assisting with and coordinating the university's overarching mitigation, preparedness, response and recovery programs.

Emergency response and evacuation procedures are documented in the campus Comprehensive Emergency Management Plans and Emergency Procedures and Building Emergency Action Plans. Evacuation route maps are posted in hallways throughout campus buildings. Procedures for potential emergencies can be found at: <https://protect.iu.edu/emergency-continuity/emergency-situations/index.html>.

The procedures the University will take to alert the community are outlined in the "Campus Wide Notifications" section of this report. Specific to emergency alerts, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and/or employees, the university will immediately notify the campus community through the use of an emergency alert. Confirmation may be achieved through on-call response from police, security, or university administration, the review of camera footage in the area the emergency was allegedly reported, among other possibilities afforded to the Public Safety team.

If an alert is warranted, they are generally distributed to the entire campus community, regardless of location or incident. However, on rare occasions, the incident management team may segment the population that received the alert. The incident management team will review persons involved and if the entirety of the campus community would not benefit from an alert, university administration may deliver the message to only those affected by the incident. The message would be delivered as outlined in the "Emergency Alert" section of this report.



## Training for Students, Faculty, and Staff

Training on student housing evacuation procedures is provided at student orientation and reinforced throughout the year by: Resident Assistants at IU Bloomington, IU Indianapolis, and IU South Bend, and Community Advisors at IU Southeast. IU Indianapolis's Housing and Residence Life live-in student/professional staff receive annual training on emergency response/preparedness from the following units: IU Indianapolis Police Department; Office of Insurance, Loss Control & Claims; IU Emergency Management & Continuity; CAPS Staff; Office of Student Conduct (Clery, Title IX response); and HRL Staff.

The Office of Insurance, Loss Control and Claims also provides training in large group situations covering the operation of portable fire extinguishers, alarms systems and sprinkler systems and emergency evacuations.

## Reporting a Fire





In the event of an emergency, occupants should call local responders via 911, and activate the fire alarm, then exit the building. After the emergency has been abated, persons that must be notified are:



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#### **IU Bloomington**

- IUPD: 812-855-4111
- Office of Insurance, Loss Control and Claims:  
812-855-9758

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#### **IU Indianapolis**

- IUPD: 317-274-7911
- Office of Insurance, Loss Control and Claims:  
812-855-9758

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#### **IU South Bend**

- IUPD: 574-520-4239
- Office of Insurance, Loss Control and Claims:  
812-855-9758

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#### **IU Southeast**

- IUPD: 812-941-2400
- Office of Insurance, Loss Control and Claims:  
812-855-9758

## Student Evacuation Procedures

In general, Indiana University policy includes the posting of "EMERGENCY EVACUATION" signage in prominent locations in all buildings. On these signs are instructions for evacuation procedures from a student's individual room, including: Call 911, get dressed, take room key, feel door, check for smoke, alert others while exiting and be accounted for in your predetermined "safe location" and a "You Are Here" drawing of the building.

All residents who live in on-campus housing, owned by Indiana University, are provided with a handbook that outlines the fire safety requirements for those units. These handbooks are reviewed and updated annually. Inspections are conducted on student housing to ensure safe fire practices are followed.



### All residents are reminded to take all fire alarms seriously.

For the safety of individuals and others in the community, it is important to exit in a calm and orderly manner to prevent accidents. Exiting the building allows fire personnel in emergencies to concentrate on those unable to leave and saving the structure and possessions within the building.

#### Bloomington Residential Facilities

The procedures are located here:  
<https://housing.indiana.edu/my-housing/safety.html>. See your RA or CM for specific fire evacuation instructions.

#### IU Indianapolis Residential Facilities

The procedures are located here:  
<https://studentaffairs.indianapolis.iu.edu/housing/current-resident/index.html>. See your RA for specific fire evacuation instructions. Familiarize yourself with the fire safety instructions.

#### IU South Bend Residential Facilities

The procedures are located here:  
<https://southbend.iu.edu/housing/families-and-guests/policies.html>. See your Community Advisor for specific fire evacuation instructions. Residents should familiarize themselves with the posted fire safety and evacuation instructions.

#### IU Southeast Residential Facilities

The procedures are located here:  
<https://southeast.iu.edu/housing/handbook/safety-security/index.html>. See your Community Advisor for specific fire evacuation instructions. Residents should familiarize themselves with the fire safety and evacuation instructions affixed to the back of apartment doors.





## Fire Safety



### Want to know more?

Find INLOCC's policies and procedures.



## Fire Safety Policies

In order to minimize the potential for fires at university student housing facilities, and place the safety of all residents and guests first, the following items are prohibited inside any residence facilities, including the apartments/rooms within:

- Any open flame device or object including candles, incense sticks and related accessories.
- Barbeque grills, hibachis, smokers (open-flame stoves/cooking devices), and other related accessories including lighter fluids and similar types of products.
- Fireworks or explosive materials, whether factory or homemade.
- Flammable liquids and other similar materials, including but not limited to turpentine, shellacs, varnishes, etc.
- Gas engines.
- Halogen lamps, sometimes called torchieres.
- Hoverboards, mopeds, motorcycles, electric bikes, battery chargers for transportation equipment and other similar vehicles.
- Live Christmas trees or non-fire-retardant artificial Christmas trees.
- Smoking anywhere inside the building, unit, or apartment.
- Portable space heaters.
- Tanning beds.

For a complete list of fire safety policies, please visit: <https://inlocc.iu.edu/policies/index.html>

## Campus-Specific Prohibited Items

In addition to the list above, the following items are prohibited in all residence facilities, including the apartments/rooms within for specific campuses:

### IU Indianapolis

#### —Additional Prohibited Items

- Ceiling fans
- Electronic cigarettes, vaporizing devices, or items designed or altered for the use of illegal drugs
- Fog machines
- Hookah
- Lofts/Loft kits

### IU Southeast

#### —Additional Prohibited Items

- Ceiling fans
- Deep fryers
- Electrical power strips without circuit breakers
- Fog machines

## Additional Safety Requirements

Some additional fire safety requirements include, but are not limited to:

- Avoid the use of extension cords.
- Never prop open fire-rated doors.
- Do not cover your apartment door with wrapping paper or other flammable materials. Do not hang decorations from the ceiling, sprinkler or fire strobe systems. Do not hang decorations from patios and balconies, or any location which may obstruct visibility in windows.
- Do not use charcoal grills inside apartments, on balconies, or any place smoke may enter the building. Never empty hot coal ashes into trash bins.
- Other items that are identified as posing health or safety risks to the campus community, may be prohibited at your campus residential facility. Check with your RA or Community Advisor for additional information.



## Residential Safety Considerations

### IU Bloomington Housing

The only permitted electrical appliances in apartment housing must be the Underwriters Laboratory (UL) listed, equipped with thermostatic controls, and rated at 700 watts (6 amps) or less. Such electrical items include extension cords and outlet strips. You may use type "S", "SJ", or 14-gauge wire. Extension cords, surge protectors, and using LCDI technology, such as FireShield®, are strongly recommended.

### IU Fort Wayne

Please refer to the [Purdue University Fort Wayne Annual Security and Fire Safety Report](#). Also contained under

**Appendix D**

### IU South Bend Housing

Park grills are placed around the units for resident use. Residents are encouraged to purchase charcoal and lighter fluid intended for one time use or store said items in the trunk of their car. Residents may not keep grills within the apartment or on patios or balconies. Fire safety procedures are located here: <https://southbend.iu.edu/housing/families-and-guests/Residence%20Hall%20Policies%20and%20Procedures.pdf>. See your RA for specific fire evacuation instructions.

### IU Southeast Housing

Each lodge is equipped with a functioning gas-log fireplace. Extreme care should be exercised when using the fireplace. Residents using the fireplace are responsible for keeping the glass doors or screens open while the fire is burning and closing them when finished. Foreign objects or materials may not be placed into the fireplace at any time. If a resident is found misusing or abusing the fireplace, they may be subject to disciplinary action.



## Special Events

Special events, inside or out, must receive an Amusement & Entertainment Permit from Indiana State Fire Marshal's Office before approval to hold the event is granted by the university. See:

<https://inlocc.iu.edu/policies/entertainment-permits.html>.



## Future Fire Safety Improvements

All campuses with residential facilities will have the addition of NFPA 13 compliant fire suppression systems and the replacement of non-voice fire alarm systems throughout as buildings and units are refurbished.



## Tests, Drills, and Exercises

Announced and/or unannounced drills are scheduled and executed annually to test evacuation and emergency procedures. Drills are an important exercise in ensuring safe behavior should an actual emergency occur.

Although the number may vary, in most instances, there is one evacuation fire drill each Fall and Spring semester for campus residential facilities and three evacuation fire drills from September 1 to August 31 for year-round housing units. There are typically four or five evacuation fire drills in total per year.

An announced test of the IU Notify emergency notification system is conducted at least once per calendar year. This test also publicizes the <https://protect.iu.edu> website, which contains information about emergency procedures.



Each test, drill, and exercise is designed to evaluate IU's emergency plans and capabilities and is documented in writing. The documentation includes a description of the test/drill/exercise, the date held, the time started and ended, whether the test/drill/exercise was announced or unannounced and includes any follow-through activities designed for assessment and evaluation of emergency plans and capabilities. Data on IU's tests, drills, and exercises is maintained by IU's office of Emergency Management and Continuity and Insurance, Loss, Control, and Claims (INLOCC). INLOCC maintains documentation surrounding fire drills.

For data on IU Fort Wayne, please refer to the [Purdue University Fort Wayne Annual Security and Fire Safety Report](#)  contained under

**Appendix D**

## Fire Safety System Definitions

A **"Full Sprinkler System"** is defined as having a sprinkler system installed that complies with the NFPA 13 standard as adopted by the state of Indiana.

A **"Partial Sprinkler System"** is defined as having a sprinkler system in common areas only, or in high hazard areas, e.g., kitchens.



## Fire Safety Systems

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## IU Bloomington

### Fire Safety Systems





## IU Bloomington Fire Safety Systems

Facility Name	Address	Fire Alarm	Sprinkler System	Portable Extinguishers	Evacuation Plans	Evacuation Drills
3rd & Union Apartments	290 S. Union St.	Yes	Full	Yes	Yes	4
Ashton-Barnes	1786 E. 10th St.	Yes	None	Yes	Yes	0
Ashton-Griggs	1776 E. 10th St.	Yes	None	Yes	Yes	0
Ashton-Hershey	1788 E. 10th St.	Yes	None	Yes	Yes	4
Ashton-Johnston	1770 E. 10th St.	Yes	None	Yes	Yes	4
Ashton-Moffatt	1774 E. 10th St.	Yes	None	Yes	Yes	4
Ashton-Stempel	1784 E. 10th St.	Yes	None	Yes	Yes	4
Ashton-Vos	1778 E. 10th St.	Yes	None	Yes	Yes	4
Beech Hall	1801 E. 7th St.	Yes	Full	Yes	Yes	4
Birch Hall	1800 E. 10th St.	Yes	Full	Yes	Yes	4
Briscoe Quad	1225 N. Fee Ln.	Yes	Full	Yes	Yes	4
Campus View Apartments	800 N. Union St.	Yes	Full	Yes	Yes	4
Cedar Hall	445 N. Union St.	Yes	Full	Yes	Yes	4
Collins-Cravens	541 N. Woodlawn Ave.	Yes	None	Yes	Yes	4
Collins-Edmondson	541 N. Woodlawn Ave.	Yes	None	Yes	Yes	4
Collins-Smith	541 N. Woodlawn Ave.	Yes	None	Yes	Yes	4
Cypress Hall	25 N. Union St.	Yes	Full	Yes	Yes	4
Eigenmann Hall	1900 & 1910 E. 10th St.	Yes	Full	Yes	Yes	4
Forest Quad	1725 E. 3rd St.	Yes	Full	Yes	Yes	4
Foster-Harper	1000 N. Fee Ln.	Yes	None	Yes	Yes	4
Foster-Jenkinson	1000 N. Fee Ln.	Yes	None	Yes	Yes	4
Foster-Magee	1000 N. Fee Ln.	Yes	None	Yes	Yes	4
Foster-Martin	1000 N. Fee Ln.	Yes	None	Yes	Yes	4
Foster-Shea	1000 N. Fee Ln.	Yes	None	Yes	Yes	4
Goodbody Hall	1011 E. 3rd St.	Yes	Full	Yes	Yes	4
Hickory Hall	1820 E. 10th St.	Yes	Full	Yes	Yes	4
Hillcrest Apartments	611 N. Fess Ave. / 674 E. Cottage Grove Ave.	Yes	Partial	Yes	Yes	4
Linden Hall	435 N. Union St.	Yes	Full	Yes	Yes	4
Mason Hall	1930 E. 7th St.	Yes	Full	Yes	Yes	4
McNutt North	1101 N. Fee Ln.	Yes	Full	Yes	Yes	4
McNutt South	1101 N. Fee Ln.	Yes	Full	Yes	Yes	4
McNutt Center	1101 N. Fee Ln.	Yes	Full 1	Yes	Yes	4
Memorial Hall	1021 E. 3rd St.	Yes	Full	Yes	Yes	4
Pine Hall	405 N. Union St.	Yes	Full	Yes	Yes	4
Read Hall	125 S. Eagleson Ave.	Yes	Partial	Yes	Yes	4



Smallwood on College	455 N. College Ave.	Yes	None	Yes	Yes	0
Spruce Hall	1801 E. Jones Ave.	Yes	Full	Yes	Yes	4
Teter Quad	501 N. Sunrise Dr.	Yes	Partial	Yes	Yes	4
Tulip Tree Apartments	2451 E. 10th St.	Yes	Full	Yes	Yes	4
University Apartments East	1603 E. 3rd St.	Yes	None	Yes	Yes	4
Walnut Grove Center-Persimmon	1200 N. Walnut Grove St.	Yes	Full	Yes	Yes	4
Walnut Grove Center-Chestnut	1100 N. Walnut Grove St.	Yes	Full	Yes	Yes	4
Willkie A Building (North)	150 N. Rose Ave.	Yes	Full	Yes	Yes	4
Willkie Center Building	150 N. Rose Ave.	Yes	Partial	Yes	Yes	4
Willkie B Building (South)	150 N. Rose Ave.	Yes	Full	Yes	Yes	4
Wright Quad	501 N. Eagleson Ave.	Yes	None	Yes	Yes	Under renovation

## IU Bloomington Fire Safety Systems—Rental Properties

Address	Fire Alarm	Sprinkler System	Portable Extinguishers	Evacuation Plans	Evacuation Drills
102 S. Bryan	No	No	Yes	No	0
1020 N. Indiana	No	No	Yes	No	0
104 S. Bryan	No	No	Yes	No	0
1104 N. Woodlawn	No	No	Yes	No	0
1106 N. Woodlawn	No	No	Yes	No	0
1112 N. Indiana	No	No	Yes	No	0
113 N. Bryan	No	No	Yes	No	0
117 S. Union	No	No	Yes	No	0
118 S. Bryan	No	No	Yes	No	0
120 S. Bryan	No	No	Yes	No	0
1200 E. Atwater	No	No	Yes	No	0
1202 N. Woodlawn	No	No	Yes	No	0
1209 E. Matlock	No	No	Yes	No	0
121 N. Bryan	No	No	Yes	No	0
1212 E. Atwater	No	No	Yes	No	0
1216 N. Woodlawn	No	No	Yes	No	0
1220 E. Atwater	No	No	Yes	No	0
1610 E. 3rd	No	No	Yes	No	0
1708 E. 3rd	No	No	Yes	No	0
1812 E. 3rd	No	No	Yes	No	0
1815 E. Atwater	No	No	Yes	No	0
1834 E. 3rd	No	No	Yes	No	0
1902 E. 3rd	No	No	Yes	No	0
2021 E. 3rd	No	No	Yes	No	0
2027 E. 3rd	No	No	Yes	No	0
2029 E. 3rd	No	No	Yes	No	0
2031 E. 3rd	No	No	Yes	No	0
200 S. Bryan	No	No	Yes	No	0
204 S. Bryan	No	No	Yes	No	0
206 S. Bryan	No	No	Yes	No	0
209 S. Dunn Duplex	No	No	Yes	No	0
209 S Union	No	No	Yes	No	0
2101 E. 3rd	No	No	Yes	No	0
2105 E. 3rd	No	No	Yes	No	0
211 S. Union	No	No	Yes	No	0
212 S. Bryan	No	No	Yes	No	0
214 N Dunn Duplex	No	No	Yes	No	0

214 S. Bryan	No	No	Yes	No	0
215 E. 2nd	No	No	Yes	No	0
2200 N. Dunn	No	No	Yes	No	0
222 N. Dunn	No	No	Yes	No	0
2204 N. Headley Road	No	No	Yes	No	0
2610 N. Headley Road	No	No	Yes	No	0
307-309 N. Indiana Ave.	No	No	Yes	No	0
314 N. Dunn	No	No	Yes	No	0
314 S. Henderson	No	No	Yes	No	0
315 S. Mitchell	No	No	Yes	No	0
318 N. Union	No	No	Yes	No	0
319 S. Mitchell	No	No	Yes	No	0
325 S. Arbutus	No	No	Yes	No	0
330 S. Eastside	No	No	Yes	No	0
401 S. Eastside	No	No	Yes	No	0
406 N. Fess	No	No	Yes	No	0
409 N. Indiana	No	No	Yes	No	0
411 S. Lincoln	No	No	Yes	No	0
417 N. Indiana	No	No	Yes	No	0
421 N. Park	No	No	Yes	No	0
422 S. Grant	No	No	Yes	No	0
02 E. 4th Duplex	No	No	Yes	No	0
502 E. 9th	No	No	Yes	No	0
502 N. Fess	No	No	Yes	No	0
502 N. Indiana	No	No	Yes	No	0
506 N. Indiana	No	No	Yes	No	0
507-509 E. 7th	No	No	Yes	No	0
508 E. 3rd	No	No	Yes	No	0
509 N. Fess	No	No	Yes	No	0
516 N. Indiana	No	No	Yes	No	0
519 N. Fess	No	No	Yes	No	0
520 N. Fess	No	No	Yes	No	0
520 N. Indiana	No	No	Yes	No	0
528 N. Indiana	No	No	Yes	No	0
607 E. 13th	No	No	Yes	No	0
615 E. 11th	No	No	Yes	No	0
615 E. 13th	No	No	Yes	No	0
615 E. 14th	No	No	Yes	No	0
620 E. 11th	No	No	Yes	No	0
621 E. 11th	No	No	Yes	No	0



622 E. 11th	No	No	Yes	No	0
623 E. 13th	No	No	Yes	No	0
701 E. 10th	No	No	Yes	No	0
703 E. 11th	No	No	Yes	No	0
707 E. 11th	No	No	Yes	No	0
708 E. 11th	No	No	Yes	No	0
710 E. Cottage Grove	No	No	Yes	No	0
710 E. Fess Ave.	No	No	Yes	No	0
715 E. 11th	No	No	Yes	No	0
716 N. Indiana	No	No	Yes	No	0
718 N. Indiana	No	No	Yes	No	0
721 N. Park	No	No	Yes	No	0
722 N. Indiana	No	No	Yes	No	0
725 N. Woodlawn	No	No	Yes	No	0
801 E. 10th	No	No	Yes	No	0
802 E. Cottage Grove	No	No	Yes	No	0
805 E. Cottage Grove	No	No	Yes	No	0
809 E. 10th	No	No	Yes	No	0
813 N. Park	No	No	Yes	No	0
815 E. Cottage Grove	No	No	Yes	No	0
815 N. Park Ave.	No	No	Yes	No	0
822 E. 11th	No	No	Yes	No	0
822 E. Cottage Grove	No	No	Yes	No	0
824 E. Cottage Grove	No	No	Yes	No	0
824.5 E. Cottage Grove	No	No	Yes	No	0
829 N. Fess	No	No	Yes	No	0
905 E. 14th	No	No	Yes	No	0
908 E. 14th St	No	No	Yes	No	0
913 E. 14th	No	No	Yes	No	0
920 E. Atwater	No	No	Yes	No	0

# IU Indianapolis

## Fire Safety Systems



## IU Indianapolis Fire Safety Systems

Facility Name	Address	Fire Alarm	Sprinkler System	Portable Extinguishers	Evacuation Plans	Evacuation Drills
Ball Annex	1232 W. Michigan St.	Yes	Partial	Yes	Yes	2
Ball Residence	1226 W. Michigan St.	Yes	Partial	Yes	Yes	2
Blackburn House	1337 W. Michigan St.	Yes	Full	Yes	Yes	2
Blackford House	1327 W. Michigan St.	Yes	Full	Yes	Yes	2
Boaz House	1314 Hine St.	Yes	Full	Yes	Yes	2
Cable House	1321 W. Vermont St.	Yes	Full	Yes	Yes	2
Clark House	1331 W. Vermont St.	Yes	Full	Yes	Yes	2
Finney House	320 W. Vermont St.	Yes	Full	Yes	Yes	2
Fox House	1330 W. Vermont St.	Yes	Full	Yes	Yes	2
Garrett House	1305 Hine St.	Yes	Full	Yes	Yes	2
Graduate Townhouse B	350 Lansing St.	Yes	Full	Yes	Yes	0
	352 Lansing St.					
	354 Lansing St.					
	356 Lansing St.					
	358 Lansing St.					
	360 Lansing St.					
	355 Limestone St.					
Graduate Townhouse C	357 Limestone St.	Yes	Full	Yes	Yes	0
	402 Lansing St.					
	404 Lansing St.					
	406 Lansing St.					
	408 Lansing St.					
	410 Lansing St.					
	412 Lansing St.					
Graduate Townhouse D	405 Limestone St.	Yes	Full	Yes	Yes	0
	407 Limestone St.					
	420 Lansing St.					
	422 Lansing St.					
	424 Lansing St.					
	426 Lansing St.					
	428 Lansing St.					
Hardrick House	430 Lansing St.	Yes	Full	Yes	Yes	2
	425 Limestone St.					
	427 Limestone St.					
Hardrick House	350 Limestone St.	Yes	Full	Yes	Yes	2
Honors House	343 Porto Alegre St.	Yes	Full	Yes	Yes	2
International House	340 Limestone St.	Yes	Full	Yes	Yes	2
Lohse House	445 Porto Alegre Dr.	Yes	Full	Yes	Yes	2
McCormick House	1335 Hine St.	Yes	Full	Yes	Yes	2
Montgomery House	1325 Hine St.	Yes	Full	Yes	Yes	2
North Hall	820 W. North St.	Yes	Full	Yes	Yes	2
Orvis House	1345 Hine St.	Yes	Full	Yes	Yes	2



Ransom House	410 Limestone St.	Yes	Full	Yes	Yes	2
Rubins House	420 Limestone St.	Yes	Full	Yes	Yes	2
Sewall House	1344 Hine St.	Yes	Full	Yes	Yes	2
Stewart House	1334 Hine St.	Yes	Full	Yes	Yes	2
Stout House	1324 Hine St.	Yes	Full	Yes	Yes	2
Thornbrough House	35 Porto Alegre St.	Yes	Full	Yes	Yes	2
University Tower	911 W. North St.	Yes	Full	Yes	Yes	2
Walker House	1341 W. Vermont St.	Yes	Full	Yes	Yes	2
Warthin House	333 Porto Alegre St.	Yes	Full	Yes	Yes	2
Candlewood Suites	1152 N. White River Parkway W. Dr.	Yes	Full	Yes	Yes	0

# IU South Bend

## Fire Safety Systems



### IU South Bend Fire Safety Systems

Facility Name	Address	Fire Alarm	Sprinkler System	Portable Extinguishers	Evacuation Plans	Evacuation Drills
River Crossing-Bridge	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Creek	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Crew	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Oxbow	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Portage	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Riverview	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Watershed	1735 Titan Dr.	Yes	Full	Yes	Yes	4
River Crossing-Whitewater	1735 Titan Dr.	Yes	Full	Yes	Yes	4



# IU Southeast

## Fire Safety Systems



IU Southeast Fire Safety Systems

Facility Name	Address	Fire Alarm	Sprinkler System	Portable Extinguishers	Evacuation Plans	Evacuation Drills
Forest Lodge	4201 Grant Line Rd.	Yes	Full	Yes	Yes	4
Grove Lodge	4201 Grant Line Rd.	Yes	Full	Yes	Yes	4
Meadow Lodge	4201 Grant Line Rd.	Yes	Full	Yes	Yes	4
Orchard Lodge	4201 Grant Line Rd.	Yes	Full	Yes	Yes	4
Woodland Lodge	4201 Grant Line Rd.	Yes	Full	Yes	Yes	4





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## IU Bloomington

### Fire Statistics



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## IU Bloomington Fire Statistics

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### 3rd & Union Apartments, 290 S. Union St.

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### Ashton-Barnes, 1786 E. 10th St.

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### Ashton-Griggs, 1776 E. 10th St.

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### Ashton-Hershey, 1788 E. 10th St.

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Ashton-Johnston, 1770 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Ashton-Moffatt, 1774 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Ashton-Stempel, 1784 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Ashton-Vos, 1778 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**Banta Apartments. 1130 N. Union Ct. – no longer occupied after 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Beech Hall, 1801 E. 7th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Birch Hall, 1800 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Briscoe Quad, 1225 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Campus View Apartments 800 N. Union St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Cedar Hall, 445 N. Union St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Collins-Cravens, 541 N. Woodlawn Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Collins-Edmondson, 541 N. Woodlawn Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Collins-Smith, 541 N. Woodlawn Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Cypress Hall, 425 N. Union St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Eigenmann Hall, 1900 & 1910 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Evermann Apartments, 2001 E. Lingelbach Ln. - no longer occupied after 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**Forest Quad, 1725 E. 3rd St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Foster-Harper, 1000 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Foster-Jenkinson, 1000 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Foster-Magee, 1000 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Foster-Martin, 1000 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Foster-Shea, 1000 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**IUB Fire Statistics  
(G–W)**[IUB Statistics Menu](#)**Goodbody Hall, 1011 E. 3rd St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Hickory Hall, 1820 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Hillcrest Apartments, 611 N. Fess Ave. / 674 E. Cottage Grove Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	1	1	Unknown Origin – fire in bedroom floor	0	0	\$100-\$999
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Linden Hall, 435 N. Union St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Mason Hall, 1930 E. 7th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**McNutt Center, 1101 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**McNutt North, 1101 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**McNutt South, 1101 N. Fee Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Memorial Hall, 1021 E. 3rd St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Nutt Apartments, 1105 N. Union St. – Demolished 2023**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Pine Hall, 405 N. Union St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Read Hall, 125 S. Eagleson Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	1	1	Unintentional stovetop fire	0	0	\$100-\$999
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Redbud Apartments, 1 (East) 2100 E. Lingelbach Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	1	1	Unintentional – cooking fire	0	0	\$10,000 - \$24,999

**Redbud Apartments, 2 (North) 2200 E. Lingelbach Ln.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Smallwood on College, 455 N. College Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Spruce Hall, 1801 E. Jones Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Teter Quad, 501 N. Sunrise Dr.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	1	1	Arson – toilet paper roll set on fire	0	0	\$0-\$99
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Tulip Tree Apartments, 2451 E. 10th St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	1	1	Unintentional – Cooking fire	0	0	\$0-\$99



**University Apartments East 1603 E. 3rd St.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Walnut Grove Center-Persimmon, 1200 N. Walnut Grove St. — Opened 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	2	2	One Arson – Couch cushion burned; One Arson – Holes burnt through a bulletin board	0	0	\$0-\$99
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Walnut Grove Center-Chestnut, 1100 N. Walnut Grove St. – Opened 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Willkie A Building (North), 150 N. Rose Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Willkie Center Building, 150 N. Rose Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Willkie B Building (South), 150 N. Rose Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	1	1	Unintentional – Dryer fire	0	0	\$1,000-\$9,999

**Wright Quad, 501 N. Eagleson Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	1	1	Unintentional – Electrical fire	0	0	\$1,000-\$9,999

**IU Bloomington Fire Statistics  
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Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1020 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**104 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1104 N. Woodlawn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1106 N. Woodlawn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**1112 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**113 N. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**117 S. Union**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**118 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**120 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1200 E. Atwater**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1202 N. Woodlawn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	1	1	Unintentional - Electrical Fire	0	0	\$100-\$999
2022	0	0	N/A	N/A	N/A	N/A

**1209 E. Matlock**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**121 N. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1212 E. Atwater**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1216 N. Woodlawn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1220 E. Atwater**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**1610 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1708 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1812 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1815 E. Atwater**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1834 E. 3rd – Acquired 2021**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**1902 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**200 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**2020 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 2027 E. 3rd

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 2029 E. 3rd

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 2031 E. 3rd

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

## IU Bloomington Fire Statistics (200-406)

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### 204 S. Bryan – Faculty housing as of 2021

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	N/A	N/A	N/A	N/A	N/A	N/A



**206 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**209 S. Dunn Duplex**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**209 S. Union**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**2101 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**2105 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**211 S. Union**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**212 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**214 N. Dunn Duplex – Occupied in 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**214 S. Bryan**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**215 E. 2nd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**2200 N. Dunn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**2204 N. Headley Rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**222 N. Dunn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**2610 N. Headley Rd.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**307-309 N. Indiana Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**310 - 312 N. Park – Converted to office 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**314 N. Dunn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**314 S. Henderson**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**315 S. Mitchell**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**318 N. Union**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**319 S. Mitchell**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**325 S. Arbutus - Acquired 2021**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**330 S. Eastside**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**401 S. Eastside**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



#### 406 N. Fess

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

## IU Bloomington Fire Statistics

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#### 409 N. Indiana

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

#### 411 S. Lincoln

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

#### 417 N. Indiana

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**421 N. Park**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**422 S. Grant**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**502 E. 4th Duplex**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**502 E. 9th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**502 N. Fess – Staff rental for 2022**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	N/A	N/A	N/A	N/A	N/A	N/A

**502 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**506 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**507-509 E. 7th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**508 E. 3rd**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**509 N. Fess**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**516 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**519 N. Fess**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**520 N. Fess**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**520 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**528 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**607 E. 13th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**615 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**615 E. 13th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**615 E. 14th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**620 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



### 621 E. 11th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 622 E. 11th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 623 E. 13th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

## IU Bloomington Fire Statistics (701-920)

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### 701 E. 10th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**703 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**707 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**708 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**710 E. Cottage Grove**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**710 E. Fess Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**715 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**716 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**718 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**721 N. Park**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**722 N. Indiana**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**725 N. Woodlawn**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**801 E. 10th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 802 E. Cottage Grove

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 805 E. Cottage Grove

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 809 E. 10th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 813 N. Park

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**815 E. Cottage Grove**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**815 N. Park Ave.**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**822 E. 11th**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**822 E. Cottage Grove**

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



### 824 E. Cottage Grove

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 824.5 E. Cottage Grove

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 829 N. Fess

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 905 E. 14th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 908 E. 14th St.

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 913 E. 14th

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### 920 E. Atwater

Year	No. of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

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**IU Indianapolis**

**Fire Statistics**



#### Ball Annex 1232 W. Michigan St.

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

#### Ball Residence 1226 W. Michigan St.

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

#### Blackburn House 1337 W. Michigan St.

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**Blackford House 1327 W. Michigan St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Boaz House 1314 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Cable House 1321 W. Vermont St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	1	1	Unintentional – Cooking fire – oil in skillet ignited	N/A	N/A	\$0-\$99

**Clark House 1331 W. Vermont St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Finney House 1320 W. Vermont St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Fox House 1330 W. Vermont St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Garrett House 1305 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Hardrick House 350 Limestone St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Honors House 343 Porto Alegre St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Graduate Townhouse B - 350 Lansing St., 352 Lansing St., 354 Lansing St., 356 Lansing St., 358 Lansing St., 360 Lansing St., 355 Limestone St., 357 Limestone St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Graduate Townhouse C - 402 Lansing St., 404 Lansing St., 406 Lansing St., 408 Lansing St., 410 Lansing St., 412 Lansing St., 405 Limestone St., 407 Limestone St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Graduate Townhouse D - 420 Lansing St., 422 Lansing St., 424 Lansing St., 426 Lansing St., 428 Lansing St., 430 Lansing St., 425 Limestone**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**International House 340 Limestone St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Lohse House 445 Porto Alegre Dr.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**McCormick House 1335 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Montgomery House 1325 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**North Hall 820 W North St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	1	1	Arson - Burning of a pull station	0	0	\$0-\$99
2022	0	0	N/A	N/A	N/A	N/A

**Orvis House 1345 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Ransom House 410 Limestone St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Rubins House 420 Limestone St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Sewall House 1344 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Stewart House 1334 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Stout House 1324 Hine St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Thornbrough House 435 Porto Alegre St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



**University Tower 911 W. North St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Walker House 1341 W. Vermont St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Warthin House 333 Porto Alegre St.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	1	1	Cooking fire – oil caught fire	0	0	\$1,000 - \$9,999
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Candlewood Suites 1152 N. White River Parkway W. Dr.**

Year	Number of Fires	Fire Incident	Cause	Injuries requiring medical treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

# IU South Bend

## Fire Statistics



### River Crossing-Bridge 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

### River Crossing-Creek 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

River Crossing-Crew 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

River Crossing-Oxbow 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

River Crossing-Portage 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

River Crossing-Riverview 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A



River Crossing-Watershed 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

River Crossing-Whitewater 1735 Titan Dr.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

Campus Menu

IU Southeast  
Fire Statistics



**Forest Lodge 4201 Grant Line Rd.**

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Grove Lodge 4201 Grant Line Rd.**

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Meadow Lodge 4201 Grant Line Rd.**

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	1	1	Unintentional - Pot boiled over and briefly caught stove burner on fire	N/A	N/A	\$0-\$99
2023	0	0	N/A	N/A	N/A	N/A
2022	0	0	N/A	N/A	N/A	N/A

**Orchard Lodge 4201 Grant Line Rd.**

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	2	2	Unintentional - Cooking fire - one was a stove top coil caught fire, one was a skewer stick caught fire	0	0	\$0-\$99
2023	2	2	Unintentional - Cooking fires - one in the drip pan, one on the stove top	N/A	N/A	\$0-\$99
2022	2	2	Unintentional - Cooking fires - one in the drip pan, one in a skillet	N/A	N/A	\$0-\$99

### Woodland Lodge 4201 Grant Line Rd.

Year	Number of Fires	Fire Incident	Cause	Injuries Requiring Medical Treatment	Related Deaths	Value of Property Damaged
2024	0	0	N/A	N/A	N/A	N/A
2023	0	0	N/A	N/A	N/A	N/A
2022	1	1	Unintentional - Cooking fire started on a burner	N/A	N/A	\$0-\$99

**For ANY EMERGENCY, dial 911.**

## Resources

### National Suicide Prevention Hotline

800-273-8255 or 988

### LGBTQ+ National Crisis Hotline

888-843-4564

### Office of Insurance Loss Control & Claims

Administrative: 812-855-9758

Webpage: <https://inlocc.iu.edu/index.html>

### Office of Civil Rights Compliance

Email: [ocrc@iu.edu](mailto:ocrc@iu.edu)

Webpage: <http://stopsexualviolence.iu.edu/>

Sexual Misconduct

Resources: <https://stopsexualviolence.iu.edu/prevention-education/index.html>

### Stop Hazing at IU

Email: [stuwell@iu.edu](mailto:stuwell@iu.edu)

Webpage: <http://stophazing.iu.edu/index.html>

Sexual Misconduct

Policies and Key Terms: <https://stophazing.iu.edu/policies-terms/index.html>

## Indiana University Public Safety



[protect.iu.edu](https://protect.iu.edu)



### **Administrative**

812-855-2004  
2427 East 2nd Street  
Bloomington, Indiana 47401  
Email: [iupsadm@iu.edu](mailto:iupsadm@iu.edu)  
Webpage: <https://protect.iu.edu/>

### **Environmental Health and Safety**

812-855-2004  
  
Webpage: [https://protect.iu.edu/  
environmental-health](https://protect.iu.edu/environmental-health)

### **Emergency Management and Continuity**

812-274-8152  
  
Email: [iuemc@iu.edu](mailto:iuemc@iu.edu)  
  
Webpage: [https://protect.iu.edu/  
emergency-continuity/index.html](https://protect.iu.edu/emergency-continuity/index.html)

## **Indiana University Police Department**

**All campuses**

### **Emergency: 911**

Webpage: <https://protect.iu.edu/iu-police-department/index.html>

Anonymous Reporting: <https://protect.iu.edu/iu-police-department/report/anonymous-report.html>



### **IUPD at IU Bloomington**

Non-Emergency: 812-855-4111

1469 East 17th Street  
Bloomington, Indiana 47408  
Email: [iupdbi@iu.edu](mailto:iupdbi@iu.edu)

### **IUPD at IU Columbus**

Non-Emergency: 812-348-7233

or 812-348-7388  
  
Learning Center  
4555 Central Avenue, Room 1616  
Columbus, Indiana 47203  
Email: [youngwk@iu.edu](mailto:youngwk@iu.edu)

### **IUPD at IU East**

Non-Emergency: 765-973-8429

Tom Raper Hall  
2325 Chester Blvd. Room #115  
Richmond, Indiana 47374  
Email: [iuepd@iu.edu](mailto:iuepd@iu.edu)

### **IU Fort Wayne**

#### **Purdue University Police Dept.**

Administrative: 260-481-6827

Support Services Building  
2101 East Coliseum Boulevard  
Fort Wayne, Indiana 46805  
Webpage:  
<https://www.pfw.edu/police/>

### **IUPD at IU Indianapolis**

Non-Emergency: 317-274-2058

992 Indiana Avenue  
Indianapolis, Indiana 46202  
Email: [iupdiui@iu.edu](mailto:iupdiui@iu.edu)

### **IUPD at IU Kokomo**

Emergency: 911 or 765-455-9363

Non-Emergency: 765-455-9432  
  
Kelley Student Center  
2300 South Washington, Room 106  
Kokomo, IN 46902  
Email: [iupdko@iuk.edu](mailto:iupdko@iuk.edu)

### **IUPD at IU Northwest**

Non-Emergency: 219-980-6501

Moraine Hall  
105 West 33rd Avenue, Room 116  
Gary, Indiana 46408  
Email: [iupdnw@iun.edu](mailto:iupdnw@iun.edu)

### **IUPD at IU South Bend**

Non-Emergency: 574-520-4239

Elkhart Center: 574-520-4499  
  
2002 Mishawaka Avenue  
South Bend, Indiana 46615  
Email: [iupdsb@iusb.edu](mailto:iupdsb@iusb.edu)

### **IUPD at IU Southeast**

Non-Emergency: 812-941-2400

University Center North  
4201 Grant Line Road, Room 027  
New Albany, IN 47150  
Email: [sepolice@ius.edu](mailto:sepolice@ius.edu)

### **IU Fort Wayne**

*The following is the police/security contact for IU Fort Wayne, which by agreement is still covered by Purdue University. For assistance, contact Purdue University police.*

#### **Purdue University Police Dept.**

Administrative: 260-481-6827

Support Services Building  
2101 East Coliseum Boulevard  
Fort Wayne, Indiana 46805  
Webpage:  
<https://www.pfw.edu/police/>

## **Appendix A**

### **IU Sexual Misconduct Policy (UA-03)**

#### **Discrimination, Harassment, and Sexual Misconduct**

UA-03

## About This Policy

Effective Date:

03-01-2015

Date of Last Review/Update:

06-26-2025

Responsible University Office:

Office of Civil Rights Compliance

Responsible University Administrator:

President, Indiana University

Academic Leadership Council Executive Committee

### Contents

- I. Overarching Policy Tenets
- II. Summary of Rights of the Complainant and Respondent in all Complaint Resolution Procedures
- III. Student Discrimination & Harassment Complaint Resolution Procedures
- IV. Academic Appointee & Staff Discrimination & Harassment Complaint Resolution Procedures
- V. Overarching Procedures for Responding to Reports of Sexual Misconduct
- VI. Student Sexual Misconduct – Title IX Complaint Resolution Procedures
- VII. Academic Appointee and Staff Sexual Misconduct – Title IX Complaint Resolution Procedures
- VIII. Student Sexual Misconduct – University Complaint Resolution Procedures
- IX. Academic Appointee and Staff Sexual Misconduct – University Complaint Resolution Procedures

Policy Contact:

Associate Vice President of Civil Rights Compliance/University Title IX Coordinator

[ocrc@iu.edu](mailto:ocrc@iu.edu)

Policy Feedback:

If you have comments or questions about this policy, let us know with the [policy feedback form](#) .



# Scope

- I. This policy applies to all members of the Indiana University community, including:
  - A. All students
  - B. All academic appointees, staff and part time (hourly) employees
  - C. All others while on Indiana University property, including employees of third-party vendors and contractors, volunteers, and visitors, and others while involved in an off-campus Indiana University program or activity.
- II. Other university policies and codes related to misconduct remain in effect for complaints of misconduct other than discrimination, harassment and/or sexual misconduct. However, any report or complaint of misconduct that includes elements of the [covered behaviors](#) below may be addressed in accordance with this policy and its related complaint resolution procedures.

## Policy Statement

### I. OVERARCHING POLICY TENETS

- A. Indiana University prohibits discrimination and harassment on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status ("protected classes") in matters of admission, employment, housing, services, and in its educational programs and activities.
- B. This policy governs the university's response to all forms of [discrimination](#) and [harassment](#), and [sexual misconduct](#). Such behaviors are unacceptable under Indiana University policy. (See UA-01, Indiana University Non-Discrimination Policy </policies/ua-01-non-discrimination/archived-06142024-01312025.html>.) The university does not tolerate conduct in violation of this policy and will take action to prevent and address such misconduct.
- C. It is the policy of the university to comply with all applicable federal and state laws regarding unlawful discrimination and harassment against protected classes. Procedures for reporting incidents of discrimination, harassment and/or sexual misconduct, and for investigating and adjudicating formal complaints, are part of this policy and are included below. These complaint resolution processes may vary depending on applicable law and policies relevant to the specific misconduct. In appropriate cases, and upon consultation with the Vice President and General Counsel, the university reserves the right to take prompt action in accordance with other university procedures. Questions about this policy, as well as the applicable complaint and complaint resolution processes, may be directed to the appropriate contacts set forth in this policy. (See Additional Contacts.)
- D. Individuals who believe they have experienced discrimination, harassment and/or sexual misconduct in violation of this policy, and all members of the university community who may be aware of such incidents, are encouraged to promptly report incidents of discrimination, harassment, and/or sexual misconduct to the appropriate designated officials. (See Additional Contacts.)
- E. Some employees may have reporting obligations based on their role and responsibilities under this and other policies (See [Employee Reporting Obligations](#).)
- F. Retaliation against anyone who makes a report of discrimination, harassment and/or sexual misconduct, or who participates in an investigation under any of the complaint resolution procedures set forth herein, is prohibited. (See [Retaliation](#).)
- G. For every report, the university will review the circumstances of the reported conduct to determine whether the university has jurisdiction over the parties involved, and to take steps within its control to eliminate, prevent, and address the reported conduct. The university will respond promptly to all reports and assess all information available; the potential Complainant(s) will be offered information regarding resources and supportive measures, as well as options regarding reporting and applicable complaint resolution procedures. Where a formal complaint is filed or initiated, the university will provide a fair and impartial investigation and resolution, provide supportive and interim measures and, in the event a policy violation is found, impose appropriate sanctions and provide remedial measures. The appropriateness and severity of the sanctions imposed, up to and including termination or expulsion of the offender, will depend on the circumstances of the particular case. If the Respondent is not a member of the university community or is no longer affiliated with the university at the time of the report or at the time a formal complaint is initiated (including when the Respondent has graduated or left the university), the university typically is unable to take disciplinary action or conduct an investigation through the complaint resolution procedures herein.



## II. JURISDICTION

- A. This policy applies to any reported discrimination, harassment and/or sexual misconduct that is alleged to have occurred on campus, in the context of any university program or activity, or among current members of the university community off campus. This policy also applies to reported discrimination, harassment and/or sexual misconduct that has a continuing adverse effect or creates a hostile environment for one or more individuals.
- B. The applicable complaint resolution process for addressing a formal complaint will depend on a number of factors, including the type and nature of the alleged conduct, the role of the parties, where the alleged conduct occurred, and applicable law.
- C. For disciplinary action to be issued, the Respondent must be a student, academic appointee, or staff employee of the university. All third-party vendors or contractors are subject to the policies and procedures of their employers, however, the university reserves the right to bar a non-community member from being present. This policy's complaint resolution procedures do not apply to reports that a volunteer or non-member of the university community engaged in discrimination, harassment, and/or sexual misconduct. The university may take steps to eliminate, prevent, and address the reported conduct by volunteers or non-community members without going through the complaint resolution process.
- D. Where the reported behavior undermines the security of the university community or poses a serious threat to self or others, other applicable university procedures for suspension or dismissal may be applied.

## III. COVERED BEHAVIORS

This policy applies to the following behaviors and conduct. A formal complaint that a member of the university community engaged in one or more of these covered behaviors will be addressed pursuant to the applicable complaint resolution procedures.

- A. **Discrimination:** Prohibited discrimination is treating someone differently based on their actual or perceived membership in a [protected class](#), or any other classification protected by law, in matters of admissions, employment, education, or in the programs or activities of the university.
  - 1. In determining whether discrimination occurred, the university considers whether there was an adverse impact on the individual's work or education environment and whether individuals outside of the protected class received more favorable treatment. If there was an adverse impact on the individual's work or education environment, the university considers whether there is a legitimate, non-discriminatory reason for the action.
  - 2. Examples of discrimination can include refusing to hire or promote someone because of their membership in a protected class; denying someone a raise or employment benefit because of their membership in a protected class; reducing someone's job responsibilities because of their membership in a protected class; denying someone access to an educational program based on their membership in a protected class; or denying someone access to a university facility based on their membership in a protected class.
- B. **Harassment:** Harassment prohibited under this policy is verbal or physical conduct, or conduct using technology, directed towards someone because of their membership in a protected class (or a perception that someone is a member of a protected class) that has the purpose or effect of substantially interfering with the individual's access to education or work, or creating an intimidating, hostile or offensive working environment or academic experience.
  - 1. An individual's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective such that it unreasonably interferes with, limits, or deprives a member of the university community of the ability to participate in or receive benefits, services, or opportunities from the university's education or employment programs and/or activities.
  - 2. In determining whether a hostile environment exists, the university will examine the context, nature, scope, frequency, duration, and location of incidents as well as the relationships of the individuals involved, and apply the appropriate standard according to the applicable complaint resolution procedures.
  - 3. Examples of harassment can include offensive jokes, slurs, name-calling, intimidation, ridicule or mockery, or displaying or circulating offensive objects and pictures that are based on a protected class, including [sex and gender-based harassment](#).
  - 4. Harassment not based on membership in a protected class that has the purpose or effect of substantially interfering with the individual's access to education or work, or creating an intimidating, hostile or offensive working environment or academic experience, is also prohibited and will be addressed by the appropriate human resources, academic affairs, or



student conduct processes.

C. **Sexual Misconduct:** All forms of Sexual Misconduct, which are more fully defined within this policy:

1. [Sexual Harassment](#)
2. [Sexual Assault](#)
3. [Sexual Exploitation](#)
4. [Dating Violence](#)
5. [Domestic Violence](#)
6. [Stalking](#)

D. Academic Appointee and staff employee relationships with students are governed by UA-22, [Employee Relationships Involving Students](#) </policies/ua-22-employee-relationships-involving-students/index.html> .

## IV. INTELLECTUAL INQUIRY AND DEBATE

- A. In determining whether discrimination, harassment and/or sexual misconduct has occurred and what type of remedy, if any, might be appropriate in a given case, the university will also consider the fact that free intellectual inquiry, debate, and constructive dialogue are vital to the university's academic mission and must be protected even when the views expressed are unpopular or controversial. Accordingly, any form of speech or expressive conduct that is protected by state or federal law, including the First Amendment, is not subject to this policy.
- B. This policy is meant neither to proscribe nor to inhibit discussions, in or out of the classroom, of complex, controversial, or sensitive matters, including matters involving protected characteristics, when, in the judgment of a reasonable person, they arise for legitimate academic and pedagogical purposes. This includes intellectual inquiry, debate, and dialogue on related issues. The mere expression of views, words, symbols, or thoughts that some people find offensive does not by itself create a hostile environment.

## V. EDUCATION, PREVENTION, AND TRAINING

- A. Every Indiana University campus shall publicize and provide ongoing educational programming for students, employees and other members of the university community to promote awareness of the problems caused by discrimination, harassment and sexual misconduct and to help prevent and attempt to reduce its occurrence. Educational programs and information will include campus-specific information on how and where to report, resources available, and safe and positive options for bystander intervention to address, intervene, and prevent such conduct. Efforts will be made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found at each campus.
- B. Employee training shall be provided to all employees regarding the requirements of this policy. Certain training may be mandated by applicable federal or state law. The appropriate training will be tailored to the audience and will include reporting and response obligations, available resources, and information about how to prevent and identify discrimination, harassment and/or sexual misconduct. Individuals specifically involved in implementing this policy and its procedures will be trained regarding their application, conducting the investigations, hearings and other decision-making processes, conflict of interest and unconscious bias, and other aspects of this policy.

## Reason For Policy

- I. Indiana University is committed to the success, safety and well-being of all members of the university community, including students, academic appointees, and staff. Indiana University recognizes that discrimination, harassment, and/or sexual misconduct may result in grave and often long-lasting effects on those involved and is committed to conducting timely investigation of allegations and to taking appropriate actions and consequences following investigations.
- II. Indiana University is committed to compliance with state and federal laws regarding discrimination, harassment and/or sexual misconduct, to making required reporting to state and federal agencies, and to working with law enforcement officials and agencies where applicable. The university is also committed to using its resources in research and education to improve programs aimed at preventing and reducing discrimination, harassment and sexual misconduct in our community and ensuring safe, diverse, equitable, and inclusive communities.
- III. In cases where an individual is listed as key personnel on a federal sponsored award (e.g. including but not limited to National Science Foundation and the National Institutes of Health), the university may be required to report any determination that the individual violated UA-03 as well as if they are placed on administrative leave or other administrative action has been imposed against a federal investigation. Such investigations will be shared with the Authorized Organizational Representative in the Office of



as a result of an investigation. Such instances will be shared with the Authorized Organizational Representative in the Office of Research Administration to report to the funding agency.

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## **Procedures**

I.

### **TENETS APPLICABLE TO ALL COMPLAINT RESOLUTION PROCESSES**

#### **A. University Provided Information:**

- A. The appropriate designated official will promptly contact anyone who reports to the university that they have experienced discrimination, harassment, and/or sexual misconduct and will offer to meet and provide written information about:
  - a. Potentially applicable university procedures, including to whom and how a formal complaint can be filed, as well as the individual's rights and options within the university proceedings;
  - b. If the conduct is of a potential criminal nature, options about the involvement of and reporting to law enforcement, and information about the importance of preserving evidence that may assist in proving the alleged criminal offense occurred, as well as how to preserve such evidence;
  - c. Civil orders of protection issued by courts and how to obtain such orders; and
  - d. Available campus and community resources, including the availability of supportive measures.

#### **B. Reporting an Incident:**

1. In an emergency or where immediate help is needed, call 911.
2. Anyone wishing to report an incident of discrimination, harassment and/or sexual misconduct that may be of a criminal nature can do so by contacting local law enforcement. If the incident did not occur on campus, IUPD can help direct the individual to the appropriate law enforcement agency.
3. The university encourages anyone who has experienced discrimination, harassment and/or sexual misconduct to report what happened to the university, to ensure they are informed of the available supportive measures, on and off campus resources, options to make a formal complaint, and applicable complaint resolution processes, and to allow the university to respond appropriately. Anyone wishing to report can do so by contacting the designated official on their campus or by completing the online form. (See Additional Contacts.)
4. Reports of sexual misconduct made to a [Responsible Employee](#) that are not initially reported to the [University Sexual Misconduct & Title IX Coordinator](#) and/or [Deputy Sexual Misconduct & Title IX Coordinator\(s\)](#) for the respective campus will be shared with those officials in a timely manner.
5. If a report of discrimination, harassment and/or sexual misconduct is not made initially to the Indiana University Police Department (IUPD), and the information indicates it may be a crime reportable under the [Clery Act](#) [/policies/ua-16-clery-act-compliance/archived-03-05-2019-09-13-2022.html](#) , non-identifying information regarding the date, time, location and nature of the crime will be shared with IUPD for purposes of complying with the Clery Act.
6. If the university receives a report that indicates law enforcement should be informed and involved due to the potential threat to health and safety of an individual or the university community, the university may also share the identifying information needed for appropriate response by IUPD or law enforcement agency with jurisdiction.

#### **C. Sexual Misconduct Involving a Child/Minor:**

Sexual misconduct involving a child/minor (anyone under 18 years of age) must be reported. Indiana state law requires that any individual who has reason to believe that a child/minor is a victim of child abuse or neglect (including sexual misconduct) has an affirmative duty to make an oral report to the Indiana Department of Child Services hotline 1-800-800- 5556 or to their local law enforcement or to IUPD. Failure to report may result in criminal charges. Other university policy requirements regarding reporting apply for students or employees working in positions covered by the Programs Involving Children policy. (See [PS-01, Programs Involving Children](#) [/policies/ps-01-programs-involving-children/archived-10122023-08092024.html](#) for more information.)

#### **D. Amnesty:**

1. The university strongly encourages students to report instances of discrimination, harassment and/or sexual misconduct. Therefore, students who report an incident pursuant to this policy will not be disciplined by the university for violations of the Code of Student Rights, Responsibilities & Conduct related to their report and/or seeking assistance in



violations of the Code of Student Rights, Responsibilities & Conduct related to their drug and/or alcohol consumption in connection with the reported incident.

2. Students are also afforded immunity against certain charges for alcohol-related crimes under Indiana's Lifeline Law in connection with a report of a medical emergency, so long as they cooperate with law enforcement at the scene. (See IC 7.1-5-1-6.5.)

#### **E. Retaliation:**

Protections against retaliation are critical to reducing the prevalence of discrimination, harassment, and sexual misconduct within the university community. Retaliation against anyone who has reported an incident of discrimination, harassment and/or sexual misconduct, provided information, or participated in procedures or an investigation into a report of discrimination, harassment and/or sexual misconduct, is prohibited by the university and may be considered and addressed

as a potential violation of this policy or other applicable university policies. Acts of retaliation include intimidation, threats, coercion, discrimination, and/or harassment, whether physical or communicated verbally or via written communication (including the use of e-mail, texts, and social media), as well as adverse changes in work or academic environments, or other adverse actions or threats. The university will take steps to prevent retaliation and will impose sanctions on anyone or any group who is found to have engaged in retaliation in violation of this policy. Concerns about potential retaliation in connection with a report of discrimination, harassment, and/or sexual misconduct should be reported to the designated officials under this policy. (See Additional Contacts.)

#### **F. Roles, Duties and Obligations of Certain Employees:**

##### **1. Sexual Misconduct & Title IX Coordinators ("Coordinator(s)"):**

- a. The University Sexual Misconduct & Title IX Coordinator ("University Coordinator") will be promptly informed of all reports of sexual misconduct and will oversee the university's review, investigation, and resolution of those reports to ensure the university's compliance with applicable law and this policy.
- b. Deputy Sexual Misconduct & Title IX Coordinators ("Deputy Coordinators") will be promptly informed of all reports of sexual misconduct for their campus and pursuant to their specific delegated role, and will assist the University Coordinator in ensuring that outreach, response, investigation and adjudication occurs in accordance with applicable law and this policy.
- c. Deputy Coordinators and other officials within the university will work with the University Coordinator to ensure that adequate education, training, and appropriate resources are available and provided on their respective campus.
- d. The University Coordinator will monitor the university's education programs and activities for barriers to reporting information about conduct that may reasonably constitute sex discrimination and will take reasonable steps to address such barriers.

##### **2. Equity Officials:**

- a. The Associate Vice President of Institutional Equity ("AVP of Institutional Equity") will be promptly informed of all reports of discrimination and harassment and will oversee the university's review, investigation, and resolution of those reports to ensure the university's compliance with applicable law and this policy.
- b. Campus Equity Officials will be promptly informed of all reports of discrimination and harassment for their campus and will assist the AVP of Institutional Equity to ensure that outreach, response, investigation and adjudication occurs in accordance with applicable law and this policy.
- c. Campus Equity Officials will work with the AVP of Institutional Equity and other officials within the university to ensure that adequate education, training, and appropriate resources are available and provided on their respective campus.

#### **G. Employee Reporting Obligations:**

Certain employees within the university, based on the nature of their role and the type of information known to them, may have a duty to report discrimination, harassment and/or sexual misconduct to the appropriate designated university officials to ensure the university can respond promptly. These obligations are set forth below:

1. **Discrimination & Harassment:** University employees with teaching responsibility or supervisory authority within the university are obligated to promptly report incidents of discrimination or harassment to the designated campus Equity Official. (See Additional Contacts.)
2. **Sexual Misconduct:**



1. Employees designated as “[Responsible Employees](#)”

are obligated to promptly report incidents of sexual misconduct to the University Coordinator or their designated campus Deputy Coordinator. (See Additional Contacts.) All other employees (unless they are designated as confidential employees, see below) are obligated to either report incidents of sexual misconduct to the University Coordinator or their designated campus Deputy Coordinator or refer individuals to offices or websites with applicable information.

2. Responsible Employees include:

- i. All employees with teaching responsibility, including academic appointees, student academic appointees, and any others who offer instruction (whether in-person or online) or office hours to students;
- ii. All advisors;
- iii. All coaches and other athletic staff who interact directly with students;
- iv. All student affairs administrators;
- v. All residential hall staff;
- vi. All employees who work in offices that interface with students; and
- vii. All supervisors and university officials.

3. Sanctions for Non-Reporting

An employee who has a duty to report discrimination, harassment, and/or sexual misconduct who fails to report the information known to them to the appropriate designated university officials or who actively discourages a Complainant from making a report or initiating an investigation may be subject to disciplinary action under this policy.

**H. Exempt Disclosures:**

1. Employees who otherwise have reporting obligations under this policy are exempt from reporting disclosures of discrimination, harassment and/or sexual misconduct when made during limited situations, including:
  - a. Disclosures made as part of participation in research activities that have received human subjects approval through the university’s Institutional Review Board (IRB);
  - b. Disclosures made as part of an academic assignment;
  - c. Disclosures made at public awareness events;
  - d. Disclosures made during the course of communications protected as privileged communications under applicable law, including attorney-client privilege and medical professional privilege.
2. Following such disclosures, and when appropriate given the circumstances, the Responsible Employee should offer resources and reporting information and options.
3. These limited exemptions from reporting do not relieve a university employee from the obligation to report a disclosure of child abuse or neglect, which must be reported to appropriate officials in all instances. (See [Sexual Misconduct Involving a Child/Minor](#).)
4. Responsible Employees who are also Campus Security Authorities may still have an obligation to report information as required by the Clery Act and university policy [UA-16 \(Clery Act Compliance\)](#) </policies/ua-16-clery-act-compliance/archived-10122023-05082025.html>.

**I. Confidential Employees**

1. Certain university employees—based on their own professional licensure and the nature of their role on campus—have been identified by the university as Confidential Employees and are available to speak with individuals and maintain the individual’s desire for anonymity and absolute confidentiality. These Confidential Employees are exempt from the reporting requirements that apply under this policy. Individuals who desire anonymity in discussing and seeking assistance should contact and/or be referred to a Confidential Employee.
2. Confidential Employees include, but are not limited to:
  - a. Licensed, professional mental health counselors working in that capacity for the campus, and those they supervise;
  - b. Health care professionals and staff located in on-campus health care centers; and
  - c. Any staff or specialists on a campus specifically designated as non-professional sexual assault advocates.
3. Faculty, staff, and other employees who are licensed mental health workers or are licensed medical workers, but who are not working in that capacity, such as faculty members in psychology, social work, nursing, etc., are not Confidential Employees under this policy.



Confidential Employee under this policy.

4. Any Confidential Employee who is not a licensed mental health counselor or pastoral counselor serving in those roles must provide non-identifying aggregate information regarding any Clery crime known to them directly to IUPD.
5. Employees who are uncertain whether they have a reporting obligation under this section are encouraged to contact the designated officials for their campus to seek guidance.
6. Students or employees serving in an ombuds or peer navigator role in a unit or department, or as a Title IX liaison, are not Confidential Employee under this policy and have no exemption from the reporting requirements of this policy.

#### **J. Role of Law Enforcement**

1. Any individual who has experienced discrimination, harassment and/or sexual misconduct that may be of a criminal nature is encouraged to contact IUPD or local law enforcement.
2. IUPD responds to emergency situations on Indiana University campuses and typically communicates and works with the appropriate designated officials to assist in investigations and incident response, as well as to track statistics for Clery Act reporting.
3. Individuals with a possible criminal case who have not made their initial complaint via the police will be provided with information about how to file a complaint with law enforcement. Individuals may also request assistance from campus authorities in notifying law enforcement. Individuals may decide not to notify law enforcement authorities and proceed only with a university investigation.
4. A university investigation under the complaint resolution procedures identified in this policy may be initiated and/or proceed simultaneously with a criminal case. The university will cooperate with law enforcement and, if requested by law enforcement, defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. However, the university will not consider its investigation on hold pending a criminal prosecution or investigation, and will continue to communicate with individuals, address the need for any supportive measures regarding safety and well-being and resume its own fact gathering as soon as permitted.
5. The determination by law enforcement whether or not to prosecute a Respondent or the outcome of a criminal proceeding does not determine whether a violation of university policy has occurred. Records of university proceedings may be subpoenaed for a criminal prosecution.

#### **K. Privacy**

1. The university is committed to safeguarding the privacy of the parties in a manner consistent with the objective to effectively investigate and prevent incidents of discrimination, harassment and/or sexual misconduct. In all cases, the university will share the parties' information and details of the allegation only with university officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. Records will not be disclosed outside the university unless required by law or subpoena.
2. All individuals with knowledge of a reported incident of discrimination, harassment and/or sexual misconduct are expected to safeguard the privacy of those involved and are encouraged to report such knowledge to the appropriate officials.

#### **L. Requests for No-University Action**

1. If an individual discloses that they have experienced an incident of discrimination, harassment and/or sexual misconduct to the university, but indicates or requests that the university not investigate the particular incident, requests that no disciplinary action be taken, requests that the alleged perpetrator not be notified, or makes any similar request, the university will always consider such request(s), and will, in general, work to honor the request(s). Absent a formal complaint, the university will weigh such request(s) against its obligation to provide a safe, non-discriminatory environment for all, including for the individual who experienced the discrimination, harassment, or sexual misconduct. If the university determines that it is able to honor the individual's request(s), the individual should understand that the university's ability to meaningfully investigate the incident and/or respond appropriately may be limited. If, however, the university determines it must proceed under the circumstances, it will work to notify the individual in advance.
2. The university has designated the following official to evaluate an individual's request for no or limited action by the university in connection with a report of discrimination, harassment and/or sexual misconduct: the AVP of Institutional Equity, Deputy Title IX Coordinators, and campus Equity Officials. These officials will consult with relevant administrators on their campus and the Office of the Vice President and General Counsel, where appropriate, in making these determinations.



#### M. Response to Reports of Discrimination, Harassment or Sexual Misconduct

1. Determination by the university of applicable complaint resolution procedures upon receipt of a formal complaint after a report of discrimination, harassment and/or sexual misconduct will follow the steps identified below, depending on whether the Respondent is a student or employee, and whether the matter falls within the scope of Title IX or the other provisions of this policy. Employees who are also students may be subject to procedures for students or employees, or both.
2. If the individual reported as having been engaged in discrimination, harassment and/or sexual misconduct is not a student or employee of the university, the university shall take all appropriate measures to determine information regarding the individual, what occurred, whether another entity needs to be contacted to join in or assume an investigation (e.g., another institution of higher education), and to provide assistance in notifying the proper law enforcement authorities, if applicable. The university will also provide supportive and remedial measures, to the extent possible, to protect the reporting individual and eliminate any hostile environment.
3. The university reserves the right to investigate circumstances that may involve discrimination, harassment and/or sexual misconduct in situations where no complaint, formal or informal, has been filed. In limited circumstances, the university reserves the right to reopen a case previously considered closed in the event of new information or other appropriate circumstances.

#### N. Supportive and Interim Measures

1. Upon receiving a report of discrimination, harassment, or sexual misconduct, the university will offer and provide appropriate and reasonable supportive measures, regardless of whether a formal complaint is filed, according to the specific needs and circumstances of the situation. These measures may vary depending on an individual's campus, needs, or specific circumstances. Supportive measures may include, but are not limited to: assistance in changing academic, living, transportation, and/or work situations; referral to counseling, medical and/or other health care services; advocacy and advising services; and assistance in obtaining protective orders.
2. In the event a formal complaint is filed and an investigation is initiated according to the complaint resolution procedures below, all parties will be offered supportive measures, and interim measures may be taken, depending on the specific allegations and circumstances, and may include suspension of the Respondent from campus or some portion of campus, pending completion of the investigation. When contemplating [interim suspension of a student under this policy](#), campus interim suspension procedures will be followed.
3. In the event of a finding of responsibility following the university's adjudication of a formal complaint, the university will take any additional and necessary measures with respect to the Complainant and other members of the community, as well as the appropriate disciplinary action with respect to the individual found responsible.

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## II. SUMMARY OF RIGHTS OF THE COMPLAINANT AND RESPONDENT IN ALL COMPLAINT RESOLUTION PROCEDURES

The rights of the parties in any of the complaint resolution procedures under this policy include:

- A. To be fully informed of university policies and procedures, as well as the nature and extent of all alleged violations contained within the allegation.
- B. To be treated with respect.
- C. To be accompanied by an advisor present during all proceedings, investigation meetings, or related meetings.
- D. To have adequate, reliable, and impartial investigation and appropriate resolution of all complaints of discrimination, harassment and/or sexual misconduct.
- E. To be informed by the university of options to notify proper law enforcement authorities including on campus and local police, and the option to be assisted by campus authorities in notifying proper law enforcement, if the individual chooses.
- F. To be notified of available resources including counseling, mental health, academic, legal and other support services, both at the university and in the community.
- G. To have allegations investigated and adjudicated by individuals who are properly trained to investigate and resolve allegations of discrimination, harassment and/or sexual misconduct.
- H. To participate in the investigation and complaint resolution process, including the opportunity to identify witnesses and other appropriate evidence, and to be informed of adverse evidence and provided the opportunity to respond to it.



and other appropriate evidence, and to be informed of adverse evidence and provided the opportunity to respond to it through the process.

- I. To have allegations investigated and adjudicated in a reasonable timeframe given the circumstances of the specific case.
- J. To have the preponderance of the evidence standard (more likely than not) applied in determining responsibility.
- K. To have appeal rights as afforded under the applicable complaint resolution

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### III. STUDENT DISCRIMINATION & HARASSMENT COMPLAINT RESOLUTION PROCEDURES

Complaints of discrimination and harassment alleged against a university student will be addressed according to the [Code of Student Rights, Responsibilities & Conduct <https://studentcode.iu.edu/>](https://studentcode.iu.edu/) and the campus specific conduct procedures.

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### IV. ACADEMIC APPOINTEE & STAFF DISCRIMINATION & HARASSMENT COMPLAINT RESOLUTION PROCEDURES

#### **A. Covered Behaviors:**

These procedures cover discrimination against, or harassment of, an individual based on their actual or perceived age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.

#### **B. Initial Assessment**

1. Upon receipt of a report or complaint of discrimination and/or harassment, the Equity Official or other designated investigator will conduct an initial assessment to determine whether it falls within the scope of this policy; whether the conduct alleged rises to the level of an allegation of discrimination or harassment; whether any evidence has been presented; whether there are legitimate non-discriminatory reasons for the action taken; and whether these procedures apply. If the allegations on their face do not rise to the level of a UA-03 policy violation, but do indicate a matter of concern, the Equity Official and other offices will work to address the concern through other appropriate avenues. If a report or complaint raises an allegation that is outside the scope of this policy, but may violate other university policy(ies), the matter will be referred to the appropriate university office.
2. Based on (1) the initial assessment, (2) the desires of the complaining party, and (3) the availability of appropriate remedies to eliminate, prevent, and/or address the occurrence or effects of the alleged misconduct, the investigator will determine whether to initiate a formal investigation, decline a formal investigation, or refer the matter to another university process. In the event of a declination, a summary of the materials reviewed and determinations will be provided to the complainant.
3. The decision not to formally investigate does not preclude the Office of Institutional Equity from re-evaluating the allegations upon receipt of new information or evidence.
4. When the initial assessment results in a decision not to proceed with the complaint under UA-03, the complainant may appeal that decision to the Decisional Official within 10 calendar days of the notice of the decision (see below).

#### **C. Discrimination Complaints Against a Unit or Department:**

1. In response to a complaint of discrimination, the Investigator will gather relevant information from the Complainant, the respective unit/department at issue, other university offices, and potential witnesses.
2. After gathering all relevant information, the Investigator will make a determination whether discrimination occurred.
3. The Investigator will issue a letter setting forth the relevant findings and, if applicable, any necessary remedial actions or other recommendations to the Complainant and the unit/department. In the event the findings include evidence of discrimination, the Investigator will advise the unit/department of taking any necessary and appropriate remedial action. The report will be shared with campus leadership or the senior leadership in the unit, as appropriate.

#### **D. Discrimination or Harassment Complaints Against Academic Appointees or Staff:**

1. For the purpose of these procedures, relevant officials with key responsibilities are:
  - a. **Investigator** – The Equity Official for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator and may coordinate the investigation with other offices such as human resources, academic affairs, and student affairs.
  - b. **Decisional Official (DO)** – The DO will issue the decision determining responsibility and assigning appropriate sanctions, if applicable. The DO will be as follows, or an appropriate designee:



- i. For complaints against staff employees, including temporary (hourly), the DO will be the university employee relations director.
  - ii. For complaints against academic appointees, the DO will be the campus Vice Provost/Vice Chancellor for Academic Affairs, or Executive Associate Dean for Faculty Affairs at the School of Medicine, as appropriate.
  - iii. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the campus Provost/Chancellor.
  - iv. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.
  - v. For complaints against the President, the DO will be the Board of Trustees.
- c. **Appellate Official (AO)** – The AO may review the decision of the campus DO, following appeal by either party, and make a subsequent determination. The AO will be as follows, or an appropriate designee:
- i. For an appeal in a complaint against staff employees, including temporary (hourly), the Vice President of Human Resources.
  - ii. For an appeal in a complaint against academic appointees, the campus Provost/Chancellor.
  - iii. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the
  - iv. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.
- d. **Faculty Board of Review (FBR)** - In faculty cases, following the determination of the AO, the faculty member may request a review by the campus FBR, which may review and issue a recommendation to the AO.

## 2. Interim Action:

- a. If, upon the receipt of a complaint, the Equity Official determines a need for immediate interim action, g. removal, reassignment, administrative leave, or suspension, they shall consult with the DO and any other appropriate university officials. The DO may administer such interim action at any point in this process pending the final outcome.
- b. Parties may appeal interim action(s) to the AO within 10 days of receipt of notice of interim

## 3. Informal & Alternative Resolutions

### a. Informal Action:

In appropriate cases, the university may pursue informal actions in connection with reported discrimination or harassment, including when the individual who may have experienced the conduct does not wish to pursue a formal complaint, and/or when there is not enough information to proceed with a formal complaint resolution process against a known Respondent. Informal actions will not result in findings related to responsibility or in sanctions, nor will an informal action preclude further steps, including formal resolution, if a complaint is later made or additional information is received by the university. Informal actions can include, but are not limited to, educational meetings, additional training, and/or continued monitoring.

### b. Alternative Resolution Options:

In appropriate cases, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. These resolution options may include, but are not limited to facilitated mediation, development of an action plan, and other voluntary steps to resolve the matter. Under alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin the formal process. Face-to-face mediation may not be required in cases involving any physical or sexual violence or where the complaint is made against an employee with a position of authority over the Complainant. The Investigator shall document the outcome of any alternative resolution and share with the Coordinator and the DO.

### c. Acceptance of Responsibility:

In cases where the Respondent expresses a willingness to accept responsibility for any or all allegations, the Respondent may be offered the opportunity to bypass the remainder of the investigatory stage of the complaint resolution process and agree to receive a sanction from the DO. In such situations, the parties will each be provided the opportunity to submit a written statement to the DO for consideration in determining appropriate sanctions. Upon its receipt of a Respondent's written acceptance of responsibility, the university will notify the Complainant in writing and shall provide the parties 10 calendar days to submit a written statement to the DO. In determining sanctions in such cases, the DO shall consider only the allegations and parties' written statements,



the relevant facts gathered from the investigation, and past conduct history of the Respondent (if applicable). The right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

#### 4. Investigation

- a. Following the initial assessment, if a formal investigation is initiated, the Investigator(s) will notify the Complainant and the Respondent. The Respondent will be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent will be provided a date by which an appointment must be made to discuss the matter.
- b. The Investigator will conduct fact-finding as to the allegations made against the Respondent and preserve all evidence collected.
- c. The investigation may include, but is not limited to, interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainant, Respondent, witnesses identified by any party, or the university. The Investigator shall ensure that the Respondent has been informed of all allegations raised and the name of the Complainant(s), and is provided the opportunity to respond.
- d. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or
- e. All members of the university are expected to cooperate fully with the investigative process. Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.

#### 5. Report of Investigation

- a. Following the investigation, the Investigator will provide an Investigation Report to the parties. The parties will be provided 10 calendar days to review the Investigation Report and any attachments. Parties may provide any additional and/or clarifying information to the Investigator and request access to the Investigation File. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.
- b. The Investigation Report will include:
  - i. The specific allegation(s);
  - ii. The Respondent's response to the allegation(s);
  - iii. A summary of the relevant information gathered from the parties, witnesses and other sources; as well as explanation for any information submitted or received that was determined not relevant for inclusion; any relevant attachments submitted by parties and used in analysis; and
  - iv. An analysis of the information and a recommendation as to whether the Respondent is responsible or not responsible for the alleged violation(s) of this policy, using a preponderance of the evidence standard (more likely than not), and a recommendation as to appropriate sanctions, if any, as set forth below.
- c. At the conclusion of the 10-day period, the Investigator will review the information submitted by any party and determine whether and to what extent to incorporate such information into the Investigation Report.
- d. The Investigator will then provide the Investigation Report to the DO, as well as to each party.

#### 6. Finding and Decision

- a. Upon receiving the Final Investigation Report, the DO shall issue a finding. The DO may consult with the Investigator concerning the investigation and recommendations. The DO will provide each party the opportunity to meet and provide comment and make a statement. If the DO wishes further consultation with the parties, the Investigator will facilitate consultation to ensure equal opportunities are provided for the parties.
- b. The DO will issue one of the following findings, using a preponderance of the evidence standard:
  - i. **Finding of "No Violation":** If there is a determination that the behavior alleged and investigated did not violate the discrimination and harassment policy, the DO shall provide the parties written notice of the finding. In the event the investigation reveals that the employee may have violated a different university policy, the DO may address any such potential violation through other applicable university policies. Documentation regarding a finding of "No Violation" shall be maintained with the campus Equity Official's office, and not in the employee's personnel file.



- ii. **Finding of a "Violation":** If there is a determination that the behavior alleged and investigated was in violation of the discrimination and harassment policy, the DO shall issue the finding and sanction(s) based on the level of sanctions set forth below.

c. The DO shall provide the parties written notice of the finding and any sanctions, if applicable.

## 7. Sanctions

- a. Sanctions for a violation of the university's discrimination and harassment policy include the following:
  - i. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file or other similar corrective action (other than promotion and tenure dossier, which is included in Level Two Sanctions below). Level One sanctions are not appropriate if Respondent is found responsible for a physical act of violence.
  - ii. Level Two Sanctions include a sanction that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.
- b. When determining the appropriate sanctions, considerations shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

## 8. Appeals

- a. Following the decision, either party may appeal to the Appellate Officer (AO) on the basis of:
  - i. Significant procedural error that reasonably would have affected the outcome.
  - ii. Newly discovered evidence that reasonably would have affected the outcome.
  - iii. Significant bias in the process.
  - iv. The finding of responsibility is not supported by the evidence in the Investigation Report.
  - v. The appropriateness of the sanctions.
- b. A request for appeal must be submitted in writing to the AO within 10 calendar days of receiving the DO's. The request must set forth the basis(es) for seeking an appeal and must include information to support such basis(es). If an appeal is submitted, all parties will be notified.
- c. Upon receipt of appeal, the AO shall notify the other party in writing that an appeal has been filed and the basis(es) of the appeal, and shall allow the opportunity for the other party to submit written statement in support or challenging the outcome to the AO within 5 calendar days.
- d. The AO shall first determine whether the basis of appeal has been met, and if so, shall review the findings and any applicable sanctions, in making a determination.
- e. The AO shall make a final determination within 15 calendar days of the receipt of any appeal, indicating one of the following:
  - i. Affirming the DO's original finding(s).
  - ii. Setting aside the DO's original finding(s) and imposing a new finding and/or sanctions.
  - iii. Setting aside the DO's original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
- f. To the extent possible, the parties will be notified simultaneously in writing of the final determination following an appeal.

## 9. Request for Faculty Board of Review

- a. In cases involving a faculty member as a party, a faculty member sanctioned under this policy may submit a request for review by the Faculty Board of Review (FBR) following the determination of the AO. The request for review should be made according to the specific campus FBR policy, and campus FBR procedures will apply except as modified by the provisions below.
- b. The basis(es) for appeal are the same as those for appeal to the AO. The request for a FBR must set forth the basis(es) for seeking review and must be submitted in writing within 15 calendar days of receiving the AO's determination. For good cause shown, and bearing in mind the need for timely resolution, the time frames set forth within these procedures may be extended. If a request for a FBR is submitted, the FBR shall notify the other party(ies), as well as the DO and the AO.
- c. The FBR will only receive the Final Investigation Report; the written findings of the DO, along with comments submitted to the DO by any party named in the report; the written findings of the AO; and any sanctions. The FBR may not conduct new fact-finding. The FBR may seek training and additional information from the University Director of Institutional Equity.



- d. Throughout the FBR process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. If a hearing is held, it shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the FBR hearing panel, others present during a hearing may include the party requesting review and that individual's advisor, the other party(ies) named in the report and their advisor(s), the DO, the University Director of Institutional Equity, the Equity Official, and other university officials necessary to the proceedings. Now witnesses will be allowed in the FBR. The faculty grievant, the Complainant, and one designated university official have the right to present a statement to the FBR in writing or orally, either personally or through an advisor. If any participant elects to make a statement, the FBR may pose questions related to their statement, but the other participants may not.
- e. The FBR must be concluded promptly, and generally within 60 days of the request, absent special circumstances. After review, the FBR may recommend one of the following to the AO:
  - i. Affirm the AO's determination.
  - ii. Recommend an alternative finding and/or sanction.
  - iii. Recommend that the determination be set aside and a new investigation be conducted. (This option will generally be reserved for cases where significant procedural error has been identified and determined to have affected the outcome).
- f. To the extent possible, the parties will be notified simultaneously in writing of the FBR's recommendation to the AO.
- g. Upon receipt of the FBR's recommendation, along with any materials considered by the FBR, the AO will make a final determination within 10 calendar days, indicating one of the following:
  - i. Affirming the prior determination on appeal.
  - ii. Setting aside the prior determination on appeal and imposing a new finding and/or sanctions.
  - iii. Setting aside the prior determination on appeal and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
- h. If the FBR recommends that the AO's prior determination be modified, but the AO affirms the prior determination, the final determination shall be made by the President. To the extent possible, the parties will be notified simultaneously in writing of the President's final determination. This concludes the appeal process.

#### 10. Expectations for a Respectful Process:

Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.

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## V. OVERARCHING PROCEDURES FOR RESPONDING TO REPORTS OF SEXUAL MISCONDUCT

### A. Covered Behaviors:

Covered sexual misconduct behaviors include sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence, and stalking. Some covered behaviors will have different definitions depending on whether the complaint is proceeding under Title IX or University Complaint Resolution Procedures.

### B. Complaint

1. When the campus Deputy Sexual Misconduct & Title IX Coordinator ("Coordinator") receives a report alleging that a student or employee has engaged in sexual misconduct, and a Complainant can be identified, the Coordinator (or designee) will reach out to the Complainant and offers support and information about campus complaint procedures.
2. The Coordinator will determine if the Complainant would like to submit a formal written complaint. If the Complainant does not wish to submit a formal written complaint, the Coordinator will assess this as a request for non-university action (see [Request for No University Action](#)) and, if necessary and appropriate, may choose to be the named Complainant. If neither the Complainant nor the Coordinator chooses to submit a formal written complaint, the allegations must not be heard under Title IX Complaint Resolution Procedures, but may be reviewed under other university procedures.
3. If a formal written complaint has been submitted and signed by Complainant, the Coordinator will determine if the complaint meets the following criteria to proceed with the Title IX Complaint Resolution Procedures:
  - a. At the time the formal written complaint is submitted and signed, the Complainant is a current IU student, employee, or is



- currently attempting to participate in an IU program or activity;
  - b. The behavior alleged occurred as part of an IU program or activity; and
  - c. The behavior alleged occurred against an individual in the United States.
4. If these criteria are not met either initially or as determined later in the process, or if the Complainant withdraws their complaint, the complaint must be dismissed under the Title IX Complaint Resolution Procedures; however, the allegations may be assessed under the University Complaint Resolution Procedures or other procedures.
  5. Based on the allegations in the formal written complaint, the initial inquiry, and meeting with the Complainant, the Coordinator will also determine if the allegations fall into at least one of the following categories:
    - a. The allegations include sexual assault, and/or dating violence, and/or domestic violence, and/or stalking;
    - b. The allegations include quid pro quo sexual harassment;
    - c. The allegations include sexual harassment that, if true, would be pervasive and severe and objectively offensive.
  6. If the allegations do not fall into any of the above categories, the complaint will be dismissed under the Title IX Complaint Resolution Procedures. In that event, the complaint may be investigated under University Complaint Resolution Procedures or other procedures if the allegations include behavior in one or more of the above categories, or if the Coordinator needs more information to make this determination, then the complaint may proceed to the investigation stage under Title IX Complaint Resolution Procedures.
  7. In the event the complaint is dismissed under Title IX Complaint Resolution Procedures at any point, once notice of Title IX dismissal is given to the parties, either party may appeal that decision to the designated official within 10 If the Coordinator chooses not to proceed with the complaint under any university procedures, once notice is given to the parties, either party may appeal that decision to the designated official on the following bases:
    - a. Procedural irregularity that affected the outcome;
    - b. New evidence that was not reasonably available at time determination of dismissal was made, that reasonably could have affected the determination; and/or
    - c. The Title IX Coordinator(s), Investigator, or other official designated to make the determination of dismissal, had a conflict of interest or bias for or against the party(ies) that affected their
  8. When allegations implicate both University and Title IX Complaint Resolution Procedures, as well as other policies and procedures, the investigation may proceed under the Title IX Complaint Resolution Procedures and include charges under other processes within this policy or other university

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### VI. STUDENT SEXUAL MISCONDUCT – TITLE IX COMPLAINT RESOLUTION PROCEDURES

A. **Covered Behaviors:** The following behaviors, as defined below, are covered under these procedures:

1. [Sexual Harassment](#)
2. [Sexual Assault](#)
3. [Dating Violence](#)
4. [Domestic Violence](#)
5. [Stalking](#)

B. **Officials:** For the purpose of these procedures, relevant officials with key responsibilities are:

1. **Investigator** – An Investigator for the campus student affairs office, or an appropriate designee, will conduct fact-finding as the Investigator and will issue the Preliminary and Final Investigation Report.
2. **Hearing Panel** – The hearing panel will review the case at the hearing and make a decision regarding whether or not the Respondent is found responsible and propose sanctions, if applicable. The Hearing Panel Chair will coordinate the process and make any determinations of relevance regarding questions asked by advisors.
3. **Sanctioning Official** – Upon a finding of responsibility by the Hearing Panel, the Sanctioning Official will review the proposed sanctions and make the final determination of the sanctions to be applied to the Respondent.
4. **Student Affairs Official** – The Student Affairs Official, which may be the campus dean of students, or an appropriate designee, may review the decision and sanction following an appeal by either party, and make a subsequent determination.

#### C. Investigation

1. Upon receipt of a formal complaint of an allegation of Title IX sexual misconduct, the Investigator(s) will notify the Complainant and the Respondent in writing. The Respondent will be provided a scheduled meeting date or a date



by which an appointment must be made to discuss the matter. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond.

2. The investigation may include, but is not limited to interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainants, Respondents, witnesses identified by any party, or the university. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter. The university shall determine what information and evidence will be included in the Investigation Report, and all information submitted will be included in the Investigation File.
3. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicated a pattern of similar prohibited
4. Information related to prior sexual history of the parties will be prohibited except in very limited circumstances regarding prior sexual history between the parties where such information may be relevant to the issue of consent. However, consent will not be assumed based solely on evidence of any prior sexual history.
5. All members of the university community, including the parties and witnesses, are expected to cooperate with the investigative and hearing process. Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.
6. Following the investigation, the Investigator will provide a Preliminary Investigation Report and Investigation File to each party and their advisor. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and the Investigation File and provide any additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.
7. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation Report. The Investigator will provide the Final Investigation Report and Investigation File to each party and their advisor at least 10 days prior to the scheduled hearing.
8. Information submitted by the parties following the conclusion of the 10-day period will not be included in the Final Investigation Report or case file, unless it is information that a party requested prior to or during the 10-day period that was not reasonably available prior to the deadline. The reasons for the submission of that information beyond the 10-day period will be evaluated by the Investigator.
9. When preparing the Final Investigation Report, the Investigator will determine the appropriate charge(s), if any, under this policy, to be placed on Respondent, and include the charge(s) in the Final Investigation Report. If the Investigator places a charge(s), the Final Investigation Report will be submitted to a hearing panel for the determination of responsibility, and the parties will be provided the Final Investigation Report and notified of next steps. If the Investigator determines that there is insufficient evidence to support placing a charge under the Title IX Complaint Resolution Procedures, the parties will be provided the Final Investigation Report and notified that no charges will be placed under Title IX sexual misconduct. If there are remaining charges under this policy or the Student Code, those may proceed according to the applicable procedures.
10. If it is determined at any time during this process that the allegations do not fit within Title IX sexual misconduct, the complaint will be dismissed under these procedures. The complaint may then be referred to other procedures within this policy or Student Code, if appropriate. The Complainant and Respondent will be notified of this dismissal and referral to other procedures (if applicable) in writing. The Complainant and Respondent will have the opportunity to appeal the dismissal to the designated Student Affairs official as provided in the overarching procedures above.
11. The Complainant may request to withdraw the complaint prior to the conclusion of the investigation by contacting the Investigator or appropriate Deputy Title IX Coordinator in writing. The Investigator or Deputy Title IX Coordinator will then determine whether to close the case or refer the complaint to other procedures within this policy or Student Code.
12. The investigation and determination of responsibility will be conducted in a reasonable timeframe given the circumstances of the specific case.

#### **D. Selection of Advisors**

1. The Complainant and Respondent must have a Hearing Advisor that will be present during the hearing to conduct



questioning of other parties. If the party does not identify in advance an advisor for this purpose, one will be appointed by the university. The university-provided Hearing Advisor is selected by the university and will not necessarily be an attorney, even if the other party is represented by an attorney. The Hearing Advisor may not participate or speak for the parties except during the questioning of other parties and witnesses. The Hearing Advisor is permitted to review the Investigation File.

2. The Complainant and Respondent may have another advisor throughout the complaint resolution process that may accompany them during proceedings. The non-hearing advisor is not permitted to conduct any questioning at the hearing. Any advisor(s) engaged that is external to the university is at the expense of that party.

#### **E. Alternative Resolution Options**

1. In appropriate cases, including cases where the Respondent expresses a willingness to accept responsibility for any or all charges, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. Alternative resolution options may include, but are not limited to, acceptance of responsibility (see below), mediation, development of action plans, voluntary resolutions, appropriate sanctions, and/or appropriate remedies.
2. Under any alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin or resume the complaint resolution process. Face-to-face mediation may not be used in cases involving physical or sexual violence. The Investigator shall document the outcome of any alternative resolution and share with the parties.
3. In cases where the Respondent expresses a willingness to accept responsibility for any or all charges in a case, the Respondent may be offered the opportunity to waive the right to a formal hearing as to the specific charge(s) and all related procedural guarantees, and agree to receive a sanction from the designated student affairs. In such situations, the parties will each be provided the opportunity to submit a written statement to the conduct officer for consideration in determining appropriate sanctions. Upon its receipt of a Respondent's written acceptance of responsibility, the university will notify the Complainant in writing and shall provide the parties 10 calendar days to submit a written statement to the conduct officer. The conduct officer shall consider only the parties' written statements regarding sanctions, the relevant facts from the investigation, and past conduct history of the Respondent (if applicable). In such cases, the right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

#### **F. Sexual Misconduct Hearing**

1. A three-person hearing panel will be assembled to make a determination of Respondent's responsibility as to the specific charge(s) set forth in the Final Investigation Report.
2. Hearing panel members will be drawn from the pool of faculty, staff, graduate students, and/or hearing officers retained by the university for purposes of adjudicating these hearings. At a minimum, at least one panel member shall be a student affairs administrator.
3. Upon review of the Final Investigation Report, all witnesses deemed relevant to the specific allegations will be called to the hearing.
4. The hearing is closed except for the parties, their advisor(s), the hearing panelists and other university officials necessary to facilitate the proceedings.
5. The hearing will take place in-person or will be conducted remotely via secure university software. Complainant and Respondent are expected to be available in-person or via video and audio for the duration of the hearing. Witnesses are expected to be available in-person or via video and audio for the portion of the hearing relevant to their statement.
6. The Chair of the hearing panel shall review the charge(s) placed against the Respondent and the specific facts alleged.
7. Both the Complainant and the Respondent will have equal opportunity to provide a statement to the hearing panel.
8. No one other than the hearing panel members and the each party's Hearing Advisor may pose questions during the hearing. The Complainant and Respondent may not directly question each other, but may provide questions to their Hearing Advisor to be asked of the other party on their behalf. The Chair, in consultation with hearing panelists and appropriate university officials, will determine if questions are relevant to the case.
9. The sexual misconduct hearing is Deliberations by the panel, following the hearing, are not recorded.
10. If Complainant or Respondent does not appear at the hearing, their Hearing Advisor may still ask any relevant questions of other party(ies) and witness(es) on their behalf.



11. During the hearing, the panel and parties (through their Hearing Advisor) may review and question the information in the Final Investigation Report and case file and statements made by the Complainant, Respondent, witnesses, and/or Additional evidence that was reasonably available but not shared with the Investigator, including witnesses that were known but not identified during the courses of the investigation, may be excluded during the hearing.

#### **G. Decision & Sanctions**

1. At the conclusion of a hearing, the panel shall deliberate without the parties present to determine responsibility for the specific charge(s) based on the evidence.
2. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing does not support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will notify both the Respondent and the Complainant by means of a written notice. The Complainant and/or Respondent may request an appeal (see below).
3. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing does support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will propose sanctions. The proposed sanctions will be reviewed by the Sanctioning Official (or designee) to ensure that the sanctions are proportional to the severity of the violation and consistent with university. In the event of a conflict between the hearing panel and the Sanctioning Official, the Sanctioning Official will make the final decision regarding appropriate sanctions. The hearing panel will then notify the parties of the decision and sanctions by means of a written notice. The Respondent and/or the Complainant may request an appeal (see below).
4. Possible sanctions for cases in which a student is found in violation of this policy and the Student Code for acts of sexual misconduct include, but are not limited to formal warnings, behavioral assessment and/or counseling, required educational training, disciplinary probation, suspension, and/or permanent

#### **H. Appeal**

1. The Respondent or the Complainant may appeal the decision of the Title IX hearing panel to the campus Student Affairs official (or designee). To initiate an appeal, a party must send written notice of appeal to the designated. The written notice must include the basis(es) for seeking the appeal and include information to support such basis(es) (see below).
2. **Timing:**

The notice of appeal must be filed no later than 10 calendar days after the date the written decision sent. If an appeal is submitted by a party, all parties will be notified and given the opportunity to submit a written statement, and the underlying decision and any corresponding sanction will be held in abeyance until final notice of the appeal outcome. Upon its receipt of a written appeal, the university shall notify the other party in writing that an appeal has been filed and the basis(es) of the appeal, and shall allow the opportunity for other party to submit written statement in support or challenging the outcome to the designated Student Affairs Official within 5 calendar days. During this time, supportive measures in place will remain in effect (e.g., no contact order). If no written request for an appeal is received by the university within the time specified, the decision of the hearing panel and any sanction(s) imposed will be final and in effect.
3. **Basis(es) for Appeal:**

The designated Student Affairs official will have the sole discretion in determining whether the basis for appeal has been met and whether the appeal can move forward. An appeal must be based on one or more of the following criteria:

  - a. Procedural irregularity that affected the outcome;
  - b. New evidence that was not reasonably available at the time the determination or dismissal was made, that reasonably could have affected the outcome;
  - c. The Title IX Coordinator(s), Investigator(s), or hearing panelists had a conflict of interest or bias for or against the party(ies) that affected the outcome; and/or
  - d. The sanction imposed is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines..
4. **Determination and Sanction**
  - a. If the basis for appeal has been met, the designated Student Affairs official will review the written appeal and the pertinent part of the sexual misconduct hearing panel record. The designated Student Affairs official will not



consider new evidence or information that is not a part of that record, unless the appeal is submitted on the basis of newly available information. The designated Student Affairs official must render a determination within 15 calendar days of receipt of the appeal and may take any of the following actions:

- i. Affirm the original decision regarding responsibility.
  - ii. Affirm the original decision concerning the disciplinary sanction(s) to be imposed.
  - iii. Set aside the original decision regarding responsibility and impose a new decision.
  - iv. Set aside the original decision regarding responsibility and order that a new sexual misconduct hearing be held before a new hearing panel.
  - v. Set aside the original decision concerning the disciplinary sanction(s) to be imposed and impose a different sanction or set of sanctions.
- b. The designated Student Affairs official will notify the Respondent and the Complainant, in writing, of the determination and will initiate the necessary procedures to effectuate the determination.
- c. The determination of the designated Student Affairs official is final and there will be no further

**I. Notice:**

The Complainant and the Respondent will be provided written notice of the outcome of the sexual misconduct hearing, the appeals process, and the appeal determination, if applicable. Written notice will be provided electronically through Indiana University email accounts.

**J. Requests for Accommodations and Special Circumstances**

1. Just as students with disabilities may be eligible for accommodations in their classes, accommodations may be available for these procedures as well. Students with disabilities requesting accommodations and services under these procedures will need to present a current accommodation verification letter from the campus disability services office before accommodations can be considered and provided.
2. In appropriate circumstances, the university may utilize language translation services to assist in the investigation and/or hearing proceedings.

**K. Expectations for a Respectful Process**

Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.



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### VII. ACADEMIC APPOINTEE AND STAFF SEXUAL MISCONDUCT – TITLE IX COMPLAINT RESOLUTION PROCEDURES

A. **Covered Behaviors:** The following behaviors, as defined below, are covered under these procedures:

1. [Sexual Harassment](#)
2. [Sexual Assault](#)
3. [Dating Violence](#)
4. [Domestic Violence](#)
5. [Stalking](#)

B. **Officials:** For the purpose of these procedures, relevant officials with key responsibilities are:

1. **Investigator** – The Deputy Coordinator(s) for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator and may coordinate with other offices such as human resources, academic affairs, and student affairs.
2. **Hearing Official** - A hearing official will be responsible for assisting the DO during the hearing process including reviewing the Investigation File, assisting with determinations of relevancy during questioning, and coordinating a fair and respectful hearing.
3. **Decisional Official (DO)** – The DO will be present at the sexual misconduct hearing and, following the hearing, will issue the decision determining responsibility and assign appropriate sanctions, if applicable. The DO will be as follows, or an appropriate designee:
  - a. For complaints against staff employees, including temporary (hourly), the DO will be the university employee relations director.
  - b. For complaints against academic appointees, the DO will be the campus Vice Provost/Vice Chancellor for Academic Affairs, or Executive Associate Dean for Faculty Affairs at the School of Medicine, as appropriate.
  - c. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the campus Provost/Chancellor.
  - d. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.
  - e. For complaints against the President, the DO will be the Board of Trustees.
4. **Appellate Official (AO)** – The AO may review the decision of the DO, following appeal by either party, and make a subsequent determination. The AO will be as follows, or an appropriate designee:
  - a. For an appeal in a complaint against staff employees, including temporary (hourly), the Vice President of Human Resources.
  - b. For an appeal in a complaint against academic appointees, the campus Provost/Chancellor, or Dean & Executive Vice President for Clinical Affairs for the School of Medicine, as appropriate.
  - c. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the President.
  - d. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.
5. **Faculty Board of Review (FBR)** –In faculty cases, following the determination of the AO, the faculty member may request a review by the campus FBR, which may review and issue a recommendation to the AO.

C. **Interim Action**

1. If, upon the receipt of a complaint, the Coordinator or Deputy Coordinator determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, they shall consult with DO and any other appropriate university officials. The DO may administer such interim action at any point in this process pending final outcome.
2. Parties may appeal interim action(s) to the AO within 10 days of receipt of notice of interim action.

D. **Informal & Alternative Resolutions**

1. **Informal Action:**

In appropriate cases, the university may pursue informal actions in connection with reported sexual misconduct, including when the individual who may have experienced the conduct does not wish to pursue a formal complaint, and/or when there is not enough information to proceed with a formal complaint resolution process against a



and/or when there is not enough information to proceed with a formal complaint resolution process against a known Respondent. Informal actions will not result in findings related to responsibility or in sanctions, nor will an informal action preclude further steps, including formal resolution, if a complaint is later made or additional information is received by the university. Informal actions can include, but are not limited to, educational meetings, additional training, and/or continued monitoring.

## **2. Alternative Resolution Options:**

In appropriate cases, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. These resolution options may include, but are not limited to facilitated mediation, development of an action plan, and other voluntary steps to resolve the matter. Under alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin the formal process. Face-to-face mediation may not be required in cases involving any physical or sexual violence or where the complaint is made against an employee with a position of authority over the Complainant. The Investigator shall document the outcome of any alternative resolution and share with the Coordinator and the DO.

## **3. Acceptance of Responsibility:**

In cases where the Respondent expresses a willingness to accept responsibility for any or all allegations in a case, the Respondent may be offered the opportunity to bypass the remainder of the investigatory stage of the complaint resolution process and agree to receive a sanction from the DO. In such situations, the parties will each be provided the opportunity to submit a written statement to the DO for consideration in determining appropriate sanctions.

Upon its receipt of a Respondent's written acceptance of responsibility, the university will notify the Complainant in writing and shall provide the parties 10 calendar days to submit a written statement to the DO. In determining sanctions in such cases, the DO shall consider only the allegations and parties' written statements, the relevant facts gathered from the investigation, and past conduct history of the Respondent (if applicable). The right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

## **E. Investigation**

1. Upon receipt of a signed formal complaint of sexual misconduct that falls within the scope of this policy, the university will take immediate and appropriate steps to investigate the allegations.
2. The Investigator(s) will notify the Complainant and the Respondent in writing.
3. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent will be provided a scheduled meeting date or a date by which an appointment must be made to discuss the matter.
4. The Investigator will conduct fact-finding as to the allegations made against the Respondent and will preserve all evidence collected.
5. The investigation may include, but is not limited to, interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainant, Respondent, witnesses identified by any party, or the university. The Investigator shall ensure that the Respondent has been informed of all allegations raised and the name of the Complainant(s), and is provided the opportunity to respond.
6. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited conduct.
7. Information related to prior sexual history of the parties will be prohibited except in very limited circumstances regarding prior sexual history between the parties where such information may be relevant to the issue of consent. However, consent will not be assumed based solely on evidence of any prior sexual history.
8. All members of the university are expected to cooperate fully with the investigative process. Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.



## **F. Report of Investigation**

1. Following the investigation, the Investigator will provide an Investigation Report to the parties. The parties will be provided 10 calendar days to review the Investigation Report and any attachments. Parties may provide any additional and/or clarifying information to the Investigator and request access to the Investigation File. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.
2. The Investigation Report will include:
  - a. the specific allegation(s);
  - b. the Respondent's response to the allegation(s);
  - c. a summary of the relevant information gathered from the parties, witnesses and other sources; as well as explanation for any additional and/or clarifying information submitted or received that was determined not relevant for inclusion; any relevant attachments submitted by parties and used in analysis; and
  - d. an analysis of the information.
3. At the conclusion of the 10-day period, the Investigator will review any additional information submitted that is directly related and make it available to all parties. The Investigator may incorporate such information into the Investigation Report.
4. Information submitted by the parties following the conclusion of the 10-day period will not be included in the Final Investigation Report or case file, unless it is information that a party requested prior to or during the 10-day period that was not reasonably available prior to the deadline. The reasons for the submission of that information beyond the 10-day period will be evaluated by the Investigator.
5. The Investigation Report will be submitted to the DO, and the parties will be provided the Investigation Report and notified of next steps in regard to the hearing.
6. The investigation will be conducted in a reasonable timeframe given the circumstances of the specific case.

## **G. Selection of Advisors:**

At any point in the investigation, but prior to the hearing, the Complainant and Respondent may select an advisor of their choice, and at their expense, to advise them throughout the sexual misconduct process. If a party does not have an advisor for the hearing, the university will provide one for them. The university-provided Hearing Advisor is selected by the university and will not necessarily be an attorney, even if the other party is represented by an attorney. The Hearing Advisor will have the opportunity to review all evidence collected in the investigation.

## **H. Hearing**

1. The complaint resolution process will include a live hearing. The hearing will be closed except for the parties, their advisors, the DO and Hearing Official, and other university officials necessary to facilitate the proceedings. Witnesses will be expected to be available in-person or via video and audio for the portion of the hearing relevant to their statement. The hearing will be recorded. Deliberations following the hearing are not recorded.
2. At the request of either party, the hearing may occur with the parties located in separate locations using technology for those involved to see and hear each other.
3. Complainants and Respondents are not permitted to personally conduct questioning. Each party's Hearing Advisor may ask the other party and any witnesses all relevant questions, including those challenging credibility. Questions must be verbal, direct, and in real time. The Hearing Official and the DO will make determinations as to the relevance of questions and may exclude a question as not relevant.
4. During the hearing, the panel and parties (through their Hearing Advisor) may review and question the information in the Final Investigation Report and case file and statements made by the Complainant, Respondent, witnesses, and/or Investigator. Additional evidence that was reasonably available but not shared with the Investigator, including witnesses that were known but not identified during the course of the investigation, may be excluded during the hearing.

## **I. Finding and Decision**

1. At the conclusion of a hearing, the DO, in consultation with the Hearing Official, shall deliberate without the parties present to determine responsibility for the specific allegations based on the evidence.
2. If, after deliberations, the DO determines that the information contained in the Final Investigative Report and gathered during the hearing, does not support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of university policies, the DO will notify both the Respondent and the Complainant by means of a written notice. The Complainant and/or Respondent may request an appeal (see below).



3. If, after deliberations, the DO determines that the information contained in the Final Investigative Report and gathered during the hearing, does support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of university policies, the DO will make the final determination regarding appropriate sanctions. The DO will then notify the parties of the determination and sanctions by means of a written notice. The Respondent and/ or the Complainant may request an appeal (see below).
4. The DO will issue one of the following findings, using a preponderance of the evidence standard:
  - a. **Finding of "No Violation" of the university's policies:**

If there is a determination that the behavior alleged and investigated did not violate the university's policies, the DO shall provide the parties written notice of the finding. Documentation regarding a finding of "No Violation" shall be maintained with the Deputy Title IX Coordinator's office, and not in the employee's personnel file.
  - b. **Finding of a "Violation" of the university's policies:**

If there is a determination that the behavior alleged and investigated was in violation of the university's policies, the DO shall issue the finding and sanction(s) based on the level of sanctions set forth below.
5. The DO shall provide the parties written notice of the finding and any sanctions, if applicable.

#### **J. Sanctions**

1. Sanctions for violations of this policy include the following:
  - a. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the Respondent was found responsible for sexual assault or other sexual violence.
  - b. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.
2. When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

#### **K. Appeals**

1. Following the decision, either party may request an appeal to the Appellate Officer (AO) on the basis of:
  - a. Procedural irregularity that affected the outcome;
  - b. New evidence that was not reasonably available at the time the determination was made and that reasonably could have affected the outcome;
  - c. The Title IX Coordinator(s), Investigator(s), DO or hearing official had a conflict of interest or bias for or against the party(ies) that affected the outcome; and/or
  - d. The sanction imposed is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.
2. A request for appeal must be submitted in writing to the AO within 10 calendar days of receiving the DO's decision. The request must set forth the basis(es) for seeking an appeal and must include information to support such basis(es). If an appeal is requested, all parties will be notified and provided an opportunity to submit a written statement. Upon its receipt of a written appeal, the university shall notify the other party in writing that an appeal has been filed and the basis(es) of the appeal, and shall allow the opportunity for other party to submit written statement in support or challenging the outcome to the AO within 5 calendar days.
3. The AO shall first determine whether the basis of appeal has been met, and if so, shall review the findings and any applicable sanctions, in making a decision.
4. The AO shall make a final determination within 15 calendar days of the receipt of any appeal, indicating one of the following:
  - a. Affirming the DO's original finding(s).
  - b. Setting aside the DO's original finding(s) and imposing a new finding and/or sanctions.
  - c. Setting aside the DO's original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
5. To the extent possible, the parties will be notified simultaneously in writing of the final decision following an appeal.

#### **L. Request for Faculty Board of Review following the AO's Determination**

1. In cases involving a faculty member as a party, a faculty member sanctioned under this policy may submit a request for review by the Faculty Board of Review (FBR) following the determination of the AO. The request for



review should be made according to the specific campus FBR policy, and campus FBR procedures will apply except as modified by the provisions below.

2. The basis(es) for appeal are the same as those for appeal to the AO. The request for a FBR must set forth the basis(es) for seeking review and be submitted in writing within 15 calendar days of receiving the AO's determination. For good cause shown, and bearing in mind the need for timely resolution, the timeframes set forth within these procedures may be extended. If a request for a FBR is submitted, the FBR shall notify the other party(ies), as well as the DO and the AO.
  3. The FBR will only receive the Final Investigation Report; the Investigation File; the written findings of the DO, along with comments submitted to the DO by any party named in the report; the written findings of the AO; and any sanctions. The FBR may not conduct new fact-finding. The FBR may seek training and additional information from the University Coordinator.
  4. Throughout the FBR process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. If a hearing is held, it shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the FBR hearing panel, others present during a hearing may include the party requesting review and that individual's advisor, the other party(ies) named in the report and their advisor(s), the DO, the University Coordinator, Deputy Coordinator, and other university officials necessary to the proceedings. No witnesses will be allowed in the FBR. The grievant, the Complainant, and one designated university official have the right to present a statement to the FBR in writing or orally, either personally or through an advisor. If any participant elects to make a statement, the FBR may pose questions related to their statement, but the other participants may not.
  5. The FBR must be concluded promptly, and generally within 60 days of the request, absent special circumstances. After review, the FBR may recommend one of the following to the AO:
    - a. Affirm the AO's determination.
    - b. Recommend an alternative finding and/or sanction.
    - c. Recommend that the determination be set aside and a new investigation be conducted. (This option will generally be reserved for cases where significant procedural error has been identified and determined to have affected the outcome).
  6. To the extent possible, the parties will be notified simultaneously in writing of the FBR's recommendation to the AO.
  7. Upon receipt of the FBR's recommendation, along with any materials considered by the FBR, the AO will make a final determination within 10 calendar days, indicating one of the following:
    - a. Affirming the prior determination on appeal.
    - b. Setting aside the prior determination on appeal and imposing a new finding and/or sanctions.
    - c. Setting aside the prior determination on appeal and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
  8. If the FBR recommends that the AO's prior determination be modified, but the AO affirms the prior determination, the final determination shall be made by the President. To the extent possible, the parties will be notified simultaneously in writing of the President's final determination. This concludes the appeal process.
- M. Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.



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### VIII. STUDENT SEXUAL MISCONDUCT – UNIVERSITY COMPLAINT RESOLUTION PROCEDURES

A. **Covered Behaviors:** The following behaviors, as defined below, are covered under these procedures:

1. [Sexual Harassment](#)
2. [Sexual Assault](#)
3. [Sexual Exploitation](#)
4. [Dating Violence](#)
5. [Domestic Violence](#)
6. [Stalking](#)

B. **Officials:** For the purpose of these procedures, relevant officials with key responsibilities are:

1. **Investigator** – An Investigator for the campus student affairs office, or an appropriate designee, will conduct fact-finding as the Investigator and will issue the Preliminary and Final Investigation Report.
2. **Hearing Panel** – The hearing panel will review the case at the hearing and make a decision regarding whether or not the Respondent is found responsible and proposes sanctions, if applicable. The Hearing Panel Chair will coordinate the process and make any determinations of relevance regarding questions posed..
3. **Sanctioning Official** – Upon a finding of responsibility by the Hearing Panel, the Sanctioning Official will review the proposed sanctions and make the final determination of the sanction to be applied to the Respondent.
4. **Student Affairs Official** – The Student Affairs Official, which may be the campus dean of students, or an appropriate designee, may review the decision and sanction following an appeal by either party, and make a subsequent determination.

C. **Investigation**

1. If sexual misconduct proceedings are initiated, the Investigator(s) will notify the Complainant and the Respondent in writing. The Respondent will be provided a scheduled meeting date or a date by which an appointment must be made to discuss the matter. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond.
2. The investigation may include, but is not limited to interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainants, Respondents, witnesses identified by any party, or the university. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter. The university shall determine what information and evidence will be included in the Investigation File.
3. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited conduct.
4. Information related to prior sexual history of the parties will be prohibited except in very limited circumstances regarding prior sexual history between the parties where such information may be relevant to the issue of consent. However, consent will not be assumed based solely on evidence of any prior sexual history.
5. All members of the university community, including the parties and witnesses, are expected to cooperate with the investigative and hearing process. Failure to comply with a request to make and/or keep an appointment may result in a disciplinary hold being placed on the student's account and/or the initiation of student conduct charges for failure to comply.
6. Following the investigation, the Investigator will provide a Preliminary Investigation Report and Investigation File to each party and their advisor. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and the Investigation File and provide any additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit additional information to the Investigator. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation Report.
7. Information submitted by the parties following the conclusion of the day 10-day period will not be included in the



Final Investigation Report or case file, unless it is information that a party requested prior to or during the 10-day period that was not reasonably available prior to the deadline. The reasons for the submission of that information beyond the 10-day period will be evaluated by the Investigator.

8. When preparing the Final Investigation Report, the Investigator will determine the appropriate charge(s), if any, under this policy, to be placed on Respondent, and include the charge(s) in the Final Investigation Report. If the Investigator places a charge(s), the Final Investigation Report will be submitted to a hearing panel for the determination of responsibility, and the parties will be provided the Final Investigation Report and notified of next steps. If the Investigator determines that there is insufficient evidence to support placing a charge, the parties will be provided the Final Investigation Report and notified that no charges will be placed. If there are remaining charges under the Student Code, those may proceed according to the applicable procedures.
9. The investigation and determination of responsibility will be conducted in a reasonable timeframe given the circumstances of the specific case.

#### **D. Selection of Advisors:**

The Complainant and Respondent may have an advisor throughout the complaint resolution process that may accompany them during proceedings. Advisors are not permitted to speak on behalf of the parties or conduct any questioning at the hearing.

#### **E. Alternative Resolution Options**

1. In appropriate cases, including cases where the Respondent expresses a willingness to accept responsibility for any or all charges, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. Alternative resolution options may include, but are not limited to, acceptance of responsibility (see below), mediation, development of action plans, voluntary resolutions, appropriate sanctions, and/or appropriate remedies.
2. Under any alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin or resume the complaint resolution process. Face-to-face mediation may not be used in cases involving physical or sexual violence. The Investigator shall document the outcome of any alternative resolution and share with the parties.
3. In cases where the Respondent expresses a willingness to accept responsibility for any or all charges in a case, the Respondent will be offered the opportunity to waive the right to a formal hearing as to the specific charge(s) and all related procedural guarantees, and agree to receive a sanction from the designated student affairs conduct officer. In such situations, the parties will each be provided the opportunity to submit a written statement to the conduct officer for consideration in determining appropriate sanctions. Upon its receipt of a Respondent's written acceptance of responsibility, the university will notify the Complainant in writing and shall provide the parties 10 calendar days to submit a written statement to the conduct officer. The conduct officer shall consider only the parties' written statements regarding sanctions, the relevant facts from the investigation, and past conduct history of the Respondent, if In such cases, the right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

#### **F. Sexual Misconduct Hearing**

1. A three-person hearing panel will be assembled for a sexual misconduct hearing to make a determination of Respondent's responsibility as to the specific charge(s) set forth in the Final Investigation Report.
2. Hearing panel members will be drawn from the pool of faculty, staff and graduate students who have completed the university's required annual training on issues related to sexual misconduct and university policies and At a minimum, at least one panel member shall be a student affairs administrator.
3. Upon review of the Final Investigation Report, the hearing panel will determine witnesses who may be called, if any, to participate in the hearing.
4. The sexual misconduct hearing is closed, except for the parties, their advisor, the hearing panelists and other university officials necessary to facilitate the proceedings.
5. The hearing will take place in-person or will be conducted remotely via secure university software. Complainant and Respondent are expected to be available in-person or via video and audio for the duration of the hearing. Witnesses are expected to be available in-person or via video and audio for the portion of the hearing relevant to their statement.
6. The Chair of the hearing panel shall review the charge(s) placed against the Respondent and the specific facts alleged.



7. Both the Complainant and the Respondent will have equal opportunity to provide a statement to the hearing panel.
8. No one other than the hearing panel members, the Complainant, and the Respondent may pose questions during the hearing. The Complainant and Respondent may not directly question each other, but may submit questions to the Chair to be asked of the other party. The Chair or other panel members will review questions prior to posing to the other party to prevent questioning that is not permitted under these proceedings.
9. The sexual misconduct hearing is Deliberations by the panel, following the hearing, are not recorded.
10. During the hearing, the panel and parties may review and question the information in the Final Investigation Report and case file and statements made by the Complainant, Respondent, witnesses, and/or Investigator. Additional evidence that was reasonably available but not shared with the Investigator, including witnesses that were known but not identified during the course of the investigation, may be excluded during the hearing.

#### **G. Decision & Sanctions**

1. At the conclusion of a hearing, the panel shall deliberate without the parties present to determine responsibility for the specific charge(s) based on the evidence.
2. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing, does not support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will notify both the Respondent and the Complainant by means of a written notice. The Complainant and/or Respondent may request an appeal (see below).
3. If after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing, does support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will propose sanctions. The proposed sanctions will be reviewed by the Sanctioning Official (or designee) to ensure that the sanctions are proportional to the severity of the violation and consistent with university standards. In the event of a conflict between the hearing panel and the Sanctioning Official, the Sanctioning Official will make the final determination regarding appropriate The hearing panel will then notify the parties of the determination and sanctions by means of a written notice. The Respondent and/or the Complainant may request an appeal (see below).
4. Possible sanctions for cases in which a student is found in violation of this policy and the Student Code for acts of sexual misconduct include, but are not limited to formal warnings, behavioral assessment and/or counseling, required educational training, disciplinary probation, suspension, and/or permanent expulsion.

#### **H. Appeal**

1. The Respondent or the Complainant may appeal the decision of the sexual misconduct hearing panel to the designated Student Affairs official (or designee). To initiate an appeal, a party must send written notice of appeal to the designated Student Affairs. The written notice must include the basis(es) for seeking the appeal and include information to support such basis(es) (see below).

##### **2. Timing:**

The notice of appeal must be filed no later than ten calendar days after the date the written decision of the sexual misconduct hearing panel is sent. If an appeal is submitted by either party, all parties will be notified and the underlying decision and any corresponding sanction will be held in abeyance until final notice of the appeal outcome. Upon its receipt of a written appeal, the university shall notify the other party in writing that an appeal has been filed and the basis(es) of the appeal, and shall allow the opportunity for other party to submit written statement in support or challenging the outcome to the designated Student Affairs Official within 5 calendar days. During this time, any interim measures in place will remain in effect (e.g., no contact order, no trespass). If no written request for an appeal is received by the university within the time specified, the decision of the hearing panel and any sanction(s) imposed will be final and in effect.

##### **3. Basis(es) for Appeal:**

The designated Student Affairs official will have the sole discretion in determining whether the basis for appeal has been met and whether the appeal can move forward. An appeal must be based on one or more of the following criteria:

- a. Procedural irregularity that affected the outcome;
- b. New evidence that was not reasonably available at the time the determination or dismissal was made, and that reasonably could have affected the outcome;
- c. The Coordinator(s), investigator(s), or hearing panelists had a conflict of interest or bias for or against the



party(ies) that affected the outcome; and/or

- d. The sanction imposed is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

**4. Determination and Sanction:**

- a. If the basis for appeal has been met, the designated Student Affairs official will review the written appeal and the pertinent part of the sexual misconduct hearing panel record. The designated Student Affairs official will not consider new evidence or information that is not a part of that record. The designated Student Affairs official must render a determination within 15 calendar days of receipt of the appeal and may take any of the following actions:
  - i. Affirm the original decision regarding responsibility.
  - ii. Affirm the original decision concerning the disciplinary sanction(s) to be imposed.
  - iii. Set aside the original decision regarding responsibility and impose a new decision.
  - iv. Set aside the original decision regarding responsibility and order that a new sexual misconduct hearing be held before a new hearing panel.
  - v. Set aside the original decision concerning the disciplinary sanction(s) to be imposed and impose a different sanction or set of sanctions.
- b. The designated Student Affairs official will notify the Respondent and the Complainant, in writing, of the determination and will initiate the necessary procedures to effectuate the determination.
- c. The determination of the designated Student Affairs official is final and there will be no further

**I. Notice:**

The Complainant and the Respondent will be provided written notice of the outcome of the sexual misconduct hearing, the appeals process, and the appeal determination, if applicable. Written notice will be provided electronically through Indiana University email accounts.

**J. Requests for Accommodations and Special Circumstances**

- 1. Just as students with disabilities may be eligible for accommodations in their classes, accommodations may be available for these procedures as well. Students with disabilities requesting accommodations and services under these procedures will need to present a current accommodation verification letter from the campus disability services office before accommodations can be considered and provided.
- 2. In appropriate circumstances, the university may utilize language translation services to assist in the investigation and/or hearing proceedings.

**K. Expectations for Respectful Process:**

Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.



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### IX. ACADEMIC APPOINTEE AND STAFF SEXUAL MISCONDUCT – UNIVERSITY COMPLAINT RESOLUTION PROCEDURES

A. **Covered Behaviors:** The following behaviors, as defined below, are covered under these procedures:

1. [Sexual Harassment](#)
2. [Sexual Assault](#)
3. [Sexual Exploitation](#)
4. [Dating Violence](#)
5. [Domestic Violence](#)
6. [Stalking](#)

B. **Officials:** For the purpose of these procedures, relevant officials with key responsibilities are:

1. **Investigator** – The Deputy Coordinator for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator and may coordinate with other offices such as human resources, academic affairs, and student affairs.
2. **Decisional Official (DO)** – The DO will issue the decision determining responsibility and assigning appropriate sanctions, if applicable. The DO will be as follows, or an appropriate designee:
  - a. For complaints against staff employees, including temporary (hourly), the DO will be the university employee relations director.
  - b. For complaints against academic appointees, the DO will be the campus Vice Provost/Vice Chancellor for Academic Affairs, or Executive Associate Dean for Faculty Affairs at the School Medicine, as appropriate.
  - c. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the campus Provost/Chancellor.
  - d. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.
  - e. For complaints against the President, the DO will be the Board of
3. **Appellate Official (AO)** – The AO may review the decision of the campus DO, following appeal by either party, and make a subsequent determination. The AO will be as follows, or an appropriate designee:
  - a. For an appeal in a complaint against staff employees, including temporary (hourly), the Vice President of Human Resources.
  - b. For an appeal in a complaint against academic appointees, the campus Provost/Chancellor, or Dean & Executive Vice President for Clinical Affairs for the School Medicine, as appropriate.
  - c. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the President.
  - d. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.
4. **Faculty Board of Review (FBR)** – In faculty cases, following the decision of the AO, the faculty member may request a review by the campus FBR, which may review and issue a recommendation to the AO.

#### C. Initial Assessment

1. Upon receipt of a report alleging that an employee has engaged in sexual misconduct, an Investigator will conduct an initial assessment to determine whether it falls within the scope of this policy, and whether the conduct alleged rises to the level of an allegation of sexual misconduct. If a complaint raises allegations that are outside the scope of this policy, but may violate other university policy(ies), the Investigator will refer the complaint to the appropriate university office.
2. Based on (1) the initial assessment, (2) the desires of the complaining party, and (3) the availability of appropriate remedies to eliminate, prevent, and/or address the occurrence or effects of the alleged misconduct, the investigator will determine whether to initiate a formal investigation, decline a formal investigation, and refer the matter to another university process. In the event of a declination, a summary of the materials reviewed and determinations will be provided to the complainant.
3. The decision not to formally investigate does not preclude the Office of Institutional Equity from re-evaluating the allegations upon receipt of new information or evidence.



allegations upon receipt of new information or evidence.

4. In the event the Investigator determines not to pursue an investigation under this policy, that decision may be appealed by the Complainant to the DO within 10 calendar days of the decision, requesting a review of the decision not to proceed with an investigation. Upon review, the DO may uphold that decision or order an investigation to proceed.
5. In the event the Investigator determines that the allegations fall within the scope of this policy, the process that follows shall apply.

#### **D. Informal & Alternative Resolutions**

##### **1. Informal Action:**

In appropriate cases, the university may pursue informal actions in connection with reported sexual misconduct, including when the individual who may have experienced the conduct does not wish to pursue a formal complaint, and/or when there is not enough information to proceed with a formal resolution process against a known Respondent. Informal actions will not result in findings related to responsibility or in sanctions, nor will an informal action preclude further steps, including formal resolution, if a complaint is later made or additional information is received by the university. Informal actions can include, but are not limited to, educational meetings, additional training, and/or continued monitoring.

##### **2. Alternative Resolution Options:**

In appropriate cases, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. These resolution options may include, but are not limited to mediation, development of an action plan, and voluntary resolution of the matter. Under alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin the formal process. Face-to-face mediation may not be used in cases involving any physical or sexual violence or where the complaint is made against an employee with a position of authority over the Complainant. The Investigator shall document the outcome of any alternative resolution and share with the University Coordinator and the DO.

##### **3. Acceptance of Responsibility:**

- a. In cases where the Respondent expresses a willingness to accept responsibility for any or all allegations in a case, the Respondent will be offered the opportunity to bypass the remainder of the investigatory stage of the grievance process and agree to receive a sanction from the DO. In such situations, the parties will each be provided the opportunity to submit a written statement to the DO for consideration in determining appropriate sanctions. Upon its receipt of a Respondent's written acceptance of responsibility, the university will notify the Complainant in writing and shall provide the parties 10 calendar days to submit a written statement to the DO.
- b. In determining sanctions in such cases, the DO shall consider only the allegations and parties' written statements, the relevant facts gathered from the investigation, and past conduct history of the Respondent, if applicable. The right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

#### **E. Interim Action:**

- a. If, upon the receipt of a complaint, the Coordinator, or their designee, determines a need for immediate interim action, e.g., removal, reassignment, administrative leave, or suspension, they shall consult with the DO and any other appropriate university officials. The DO may administer such interim action at any point in this process pending final outcome.
- b. Parties may appeal interim action(s) to the DO within 10 days of receipt of notice of interim action.

#### **F. Investigation**

1. Following the initial assessment, if a formal investigation is initiated, the Investigator(s) will notify the Complainant and the Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent will be provided a date by which an appointment must be made to discuss the matter.
2. The Investigator will conduct fact-finding as to the allegations made against the Respondent and will preserve all evidence collected.
3. The investigation may include, but is not limited to, interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information for the investigation may be



statements by the parties, relevant documents, and other relevant information for the investigation may be provided by Complainant, Respondent, witnesses identified by any party, or the university. The Investigator shall ensure that the Respondent has been informed of all allegations raised and the name of the Complainant(s), and is provided the opportunity to respond.

4. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited
5. Information related to prior sexual history of the parties will be prohibited except in very limited circumstances regarding prior sexual history between the parties where such information may be relevant to the issue of consent. However, consent will not be assumed based solely on evidence of any prior sexual history.
6. All members of the university are expected to cooperate fully with the investigative Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.

#### **G. Report of Investigation:**

1. Following the investigation, the Investigator will provide an Investigation Report to the parties. The parties will be provided 10 calendar days to review the Investigation Report and any attachments. Parties may provide any additional and/or clarifying information to the Investigator and request access to the Investigation File. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.
2. The Investigation Report will include:
  - a. The specific allegation(s);
  - b. The Respondent's response to the allegation(s);
  - c. A summary of the relevant information gathered from the parties, witnesses, and other sources; as well as explanation for any information submitted or received that was determined not relevant for inclusion; any relevant attachments submitted by parties and used in analysis; and
  - d. An analysis of the information and a recommendation as to whether the Respondent is responsible or not responsible for the alleged violation(s) of this policy, using a preponderance of the evidence standard (more likely than not), and a recommendation as to appropriate sanctions, if any, as set forth below.
3. At the conclusion of the 10-day period, the Investigator will review the information submitted by any party and determine whether and to what extent to incorporate such information into the Investigation
4. The Investigator will provide the Investigation Report to the DO, as well as to each

#### **H. Finding and Decision**

1. Upon receiving the Final Investigation Report, the DO shall issue a finding. The DO may consult with the Investigator concerning the investigation and The DO will provide each party the opportunity to meet and provide comment and make a statement. If the DO wishes further consultation with the parties, the Investigator will facilitate consultations to ensure equal opportunities is provided for the parties.
2. The DO will issue one of the following findings, using a preponderance of the evidence standard:
  - a. **Finding of "No Violation":**

If there is a determination that the behavior alleged and investigated did not violate this policy, the DO shall provide the parties written notice of the finding. In the event the investigation reveals that the employee may have violated a different university policy, the DO may address any such potential violation through other applicable university policies. Documentation regarding a finding of "No Violation" shall be maintained with the campus Deputy Title IX Coordinator's office, and not in the employee's personnel file.
  - b. **Finding of a "Violation":**

If there is a determination that the behavior alleged and investigated was in violation of this policy, the DO shall issue the finding and sanction(s) based on the level of sanctions set forth below.
3. The DO shall provide the parties written notice of the finding and any sanctions, if

#### **I. Sanctions**

1. Sanctions for a violation of this policy include the following:
  - a. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the



sanctions imposed in Level One Sanctions policy; Level One Sanctions shall not be appropriate in the event the Respondent was found responsible for sexual assault or other sexual violence.

b. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.

2. When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

#### **J. Appeals**

1. Following the decision, either party may appeal to the Appellate Officer (AO) on the basis of:

- a. Significant procedural error that reasonably would have affected the outcome.
- b. Newly discovered evidence that reasonably would have affected the outcome.
- c. Significant bias in the process.
- d. The finding of responsibility is not supported by the evidence in the Investigation Report.
- e. The appropriateness of the sanctions.

2. A request for appeal must be submitted in writing to the AO within 10 calendar days of receiving the DO's. The request must set forth the basis(es) for seeking an appeal and must include information to support such basis(es). If an appeal is requested, all parties will be notified. Upon its receipt of a written appeal, the university shall notify the other party in writing that an appeal has been filed and the basis(es) of the appeal, and shall allow the opportunity for other party to submit written statement in support or challenging the outcome to the AO within 5 calendar days.

3. The AO shall first determine whether the basis of appeal has been met, and if so, shall review the findings and any applicable sanctions, in making a determination.

4. The AO shall make a final determination within 15 calendar days of the receipt of any appeal, indicating one of the following:

- a. Affirming the DO's original finding(s).
- b. Setting aside the DO's original finding(s) and imposing a new finding and/or sanctions.
- c. Setting aside the DO's original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).

5. To the extent possible, the parties will be notified simultaneously in writing of the final determination following an appeal.

#### **K. Request for Faculty Board of Review**

1. In cases involving a faculty member as a party, a faculty member sanctioned under this policy may submit a request for review by the Faculty Board of Review (FBR) following the determination of the AO. The request for review should be made according to the specific campus FBR policy, and campus FBR procedures will apply except as modified by the provisions below.

2. The bases for appeal are the same as those for appeal to the AO. The request for a FBR must set forth the basis(es) for seeking review and be submitted in writing within 15 calendar days of receiving the AO's. For good cause shown, and bearing in mind the need for timely resolution, the timeframes set forth within these procedures may be extended. If a request for a FBR is submitted, the FBR shall notify the other party(ies), as well as the DO and the AO.

3. The FBR will only receive the Final Investigation Report; the Investigation File; the written findings of the DO, along with comments submitted to the DO by any party named in the report; the written findings of the AO; and any. The FBR may not conduct new fact-finding. The FBR may seek training and additional information from the University Coordinator.

4. Throughout the FBR process, hearing members and participants shall ensure that the privacy of the matter and the parties is. If a hearing is held, it shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the FBR hearing panel, others present during a hearing may include the party requesting review and that individual's advisor, the other party(ies) named in the report and their advisor(s), the DO, the University Coordinator, Deputy Coordinator, and other university officials necessary to the proceedings. No witnesses will be allowed in the FBR. The grievant, the Complainant, and one designated university official have the right to present a statement to the FBR in writing or orally, either personally or through an advisor. If any participant elects to make a statement, the FBR may pose questions related to their statement, but the other participants may not.

5. The FBR must be concluded promptly, and generally within 60 days of the request, absent special circumstances.

After review, the FBR may recommend one of the following to the AO:

After review, the FBR may recommend one of the following to the AO:

- a. Affirm the AO's determination.
  - b. Recommend an alternative finding and/or sanction.
  - c. Recommend that the determination be set aside and a new investigation be (This option will generally be reserved for cases where significant procedural error has been identified and determined to have affected the outcome).
6. To the extent possible, the parties will be notified simultaneously in writing of the FBR's recommendation to the AO.
7. Upon receipt of the FBR's recommendation, along with any materials considered by the FBR, the AO will make a final determination within 10 calendar days, indicating one of the following:
- a. Affirming the prior determination on appeal.
  - b. Setting aside the prior determination on appeal and imposing a new finding and/or sanctions.
  - c. Setting aside the prior determination on appeal and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
8. If the FBR recommends that the AO's prior determination be modified, but the AO affirms the prior determination, the final determination shall be made by the President. To the extent possible, the parties will be notified simultaneously in writing of the President's final determination. This concludes the appeal process.
- L. **Expectations for a Respectful Process:** Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.



## Definitions

**Advisor:** Any individual who may assist, support, guide, and advise the Complainant or Respondent during the investigation, conduct proceedings, and/or related meetings. An Advisor serving in this role, who may otherwise be a Responsible Employee, not need report sexual misconduct when they learn about prohibited conduct i) that is directly related to the case in which they are serving as an advisor; ii) from the party who they are serving as an advisor to; and iii) in the course of their advising.

**Campus Security Authority (CSA):** A term used in the Clery Act to describe someone who has significant responsibility for student and campus activities. The Clery Act (34 CFR 668.46) defines a CSA as:

- I. A campus police department or a campus security department of an institution.
- II. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department, such as an individual who is responsible for monitoring entrance into institutional property.
- III. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- IV. An official of an institution who has significant responsibility for student and campus activities, including but not limited to student housing, student discipline, and campus judicial proceedings.

Pastoral and professional counselors are not considered a Campus Security Authority when acting in their roles as a pastoral or professional counselor.

**Clery Act:** The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. section 1092(f)), a federal law that requires institutions such as Indiana University to collect and publish statistics for certain crimes reported to have occurred on the university's "Clery Geography" (i.e., occurring on campus, on public property within or immediately adjacent to campus, and on other non-campus university property), for the purpose of informing current and prospective students, faculty or staff. Each Indiana University campus publishes an Annual Security Report under the Clery Act, which contains these crime statistics, as well as campus-specific information on resources, campus emergency responses, safety and security policies, and disciplinary procedures. These crime statistics include, but are not limited to domestic violence, dating violence, sexual assault, and stalking. Clery also requires "timely warnings" be issued to the campus community for crimes occurring on Clery Geography that are considered a serious or continuing threat to students, faculty or staff. Under Clery, any good faith report of a crime occurring on Clery Geography must be included in the statistical data.

**Complainant:** An individual who may have experienced discrimination, harassment and/or sexual misconduct. A Complainant may choose whether or not to file a formal complaint. The university may serve as the Complainant when an individual(s) who has experienced the alleged discrimination, harassment and/or sexual misconduct does not wish to fully participate and the university has determined it is necessary to move forward under the applicable procedures.

**Complaint (formal):** A document submitted and signed by a Complainant or signed by the appropriate Title IX Coordinator alleging conduct that may be in violation of this policy against a Respondent and requesting that the university investigate the allegation.

**Confidential Employees:** [\[see above\]](#)

**Consent:** An agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time

- I. Consent can be withdrawn at any time, as long as it is clearly
- II. Consent cannot be coerced or compelled by force, threat, deception or intimidation.
- III. Consent cannot be given by someone who is incapacitated, as defined below.
- IV. Consent cannot be assumed based on silence, the absence of "no" or "stop," the existence of a prior or current relationship, or prior sexual activity.

**Incapacitation:** An individual is incapable of consent if they are unable to understand the facts, nature, extent, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their



age (pursuant to Indiana law). With respect to alcohol and drugs, intoxication and/or impairment is not presumptively equivalent to incapacitation. Consent does not exist when the individual initiating sexual activity knew or should have known of the other individual's incapacitation.

**Dating Violence:**

**FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:**

Violence committed by an individual who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the individuals involved in the relationship. For the purposes of this definition—

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

**FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:**

Violence or the threat of violence committed by any individual who is or has been in a relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship will be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interactions between the individuals involved in the relationship.

**Days:** References to days shall mean calendar days unless business days is expressly specified.

**Discrimination:** [\[see above\]](#)

**Domestic Violence:**

**FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:**

Violence committed which would constitute felony or misdemeanor crime of violence under criminal law:

- I. By a current or former spouse or intimate partner of the Complainant;
- II. By a person with whom the Complainant shares a child in common;
- III. By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
- IV. By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Indiana;
- V. By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Indiana.

**FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:**

Violence or the threat of violence by an individual against another individual who:

- I. is or was a current or former spouse or intimate partner of the Complainant;
- II. is or was living with Complainant as if their spouse or intimate partner;
- III. has a child in common with;
- IV. is a minor subject to the control of; or
- V. is an incapacitated individual under the guardianship or otherwise subject to the control of the other individual regardless of whether the act or threat has been reported to a law enforcement agency or results in a criminal

**Employee:** This term shall be synonymous with and include all employees working for Indiana University – academic employees, including faculty and other instructors, and staff, including full-time, part-time, and part time (hourly) employees at any university campus or working on behalf of the university.

**Equity Officials:** The individual designated by the university to respond to allegations of discrimination or harassment based on a protected class(es) against members of the university community. In some circumstances, this can include their designee. Members of the university community may contact the University or campus Equity Official regarding the applicable policy and processes.



**Finding of Responsibility or Finding of a Violation:** Means that it is more likely than not that the Respondent has engaged in the alleged conduct in violation of this policy. A preponderance of the evidence standard must be used when determining responsibility for violations under this policy.

**Formal Complaint:** Means a document signed and submitted by the Complainant, and alleging discrimination, harassment, sexual misconduct and/or retaliation by a Respondent and requesting that the university investigate the allegation(s). The complaint may be submitted in person, by mail, or by electronic mail, to the appropriate Coordinator or Equity Official identified in this policy. (In some circumstances, the Coordinator or Equity Official may file a formal complaint to initiate a formal investigation.)

**Force:** The use of physical force which overcomes the individual's resistance; or the threat of physical force, express or implied, against the individual or a third-party that places the individual in fear of death or in fear of serious personal injury to the individual or a third-party where the individual reasonably believes that the actor has the present or future ability to execute the threat.

**Harassment:** [\[see above\]](#)

**Hearing Advisor:** A person chosen by a party, or appointed by the institution if the party does not identify one, to accompany the party to their Title IX hearing for the purpose of conducting questioning of the other party(ies) and witness(es).

**Indiana University Program or Activity:** A program or activity sponsored, conducted, or authorized by Indiana University, including but not limited to, classes, internships, practica, field trips, study abroad programs, student teaching, or research, or a program or activity sponsored, conducted, or authorized by the university. For Title IX purposes, "program or activity" includes those that occur in a building owned or controlled by a student organization that is officially recognized by the university.

**Indiana University Property:** Buildings, grounds, and land that are owned by Indiana University or controlled by Indiana University via leases or other formal contractual arrangements to house ongoing university operations.

**Interim Suspension:** Temporary removal of a Respondent pending completion of an investigation. The determination to interim suspend shall be done in accordance with the campus interim suspension procedures and, for Title IX complaints, shall include an individualized assessment and determination that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal.

**Laws and Regulations:** Relevant laws and regulations that may apply to allegations raised under this policy include, but are not limited to: Age Discrimination Act of 1975; Age Discrimination in Employment Act of 1967; Americans with Disabilities Act of 1990; Equal Pay Act of 1963; Lilly Ledbetter Fair Pay Act of 2009; Genetic Information Discrimination Act of 2008; Pregnancy Discrimination Act of 1978; the Department of Labor's Executive Order 11246; Section 402 of the Veterans Readjustment Act of 1974; Section 503 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the requirements of federal research agencies; and relevant state laws and regulations.

**Member of the Indiana University Community:** Any individual who is a student, staff, faculty member, university official, or any other individual employed by, or acting on behalf of, the university; other individuals while on Indiana University property, including employees of third-party vendors and contractors, volunteers, and visitors. An individual's status in a particular situation shall be determined by the Sexual Misconduct & Title IX Coordinator or the Equity Official, in consultation with applicable campus offices.

**Respondent:** Any member of the university community alleged to have engaged in conduct that could constitute discrimination, harassment, and/or sexual misconduct; or retaliation for engaging in protected activity under this policy.

**Sanctioning Official:** An individual with extensive knowledge of the applicability and implementation of the proceedings conducted pursuant to this policy who is authorized by the university to confer with a hearing panel about the range of available sanctions in a particular case, to make sanctioning determinations, and to ensure that the sanctions imposed are proportional to the severity of the violation and consistent with university standards. A Sanctioning Official is designated on each campus by the campus's Senior Student Affairs Administrator in consultation with the University Title IX Coordinator. Subject to the approval of the campus's Senior Student Affairs Administrator and University Title IX Coordinator, a Sanctioning Official is authorized to appoint a designee who will perform the Sanctioning Official's duties in the event of the absence or unavailability of the Sanctioning Official.





# Sexual Assault:

## FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:

Sexual Assault Includes:

- I. Sex Offenses, Forcible—Any sexual act directed against another person, without the [consent](#) of the Complainant, including instances where the Complainant is incapable of giving consent. It includes:
  - A. **Forcible Rape** -- Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
  - B. **Forcible Sodomy**—Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
  - C. **Sexual Assault With An Object**—To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
  - D. **Forcible Fondling**—The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- II. Sex Offenses, Nonforcible— Nonforcible sexual intercourse. It includes:
  - A. **Incest**—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Indiana law.
  - B. **Statutory Rape**—Nonforcible sexual intercourse with a person who is under the statutory age of consent according to Indiana law IC 35-42-4-9.

## FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:

Sexual Assault Includes:

- I. Non-consensual sexual penetration is committed when an individual subjects another individual to sexual penetration without the [consent](#) of the individual, and/or by force.
- II. Non-consensual sexual contact is intentional sexual touching by an individual of the intimate area of another individual (i.e., genitals, breasts, buttocks) or intentional sexual touching of another individual with any of these body parts, without the [consent](#) of the individual, and/or by force.

**Sexual Exploitation:** Conduct that extends the bounds of consensual sexual activity with or without the knowledge of the other individual for any purpose, including sexual gratification, financial gain, personal benefit, or any other non-legitimate purpose. Examples of sexual exploitation include but are not limited to:

- I. Non-consensual streaming, audio- or video-recording, photographing, or transmitting intimate or sexual utterances, sounds, or images without consent of all parties involved;
- II. Allowing others to view sexual acts (whether in person or via a video camera or other recording device) without the consent of all parties involved;
- III. Engaging in any form of voyeurism (e.g., "peeping");
- IV. Prostituting another individual;
- V. Compelling another individual to touch their own or another individual's (third-party) intimate parts without consent;
- VI. Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge;
- VII. Deception regarding contraceptives; and
- VIII. Inducing incapacitation for the purpose of making another individual vulnerable to non-consensual sexual activity.

**Sex/Gender-Based Harassment:** Sex/gender-based discrimination is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but



not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits an individual's ability to participate in or benefit from the university's education or work programs or activities. For example, persistent disparagement of an individual based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity is prohibited under this policy.

## **Sexual Harassment:**

### **FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:**

Conduct on the basis of sex or that is sexual in nature that satisfies one or more of the following:

- I. An employee of the university conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome\* sexual conduct; and/or
- II. 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.

Sexual Harassment also includes sexual assault, dating violence, domestic violence and stalking defined herein.

Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances as the Complainant, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

### **FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:**

Conduct on the basis of sex or that is sexual in nature that satisfies one or more of the following:

- I. A member of the university conditioning the provision of an aid, benefit, or service of the university, on an individual's participation in unwelcome\* sexual conduct.
- II. Unwelcome conduct determined by a reasonable person, to be so severe, pervasive or persistent, and objectively offensive, that it effectively denies a person equal access to the university's education program or activity.  
Severity, pervasiveness, persistence, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances as the Complainant, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

**Sexual Misconduct:** Broad term to encompass the range of sex-based behaviors covered by this policy.

**University Sexual Misconduct & Title IX Coordinator:** The individual designated by the university to coordinate the university's compliance with Title IX and respond to allegations of sexual misconduct by members of the university community. In some circumstances, this can include the Sexual Misconduct & Title IX Coordinator's designee. Members of the university community may contact the University or campus Deputy Sexual Misconduct & Title IX Coordinator regarding the sexual misconduct policy and process.

**Sexual Penetration:** Sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of the actor's or individual's body or any object manipulated by the actor into the genital or anal openings of the individual's body.

## **Stalking:**

### **FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:**

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

- I. fear for the person's safety or the safety of others; or
- II. suffer substantial emotional

### **FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:**

A knowing or an intentional course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally

protected activity.

For the purposes of the definitions above—

Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

I. Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.

**Student:** Defined by the [Code of Student Rights, Responsibilities, and Conduct](#).

**Student Affairs Officer:** An individual authorized by the university and the campus chancellor or provost to be responsible for the administration of the Student Code of Rights and Responsibilities on a campus, or, in certain circumstances that individual's designee.

## Sanctions

1. Sanctions for violations of this policy include the following:
  - a. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the Respondent was found responsible for sexual assault or other sexual violence.
  - b. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.
  - c. When Level Two Sanctions do not result in termination, consideration should be given to the role(s) in which a faculty or staff member serves related to students, including advising, mentoring, committee work, and other roles both within and in addition to the primary employment position.
2. When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.



## Additional contacts

### Title IX Coordinator

Jennifer Kincaid  
Associate Vice President, Civil Rights Compliance  
420 N. Walnut Street Bloomington, IN 47408  
812-855-4889  
[ocrc@iu.edu](mailto:ocrc@iu.edu)

### **Deputy Sexual Misconduct & Title IX Coordinators**

IUB	Laura Mals, Senior Director, Office of Civil Rights Compliance	812-855-7559	<a href="mailto:lmals@iu.edu">lmals@iu.edu</a>
IUB	Anna Krause, Director, IU Indianapolis Office of Civil Rights Compliance	812-855-5419	<a href="mailto:osc@iu.edu">osc@iu.edu</a>
IUI	Karloa Stevens, Director, IU Indianapolis Office of Civil Rights Compliance	317-274-2306	<a href="mailto:karloaas@iu.edu">karloaas@iu.edu</a>
IUI	Heather Brake, Associate Dean of Student Conduct and Advocacy	317-274-4431	<a href="mailto:hebrake@iu.edu">hebrake@iu.edu</a>
IUC	Karloa Stevens, Director, IU Indianapolis Office of Civil Rights Compliance	317-274-2306	<a href="mailto:karloaas@iu.edu">karloaas@iu.edu</a>
IUFW	Karloa Stevens, Director, IU Indianapolis Office of Civil Rights Compliance	317-274-2306	<a href="mailto:karloaas@iu.edu">karloaas@iu.edu</a>
IUE	Josie Brush, Deputy Title IX Coordinator for Regional Campuses	812-855-2751	<a href="mailto:jvbrush@iu.edu">jvbrush@iu.edu</a>
IUK	Sarah Sarber, Chief of Staff/Deputy Title IX Coordinator	765-455-9204	<a href="mailto:shawkins@iuk.edu">shawkins@iuk.edu</a>
IUN	Lita Pener, Director of Institutional Equity and Title IX	219-980-6705	<a href="mailto:lpener@iu.edu">lpener@iu.edu</a>
IUS	Josie Brush, Deputy Title IX Coordinator for Regional Campuses	812-855-2751	<a href="mailto:jvbrush@iu.edu">jvbrush@iu.edu</a>
IUSB	Josie Brush, Deputy Title IX Coordinator for Regional Campuses	812-855-2751	<a href="mailto:jvbrush@iu.edu">jvbrush@iu.edu</a>

### **IU Police Departments**

Associate Vice President, Superintendent of Public Safety  
Benjamin Hunter  
[iupsadm@iu.edu](mailto:iupsadm@iu.edu)  
812 855 2004

Campus	Phone	Email
IUPD Bloomington	812-855-7233	
IUPD Indianapolis	317-274-7233	
IUPD Columbus	812-348-8703	
IUPD IU East	765-973-8429	
IUPD IU Kokomo	765-455-9363	
IUPD IU Northwest	219-980-6501	
IUPD IU South Bend	574-520-4239	
IUPD IU Southeast	812-941-2400	
IU Fort Wayne	260-481-6827	<a href="mailto:police@pfw.edu">police@pfw.edu</a>

### **Campus Student Affairs**

IUB	Kathy Adams Riester, Associate Vice Provost for Student Life and Dean of Students	812-855-8188	<a href="mailto:iubdos@iu.edu">iubdos@iu.edu</a>
IUI	Eric Weldy, Vice Chancellor Division of Student Affairs	317-274-3290	<a href="mailto:eweldy@iupui.edu">eweldy@iupui.edu</a>
IUE	Dean of Students	765-973-8525	<a href="mailto:iuedos@iu.edu">iuedos@iu.edu</a>
IUK	Amy Jarecki, Dean of Students	765-455-9204	<a href="mailto:ajarecki@iu.edu">ajarecki@iu.edu</a>
IUN	Dorothy Fink, Interim Vice Chancellor for Enrollment Management Student Affairs	219-980-6994	<a href="mailto:dfrink@iu.edu">dfrink@iu.edu</a>
IUSB	Kory Vitangeli, Vice Chancellor for Student Affairs and Engagement	574-520-4252	<a href="mailto:kvitange@iu.edu">kvitange@iu.edu</a>
IUS	Amanda Stonecipher, Vice Chancellor for Enrollment Management and Student Affairs	812-941-2115	<a href="mailto:agstone@iu.edu">agstone@iu.edu</a>

### **Campus Academic Affairs**

IUB	Carrie Docherty, Vice Provost for Faculty and Academic Affairs	812-855-2809	<a href="mailto:vpfaa@iu.edu">vpfaa@iu.edu</a>
IUI	Willie Miller, Assistant Executive Vice Chancellor for Academic Affairs	317-274-4500	<a href="mailto:oaa@iu.edu">oaa@iu.edu</a>
IUE	Brian Thomas, Executive Vice Chancellor for Academic Affairs	765-973-8320	<a href="mailto:bt50@iu.edu">bt50@iu.edu</a>
IUK	Scott Jones, Executive Vice Chancellor for Academic Affairs	765-453-2227	<a href="mailto:sljones2@iu.edu">sljones2@iu.edu</a>

IUN	Cynthia Roberts, Interim Executive Vice Chancellor for Academic Affairs	219-980-6761	<a href="mailto:robertcs@iu.edu">robertcs@iu.edu</a>
IUSB	Jill Pearon, Executive Vice Chancellor for Academic Affairs	574-520-4183	<a href="mailto:jpearon@iusb.edu">jpearon@iusb.edu</a>
IUS	Michelle Williams, Executive Vice Chancellor for Academic Affairs	812-941-2208	<a href="mailto:mw192@iu.edu">mw192@iu.edu</a>
IUFW	Ann Obergfell, Associate Vice Chancellor of Academic Affairs and Operations	260-481-0512	<a href="mailto:amobergf@iu-fw.edu">amobergf@iu-fw.edu</a>
IU School of Medicine	Mary Danowski, Executive Associate Dean for Faculty Affairs and Professional Development	317-278-7045	<a href="mailto:mdankoski@iu.edu">mdankoski@iu.edu</a>

### **IU Human Resources**

[hr.iu.edu](http://hr.iu.edu) 812-856-1234

[askhr@iu.edu](mailto:askhr@iu.edu)

### **External Contact Information**

Office for Civil Rights

U.S. Department of Education

Office for Civil Rights

Lyndon Baines Johnson Department of Education Bldg

400 Maryland Avenue, SW

Washington, DC 20202-1100

Telephone: 800-421-3481

FAX: 202-453-6012; TDD: 877-521-2172

Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Website: <http://www2.ed.gov/about/offices/list/ocr/index.html>



## History

This policy was established in 2015. It incorporates and supercedes the Indiana University Policy Against Sexual Harassment, which was effective in 1998.

Approved by the University Faculty Council, February 24, 2015 by the attached resolution. Approved by University President, March 1, 2015.

Revisions to policy approved by UFC and University President, August 25, 2016.

Revision to policy approved by UFC November 29, 2016; approved to be made effective on January 1, 2017, by University President.

Revisions to policy approved by UFC November 28, 2017; approved to be made effective on January 1, 2018 by University President.

Revisions to policy approved by UFC April 23, 2019; approved to be made effective on July 1, 2019 by University President.

Revision to policy approved by UFC on August 10, 2020, and University President on August 14, 2020 to become effective on August 14, 2020. The policy was revised in part to comply with new federal Title IX regulations and in part to articulate procedures related to reports of alleged discrimination, harassment, and/or sexual misconduct that are not covered by the new federal regulations. The procedures in this revised policy apply to reports received by the university on or after the effective date.

Revisions made and approved by the University President effective November 1, 2021.

Revision to add a reference to [UA-22, Employee Relationships Involving Students](#), was approved by the UFC on April 23, 2024; approved by the University President on May 2, 2024.

Previous Versions by Effective Dates:

[03/01/2015 - 08/25/2016](#)

[08/25/2016 - 01/01/2017](#)

[01/01/2017 - 01/01/2018](#)

[01/01/2018 - 07/01/2019](#)

[07/01/2019 - 08/14/2020](#)

[08/14/2020 - 11/01/2021](#)

[11/01/2021 - 04/23/2024](#)

## Related Information

IU's Stop Sexual Violence Website [www.stopsexualviolence.iu.edu](http://www.stopsexualviolence.iu.edu)

<http://stopsexualviolence.iu.edu/>Americans with Disabilities Act (ADA)

[http://policies/ua-02-americans-disability-act/archived-12062018-06262024.html](http://policies.ua-02-americans-disability-act/archived-12062018-06262024.html)Non-Discrimination/Equal Opportunity/Affirmative Action

<http://policies/ua-01-non-discrimination/archived-06142024-01312025.html>Clery Act Compliance

<http://policies/ua-16-clery-act-compliance/archived-10122023-05082025.html>Code of Student Rights and Responsibilities

<https://studentcode.iu.edu/>

Academic Appointee Responsibilities and Conduct

<https://policies.iu.edu/policies/aca-33-code-academic-ethics/index.html#:~:text=Academic%20appointees%20shall%20treat%20all,verbal%20abuse%20of%2C%20any%20person.> Programs Involving Children

<http://policies/ps-01-programs-involving-children/archived-10122023-08092024.html>Annual Security & Fire Safety Reports (including Clery Crime Statistics)

<https://policies.iu.edu/policies/ua-03-discrimination-harassment-and-sexual-misconduct/index.html>

## Appendix B

### State Criminal Code Definitions



# INDIANA CRIMINAL CODE

## **Voluntary manslaughter (IC 35-42-1-3)**

Sec. 3. (a) A person who knowingly or intentionally:

(1) kills another human being; or

(2) except as provided in section 6.5 of this chapter, kills a fetus in any stage of development; while acting under sudden heat commits voluntary manslaughter, a Level 2 felony.

(b) The existence of sudden heat is a mitigating factor that reduces what otherwise would be murder under section 1(1) of this chapter to voluntary manslaughter.

*As added by Acts 1976, P.L.148, SEC.2. Amended by Acts 1977, P.L.340, SEC.27; P.L.321-1987, SEC.1; P.L.261-1997, SEC.4; P.L.158-2013, SEC.413; P.L.203-2018, SEC.2.*

## **Involuntary manslaughter (IC 35-42-1-4)**

Sec. 4. (a) As used in this section, "fetus" means a fetus in any stage of development.

(b) A person who kills another human being while committing or attempting to commit:

(1) a Level 5 or Level 6 felony that inherently poses a risk of serious bodily injury;

(2) a Class A misdemeanor that inherently poses a risk of serious bodily injury; or

(3) battery; commits involuntary manslaughter, a Level 5 felony.

(c) Except as provided in section 6.5 of this chapter, a person who kills a fetus while committing or attempting to commit:

(1) a Level 5 or Level 6 felony that inherently poses a risk of serious bodily injury;

(2) a Class A misdemeanor that inherently poses a risk of serious bodily injury;

(3) a battery offense included in IC 35-42-2; or

(4) a violation of IC 9-30-5-1 through IC 9-30-5-5 (operating a vehicle while intoxicated); commits involuntary manslaughter, a Level 5 felony.

## **Sexual Assault**

The following two crimes and definitions under the Indiana Criminal Code most closely represent the crime of "sexual assault."

### **Consent**

The Indiana Criminal Code does not define consent in reference to sexual activity. A definition for consent under the Indiana University Sexual Misconduct Policy is provided. The age of consent in Indiana is 16.

## **Rape (IC 35-42-4-1)**

Sec. 1. (a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:

(1) the other person is compelled by force or imminent threat of force;

(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5)



is occurring;

(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in [IC 35-31.5-2-221.5](#)) cannot be given; or

(4) the person disregarded the other person's attempts to physically, verbally, or by other visible conduct refuse the person's acts;

commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon;

(3) it results in serious bodily injury to a person other than a defendant; or

(4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in [IC 16-42-19-2\(1\)](#)) or a controlled substance (as defined in [IC 35-48-1-9](#)) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) In addition to any other penalty imposed for a violation of this section, the court shall order the person to pay restitution under [IC 35-50-5-3](#) for expenses related to pregnancy and childbirth if the pregnancy is a result of the offense.

### **Sexual Battery (IC 35-42-4-8)**

Sec. 8. (a) A person who, with intent to arouse or satisfy the person's own sexual desires or the sexual desires of another person:

(1) touches another person when that person is:

(A) compelled to submit to the touching by force or the imminent threat of force; or

(B) so mentally disabled or deficient that consent to the touching cannot be given; or

(2) touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;

commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon; or

(3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in [IC 16-42-19-2\(1\)](#)) or a controlled substance (as defined in [IC 35-48-1-9](#)) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

### **Robbery (IC 35-42-5-1)**

Sec. 1. (a) Except as provided in subsection (b), a person who knowingly or intentionally takes property from another person or from the presence of another person:

(1) by using or threatening the use of force on any person; or

(2) by putting any person in fear;

commits robbery, a Level 5 felony. However, the offense is a Level 3 felony if it is committed while armed with a deadly

weapon or results in bodily injury to any person other than a defendant, and a Level 2 felony if it results in serious bodily injury to any person other than a defendant.

(b) A person who knowingly or intentionally takes a controlled substance from a pharmacist acting in an official capacity or from a pharmacy by:

- (1) using or threatening the use of force on any person; or
- (2) putting any person in fear;

commits robbery, a Level 4 felony. However, the offense is a Level 2 felony if it is committed while armed with a deadly weapon or results in bodily injury to any person other than the defendant, and the offense is a Level 1 felony if it results in serious bodily injury to any person other than the defendant.

### **Aggravated battery (IC 35-42-2-1.5)**

Sec. 1.5. A person who knowingly or intentionally inflicts injury on a person that creates a substantial risk of death or causes:

- (1) serious permanent disfigurement;
- (2) protracted loss or impairment of the function of a bodily member or organ; or
- (3) the loss of a fetus;

commits aggravated battery, a Level 3 felony. However, the offense is a Level 1 felony if it results in the death of a child less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.

### **Burglary (IC 35-43-2-1)**

Sec. 1. A person who breaks and enters the building or structure of another person, with intent to commit a felony or theft in it, commits burglary, a Level 5 felony. However, the offense is:

- (1) a Level 4 felony if the building or structure is a dwelling;
- (2) a Level 3 felony if it results in bodily injury to any person other than a defendant;
- (3) a Level 2 felony if it:
  - (A) is committed while armed with a deadly weapon; or
  - (B) results in serious bodily injury to any person other than a defendant; and
- (4) a Level 1 felony if:
  - (A) the building or structure is a dwelling; and
  - (B) it results in serious bodily injury to any person other than a defendant.

### **Theft (IC 35-43-4-2) includes motor vehicle theft**

Sec. 2. (a) A person who knowingly or intentionally exerts unauthorized control over property of another person, with intent to deprive the other person of any part of its value or use, commits theft, a Class A misdemeanor. However, the offense is:

- (1) a Level 6 felony if:
  - (A) the value of the property is at least seven hundred fifty dollars (\$750) and less than fifty thousand dollars (\$50,000);



(B) the property is a:

- (i) motor vehicle (as defined in [IC 9-13-2-105\(a\)](#)); or
- (ii) component part (as defined in [IC 9-13-2-34](#)) of a motor vehicle; or

(C) the person has a prior unrelated conviction for:

- (i) theft under this section;
- (ii) criminal conversion under section 3 of this chapter;
- (iii) robbery under [IC 35-42-5-1](#); or
- (iv) burglary under [IC 35-43-2-1](#);

(2) a Level 5 felony if:

(A) the value of the property is at least fifty thousand dollars (\$50,000);

(B) the property that is the subject of the theft is a valuable metal (as defined in [IC 25-37.5-1-1](#)) and:

- (i) relates to transportation safety;
- (ii) relates to public safety; or
- (iii) is taken from a hospital or other health care facility, telecommunications provider, public utility (as defined in [IC 32-24-1-5.9\(a\)](#)), or critical infrastructure facility; and the absence of the property creates a substantial risk of bodily injury to a person; or

(C) the property is a:

- (i) motor vehicle (as defined in [IC 9-13-2-105\(a\)](#)); or
- (ii) component part (as defined in [IC 9-13-2-34](#)) of a motor vehicle; and the person has a prior unrelated conviction for theft of a motor vehicle (as defined in [IC 9-13-2-105\(a\)](#)) or theft of a component part (as defined in [IC 9-13-2-34](#)); and

(3) a Level 5 felony if the property is a firearm.

(b) For purposes of this section, "the value of property" means:

- (1) the fair market value of the property at the time and place the offense was committed; or
- (2) if the fair market value of the property cannot be satisfactorily determined, the cost to replace the property within a reasonable time after the offense was committed.

### **Arson ([IC 35-43-1-1](#))**

Sec. 1. (a) A person who, by means of fire, explosive, or destructive device, knowingly or intentionally damages:

- (1) a dwelling of another person without the other person's consent;
- (2) property of any person under circumstances that endanger human life;
- (3) property of another person without the other person's consent if the pecuniary loss is at least five thousand dollars (\$5,000); or
- (4) a structure used for religious worship without the consent of the owner of the structure;

commits arson, a Level 4 felony. However, the offense is a Level 3 felony if it results in bodily injury to any person other than a defendant and a Level 2 felony if it results in serious bodily injury to any person other than a defendant.

(b) A person who commits arson for hire commits a Level 4 felony. However, the offense is:

- (1) a Level 3 felony if it results in bodily injury to any other person; and
- (2) a Level 2 felony if it results in serious bodily injury to any other person.

(c) A person who, by means of fire, explosive, or destructive device, knowingly or intentionally damages property of any person with intent to defraud commits arson, a Level 6 felony.



(d) A person who, by means of fire, explosive, or destructive device, knowingly or intentionally damages property of another person without the other person's consent so that the resulting pecuniary loss is at least two hundred fifty dollars (\$250) but less than five thousand dollars (\$5,000) commits arson, a Level 6 felony.

(e) A person who commits an offense under subsection (a), (b), (c), or (d) commits a separate offense for each person who suffers a bodily injury or serious bodily injury that is caused by the violation of subsection (a), (b), (c), or (d).

### **Hazing (IC 35-42-2-2.5)**

Sec. 2.5. (a) As used in this section, "hazing" means forcing or requiring another person:

(1) with or without the consent of the other person; and

(2) as a condition of association with a group or organization; to perform an act that creates a substantial risk of bodily injury.

(b) A person who knowingly or intentionally performs hazing commits a Class B misdemeanor. However, the offense is a Level 6 felony if it results in serious bodily injury to another person, and a Level 5 felony if it is committed by means of a deadly weapon.

(c) A person, other than a person who has committed an offense under this section or a delinquent act that would be an offense under this section if the violator were an adult, who:

(1) makes a report of hazing in good faith;

(2) participates in good faith in a judicial proceeding resulting from a report of hazing;

(3) employs a reporting or participating person described in subdivision (1) or (2); or

(4) supervises a reporting or participating person described in subdivision (1) or (2); is not liable for civil damages or criminal penalties that might otherwise be imposed because of the report or participation.

(d) A person described in subsection (c)(1) or (c)(2) is presumed to act in good faith.

(e) A person described in subsection (c)(1) or (c)(2) may not be treated as acting in bad faith solely because the person did not have probable cause to believe that a person committed:

(1) an offense under this section; or

(2) a delinquent act that would be an offense under this section if the offender were an adult.

As added by P.L.158-2013, SEC.424.

## **Domestic Violence & Dating Violence**

The following crimes and definitions under the Indiana Criminal Code most closely represent the crimes of "domestic violence" and "dating violence."

### **Crimes involving domestic or family violence (IC 35-31.5-2-76)**

Sec. 76. "Crime involving domestic or family violence" means a crime that occurs when a family or household member commits, attempts to commit, or conspires to commit any of the following against another family or household member:

(1) A homicide offense under IC 35-42-1.

(2) A battery offense under IC 35-42-2.

- (3) Kidnapping or confinement under IC 35-42-3.
- (4) Human and sexual trafficking crimes under IC 35-42-3.5.
- (5) A sex offense under IC 35-42-4.
- (6) Robbery under IC 35-42-5.
- (7) Arson or mischief under IC 35-43-1.
- (8) Burglary or trespass under IC 35-43-2.
- (9) Disorderly conduct under IC 35-45-1.
- (10) Intimidation or harassment under IC 35-45-2.
- (11) Voyeurism under IC 35-45-4.
- (12) Stalking under IC 35-45-10.
- (13) An offense against family under IC 35-46-1-2 through IC 35-46-1-8, IC 35-46-1-12, IC 35-46-1-15.1, or IC 35-46-1-15.3.
- (14) A crime involving animal cruelty and a family or household member under IC 35-46-3-12(b)(2) or IC 35-46-3-12.5.

#### **Family or household member (IC 35-31.5-2-128)**

Sec. 128. (a) An individual is a "family or household member" of another person if the individual:

- (1) is a current or former spouse of the other person;
- (2) is dating or has dated the other person;
- (3) is or was engaged in a sexual relationship with the other person;
- (4) is related by blood or adoption to the other person;
- (5) is or was related by marriage to the other person;
- (6) has or previously had an established legal relationship:
  - (A) as a guardian of the other person;
  - (B) as a ward of the other person;
  - (C) as a custodian of the other person;
  - (D) as a foster parent of the other person; or
  - (E) in a capacity with respect to the other person similar to those listed in clauses (A) through (D); or
- (7) has a child in common with the other person.

(b) An individual is a "family or household member" of both persons to whom subsection (a)(1), (a)(2), (a)(3), (a)(4), (a)(5), (a)(6), or (a)(7) applies if the individual is a minor child of one (1) of the persons.

#### **Domestic Battery (IC 35-42-2-1.3)**

Sec. 1.3. (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:

- (1) touches a family or household member in a rude, insolent, or angry manner; or
- (2) in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member.



commits domestic battery, a Class A misdemeanor.

(b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:

(1) The person who committed the offense has a previous, unrelated conviction:

(A) for a battery offense included in this chapter; or

(B) for a strangulation offense under [IC 35-42-2-9](#).

(2) The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.

(3) The offense results in moderate bodily injury to a family or household member.

(4) The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.

(5) The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.

(6) The offense is committed against a family or household member who is an endangered adult (as defined in [IC 12-10-3-2](#)).

(7) The offense is committed against a family or household member:

(A) who has been issued a protection order (as defined in [IC 34-26-7.5-2](#)) that protects the family or household member from the person and the protection order was in effect at the time the person committed the offense; or

(B) while a no contact order issued by the court directing the person to refrain from having any direct or indirect contact with the family or household member was in effect at the time the person committed the offense.

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

(1) The offense results in serious bodily injury to a family or household member.

(2) The offense is committed with a deadly weapon against a family or household member.

(3) The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.

(4) The person has a previous conviction for a battery offense or strangulation (as defined in section 9 of this chapter) included in this chapter against the same family or household member.

(5) The offense results in bodily injury to one (1) or more of the following:

(A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.

(C) A family or household member who is an endangered adult (as defined in [IC 12-10-3-2](#)).

(d) The offense described in subsection (a)(1) or (a)(2) is a Level 4 felony if it results in serious bodily injury to a family or household member who is an endangered adult (as defined in [IC 12-10-3-2](#)).

(e) The offense described in subsection (a)(1) or (a)(2) is a Level 3 felony if it results in serious bodily injury to a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.



(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

- (1) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
- (2) A family or household member who is an endangered adult (as defined in [IC 12-10-3-2](#)).

### **Battery**([IC 35-42-2-1](#))

Sec. 1. (a) As used in this section, "public safety official" means:

- (1) a law enforcement officer, including an alcoholic beverage enforcement officer;
- (2) an employee of a penal facility or a juvenile detention facility (as defined in [IC 31-9-2-71](#));
- (3) an employee of the department of correction;
- (4) a probation officer;
- (5) a parole officer;
- (6) a community corrections worker;
- (7) a home detention officer;
- (8) a department of child services employee;
- (9) a firefighter;
- (10) an emergency medical services provider;
- (11) a judicial officer;
- (12) a bailiff of any court; or
- (13) a special deputy (as described in [IC 36-8-10-10.6](#)).

(b) As used in this section, "relative" means an individual related by blood, half-blood, adoption, marriage, or remarriage, including:

- (1) a spouse;
- (2) a parent or stepparent;
- (3) a child or stepchild;
- (4) a grandchild or stepgrandchild;
- (5) a grandparent or stepgrandparent;
- (6) a brother, sister, stepbrother, or stepsister;
- (7) a niece or nephew;
- (8) an aunt or uncle;
- (9) a daughter-in-law or son-in-law;
- (10) a mother-in-law or father-in-law; or
- (11) a first cousin.

(c) Except as provided in subsections (d) through (k), a person who knowingly or intentionally:

(1) touches another person in a rude, insolent, or angry manner; or

(2) in a rude, insolent, or angry manner places any bodily fluid or waste on another person;

commits battery, a Class B misdemeanor.

(d) The offense described in subsection (c)(1) or (c)(2) is a Class A misdemeanor if it:

(1) results in bodily injury to any other person; or

(2) is committed against a member of a foster family home (as defined in [IC 35-31.5-2-139.3](#)) by a person who is not a resident of the foster family home if the person who committed the offense is a relative of a person who lived in the foster family home at the time of the offense.

(e) The offense described in subsection (c)(1) or (c)(2) is a Level 6 felony if one (1) or more of the following apply:

(1) The offense results in moderate bodily injury to any other person.

(2) The offense is committed against a public safety official while the official is engaged in the official's official duty, unless the offense is committed by a person detained or committed under [IC 12-26](#).

(3) The offense is committed against a person less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.

(4) The offense is committed against a person of any age who has a mental or physical disability and is committed by a person having the care of the person with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.

(5) The offense is committed against an endangered adult (as defined in [IC 12-10-3-2](#)).

(6) The offense:

(A) is committed against a member of a foster family home (as defined in [IC 35-31.5-2-139.3](#)) by a person who is not a resident of the foster family home if the person who committed the offense is a relative of a person who lived in the foster family home at the time of the offense; and

(B) results in bodily injury to the member of the foster family.

(f) The offense described in subsection (c)(2) is a Level 6 felony if the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus.

(g) The offense described in subsection (c)(1) or (c)(2) is a Level 5 felony if one (1) or more of the following apply:

(1) The offense results in serious bodily injury to another person.

(2) The offense is committed with a deadly weapon.

(3) The offense results in bodily injury to a pregnant woman if the person knew of the pregnancy.

(4) The person has a previous conviction for a battery offense included in this chapter against the same victim.

(5) The offense results in bodily injury to one (1) or more of the following:

(A) A public safety official while the official is engaged in the official's official duties, unless the offense is committed by a person detained or committed under [IC 12-26](#).

(B) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(C) A person who has a mental or physical disability if the offense is committed by an individual having care of the person with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.

(D) An endangered adult (as defined in [IC 12-10-3-2](#)).



(h) The offense described in subsection (c)(2) is a Level 5 felony if:

(1) the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus; and

(2) the person placed the bodily fluid or waste on a public safety official, unless the offense is committed by a person detained or committed under [IC 12-26](#).

(i) The offense described in subsection (c)(1) or (c)(2) is a Level 4 felony if it results in serious bodily injury to an endangered adult (as defined in [IC 12-10-3-2](#)).

(j) The offense described in subsection (c)(1) or (c)(2) is a Level 3 felony if it results in serious bodily injury to a person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(k) The offense described in subsection (c)(1) or (c)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

(1) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age. (2) An endangered adult (as defined in [IC 12-10-3-2](#)).

### **Stalking ([IC 35-45-10-1](#))**

Sec. 1. As used in this chapter, "stalk" means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.

## **CALIFORNIA CRIMINAL CODE – Specific definitions for L.A. campus**

### **Rape (CA Penal Code Chapter 1 Section 261)**

(a) Rape is an act of sexual intercourse accomplished under any of the following circumstances:

(1) If a person who is not the spouse of the person committing the act is incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act. Notwithstanding the existence of a conservatorship pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving consent. This paragraph does not preclude the prosecution of a spouse committing the act from being prosecuted under any other paragraph of this subdivision or any other law.

(2) If it is accomplished against a person's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the person or another.

(3) If a person is prevented from resisting by any intoxicating or anesthetic substance, or any controlled substance, and this condition was known, or reasonably should have been known by the accused.

(4) If a person is at the time unconscious of the nature of the act, and this is known to the accused. As used in this paragraph, "unconscious of the nature of the act" means incapable of resisting because the victim meets any one of the following conditions:

(A) Was unconscious or asleep.

(B) Was not aware, knowing, perceiving, or cognizant that the act occurred.

(C) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact.



(D) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.

(5) If a person submits under the belief that the person committing the act is someone known to the victim other than the accused, and this belief is induced by artifice, pretense, or concealment practiced by the accused, with intent to induce the belief.

(6) If the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat. As used in this paragraph, "threatening to retaliate" means a threat to kidnap or falsely imprison, or to inflict extreme pain, serious bodily injury, or death.

(7) Where the act is accomplished against the victim's will by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official. As used in this paragraph, "public official" means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official.

(b) For purposes of this section, the following definitions apply:

"Duress" means a direct or implied threat of force, violence, danger, or retribution sufficient to coerce a reasonable person of ordinary susceptibilities to perform an act which otherwise would not have been performed or acquiesce in an act to which one otherwise would not have submitted. The total circumstances, including the age of the victim, and his or her relationship to the defendant, are factors to consider in appraising the existence of duress.

(c) Menace" means any threat, declaration, or act that shows an intention to inflict an injury upon another.

### **Sodomy (CA Penal Code Chapter 1 Section 286)**

Sodomy is sexual conduct consisting of contact between the penis of one person and the anus of another person. Any sexual penetration, however slight, is sufficient to complete the crime of sodomy.

(b) (1) Except as provided in Section 288, any person who participates in an act of sodomy with another person who is under 18 years of age shall be punished by imprisonment in the state prison, or in a county jail for not more than one year.

(2) Except as provided in Section 288, any person over 21 years of age who participates in an act of sodomy with another person who is under 16 years of age shall be guilty of a felony.

(c) (1) Any person who participates in an act of sodomy with another person who is under 14 years of age and more than 10 years younger than he or she shall be punished by imprisonment in the state prison for three, six, or eight years.

(2) (A) Any person who commits an act of sodomy when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person shall be punished by imprisonment in the state prison for three, six, or eight years.

(B) Any person who commits an act of sodomy with another person who is under 14 years of age when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person shall be punished by imprisonment in the state prison for 9, 11, or 13 years.

(C) Any person who commits an act of sodomy with another person who is a minor 14 years of age or older when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person shall be punished by imprisonment in the state prison for 7, 9, or 11 years.

(3) Any person who commits an act of sodomy where the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat, shall be punished by imprisonment in the state prison for three, six, or eight



years.

(d)(1) Any person who, while voluntarily acting in concert with another person, either personally or aiding and abetting that other person, commits an act of sodomy when the act is accomplished against the victim's will by means of force or fear of immediate and unlawful bodily injury on the victim or another person or where the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat, shall be punished by imprisonment in the state prison for five, seven, or nine years.

(2) Any person who, while voluntarily acting in concert with another person, either personally or aiding and abetting that other person, commits an act of sodomy upon a victim who is under 14 years of age, when the act is accomplished against the victim's will by means of force or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 10, 12, or 14 years.

(3) Any person who, while voluntarily acting in concert with another person, either personally or aiding and abetting that other person, commits an act of sodomy upon a victim who is a minor 14 years of age or older, when the act is accomplished against the victim's will by means of force or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 7, 9, or 11 years.

(e) Any person who participates in an act of sodomy with any person of any age while confined in any state prison, as defined in Section 4504, or in any local detention facility, as defined in Section 6031.4, shall be punished by imprisonment in the state prison, or in a county jail for not more than one year.

(f) Any person who commits an act of sodomy, and the victim is at the time unconscious of the nature of the act and this is known to the person committing the act, shall be punished by imprisonment in the state prison for three, six, or eight years. As used in this subdivision, "unconscious of the nature of the act" means incapable of resisting because the victim meets one of the following conditions:

(1) Was unconscious or asleep.

(2) Was not aware, knowing, perceiving, or cognizant that the act occurred.

(3) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact.

(4) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.

(g) Except as provided in subdivision (h), a person who commits an act of sodomy, and the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act, shall be punished by imprisonment in the state prison for three, six, or eight years. Notwithstanding the existence of a conservatorship pursuant to the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving consent.

(h) Any person who commits an act of sodomy, and the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act, and both the defendant and the victim are at the time confined in a state hospital for the care and treatment of the mentally disordered or in any other public or private facility for the care and treatment of the mentally disordered approved by a county mental health director, shall be punished by imprisonment in the state prison, or in a county jail for not more than one year. Notwithstanding the existence of a conservatorship pursuant to the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving legal consent.

(i) Any person who commits an act of sodomy, where the victim is prevented from resisting by an intoxicating or anesthetic substance, or any controlled substance, and this condition was known, or reasonably should have been known by the accused, shall be punished by imprisonment in the state prison for three, six, or eight years.



(j) Any person who commits an act of sodomy, where the victim submits under the belief that the person committing the act is someone known to the victim other than the accused, and this belief is induced by any artifice, pretense, or concealment practiced by the accused, with intent to induce the belief, shall be punished by imprisonment in the state prison for three, six, or eight years.

(k) Any person who commits an act of sodomy, where the act is accomplished against the victim's will by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official, shall be punished by imprisonment in the state prison for three, six, or eight years.

As used in this subdivision, "public official" means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official.

(l) As used in subdivisions (c) and (d), "threatening to retaliate" means a threat to kidnap or falsely imprison, or inflict extreme pain, serious bodily injury, or death.

### **Oral Copulation (CA Penal Code Chapter 1 Section 287)**

(a) Oral copulation is the act of copulating the mouth of one person with the sexual organ or anus of another person.

(b) (1) Except as provided in Section 288, any person who participates in an act of oral copulation with another person who is under 18 years of age shall be punished by imprisonment in the state prison, or in a county jail for a period of not more than one year.

(2) Except as provided in Section 288, any person over 21 years of age who participates in an act of oral copulation with another person who is under 16 years of age is guilty of a felony.

(c) (1) Any person who participates in an act of oral copulation with another person who is under 14 years of age and more than 10 years younger than he or she shall be punished by imprisonment in the state prison for three, six, or eight years.

(2) (A) Any person who commits an act of oral copulation when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person shall be punished by imprisonment in the state prison for three, six, or eight years.

(B) Any person who commits an act of oral copulation upon a person who is under 14 years of age, when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 8, 10, or 12 years.

(C) Any person who commits an act of oral copulation upon a minor who is 14 years of age or older, when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 6, 8, or 10 years.

(3) Any person who commits an act of oral copulation where the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat, shall be punished by imprisonment in the state prison for three, six, or eight years.

(d) (1) Any person who, while voluntarily acting in concert with another person, either personally or by aiding and abetting that other person, commits an act of oral copulation (A) when the act is accomplished against the victim's will by means of force or fear of immediate and unlawful bodily injury on the victim or another person, or (B) where the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat, or (C) where the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act, shall be punished by imprisonment in the state prison for five, seven, or nine years. Notwithstanding the appointment of a conservator with respect to the victim



pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime described under paragraph (3), that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving legal consent.

(2) Any person who, while voluntarily acting in concert with another person, either personally or aiding and abetting that other person, commits an act of oral copulation upon a victim who is under 14 years of age, when the act is accomplished against the victim's will by means of force or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 10, 12, or 14 years.

(3) Any person who, while voluntarily acting in concert with another person, either personally or aiding and abetting that other person, commits an act of oral copulation upon a victim who is a minor 14 years of age or older, when the act is accomplished against the victim's will by means of force or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 8, 10, or 12 years.

(e) Any person who participates in an act of oral copulation while confined in any state prison, as defined in Section 4504 or in any local detention facility as defined in Section 6031.4, shall be punished by imprisonment in the state prison, or in a county jail for a period of not more than one year.

(f) Any person who commits an act of oral copulation, and the victim is at the time unconscious of the nature of the act and this is known to the person committing the act, shall be punished by imprisonment in the state prison for a period of three, six, or eight years. As used in this subdivision, "unconscious of the nature of the act" means incapable of resisting because the victim meets one of the following conditions:

(1) Was unconscious or asleep.

(2) Was not aware, knowing, perceiving, or cognizant that the act occurred.

(3) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact.

(4) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the oral copulation served a professional purpose when it served no professional purpose.

(g) Except as provided in subdivision (h), any person who commits an act of oral copulation, and the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act, shall be punished by imprisonment in the state prison, for three, six, or eight years. Notwithstanding the existence of a conservatorship pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving consent.

(h) Any person who commits an act of oral copulation, and the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act, and both the defendant and the victim are at the time confined in a state hospital for the care and treatment of the mentally disordered or in any other public or private facility for the care and treatment of the mentally disordered approved by a county mental health director, shall be punished by imprisonment in the state prison, or in a county jail for a period of not more than one year. Notwithstanding the existence of a conservatorship pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving legal consent.

(i) Any person who commits an act of oral copulation, where the victim is prevented from resisting by any intoxicating or anesthetic substance, or any controlled substance, and this condition was known, or reasonably should have been known by the accused, shall be punished by imprisonment in the state prison for a period of three, six, or eight years.

(j) Any person who commits an act of oral copulation, where the victim submits under the belief that the person committing the act is someone known to the victim other than the accused, and this belief is induced by any artifice, pretense, or concealment practiced by the accused, with intent to induce the belief, shall be punished by imprisonment in the state prison for a period of three, six, or eight years.



(k) Any person who commits an act of oral copulation, where the act is accomplished against the victim's will by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official, shall be punished by imprisonment in the state prison for a period of three, six, or eight years.

As used in this subdivision, "public official" means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official.

(l) As used in subdivisions (c) and (d), "threatening to retaliate" means a threat to kidnap or falsely imprison, or to inflict extreme pain, serious bodily injury, or death.

## **Bigamy, Incest, and the Crime against Nature (CA Penal Code Chapter 1 Section 285 and Section 289)**

### **Section 285**

Persons being within the degrees of consanguinity within which marriages are declared by law to be incestuous and void, who intermarry with each other, or who being 14 years of age or older, commit fornication or adultery with each other, are punishable by imprisonment in the state prison.

### **Section 289**

(a) (1) (A) Any person who commits an act of sexual penetration when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person shall be punished by imprisonment in the state prison for three, six, or eight years.

(B) Any person who commits an act of sexual penetration upon a child who is under 14 years of age, when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 8, 10, or 12 years.

(C) Any person who commits an act of sexual penetration upon a minor who is 14 years of age or older, when the act is accomplished against the victim's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person, shall be punished by imprisonment in the state prison for 6, 8, or 10 years.

(D) This paragraph does not preclude prosecution under Section 269, Section 288.7, or any other provision of law.

(2) Any person who commits an act of sexual penetration when the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat, shall be punished by imprisonment in the state prison for three, six, or eight years.

(b) Except as provided in subdivision (c), any person who commits an act of sexual penetration, and the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act or causing the act to be committed, shall be punished by imprisonment in the state prison for three, six, or eight years. Notwithstanding the appointment of a conservator with respect to the victim pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving legal consent.

(c) Any person who commits an act of sexual penetration, and the victim is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act or causing the act to be committed and both the defendant and the victim are at the time confined in a state hospital for the care and treatment of the mentally disordered or in any other public or private facility for the care and treatment of the mentally disordered approved by a county mental health director, shall be punished by imprisonment in the state prison, or in a county jail for a period of not more than one year.



Notwithstanding the existence of a conservatorship pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code), the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving legal consent.

(d) Any person who commits an act of sexual penetration, and the victim is at the time unconscious of the nature of the act and this is known to the person committing the act or causing the act to be committed, shall be punished by imprisonment in the state prison for three, six, or eight years. As used in this subdivision, "unconscious of the nature of the act" means incapable of resisting because the victim meets one of the following conditions:

(1) Was unconscious or asleep.

(2) Was not aware, knowing, perceiving, or cognizant that the act occurred.

(3) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact.

(4) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.

(e) Any person who commits an act of sexual penetration when the victim is prevented from resisting by any intoxicating or anesthetic substance, or any controlled substance, and this condition was known, or reasonably should have been known by the accused, shall be punished by imprisonment in the state prison for a period of three, six, or eight years.

(f) Any person who commits an act of sexual penetration when the victim submits under the belief that the person committing the act or causing the act to be committed is someone known to the victim other than the accused, and this belief is induced by any artifice, pretense, or concealment practiced by the accused, with intent to induce the belief, shall be punished by imprisonment in the state prison for a period of three, six, or eight years.

(g) Any person who commits an act of sexual penetration when the act is accomplished against the victim's will by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official, shall be punished by imprisonment in the state prison for a period of three, six, or eight years.

As used in this subdivision, "public official" means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official.

(h) Except as provided in Section 288, any person who participates in an act of sexual penetration with another person who is under 18 years of age shall be punished by imprisonment in the state prison or in a county jail for a period of not more than one year.

(i) Except as provided in Section 288, any person over 21 years of age who participates in an act of sexual penetration with another person who is under 16 years of age shall be guilty of a felony.

(j) Any person who participates in an act of sexual penetration with another person who is under 14 years of age and who is more than 10 years younger than he or she shall be punished by imprisonment in the state prison for three, six, or eight years.

(k) As used in this section:

(1) "Sexual penetration" is the act of causing the penetration, however slight, of the genital or anal opening of any person or causing another person to so penetrate the defendant's or another person's genital or anal opening for the purpose of sexual arousal, gratification, or abuse by any foreign object, substance, instrument, or device, or by any unknown object.

(2) "Foreign object, substance, instrument, or device" shall include any part of the body, except a sexual organ.

(3) "Unknown object" shall include any foreign object, substance, instrument, or device, or any part of the body, including a penis, when it is not known whether penetration was by a penis or by a foreign object, substance, instrument, or device, or by any other part of the body.



(l) As used in subdivision (a), "threatening to retaliate" means a threat to kidnap or falsely imprison, or inflict extreme pain, serious bodily injury or death.

(m) As used in this section, "victim" includes any person who the defendant causes to penetrate the genital or anal opening of the defendant or another person or whose genital or anal opening is caused to be penetrated by the defendant or another person and who otherwise qualifies as a victim under the requirements of this section.

#### **Fondling (CA Penal Code Chapter 9. Section 243.4, Assault and Battery)**

(a) Any person who touches an intimate part of another person while that person is unlawfully restrained by the accused or an accomplice, and if the touching is against the will of the person touched and is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery. A violation of this subdivision is punishable by imprisonment in a county jail for not more than one year, and by a fine not exceeding two thousand dollars (\$2,000); or by imprisonment in the state prison for two, three, or four years, and by a fine not exceeding ten thousand dollars (\$10,000).

(b) Any person who touches an intimate part of another person who is institutionalized for medical treatment and who is seriously disabled or medically incapacitated, if the touching is against the will of the person touched, and if the touching is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery. A violation of this subdivision is punishable by imprisonment in a county jail for not more than one year, and by a fine not exceeding two thousand dollars (\$2,000); or by imprisonment in the state prison for two, three, or four years, and by a fine not exceeding ten thousand dollars (\$10,000).

(c) Any person who touches an intimate part of another person for the purpose of sexual arousal, sexual gratification, or sexual abuse, and the victim is at the time unconscious of the nature of the act because the perpetrator fraudulently represented that the touching served a professional purpose, is guilty of sexual battery. A violation of this subdivision is punishable by imprisonment in a county jail for not more than one year, and by a fine not exceeding two thousand dollars (\$2,000); or by imprisonment in the state prison for two, three, or four years, and by a fine not exceeding ten thousand dollars (\$10,000).

(d) Any person who, for the purpose of sexual arousal, sexual gratification, or sexual abuse, causes another, against that person's will while that person is unlawfully restrained either by the accused or an accomplice, or is institutionalized for medical treatment and is seriously disabled or medically incapacitated, to masturbate or touch an intimate part of either of those persons or a third person, is guilty of sexual battery. A violation of this subdivision is punishable by imprisonment in a county jail for not more than one year, and by a fine not exceeding two thousand dollars (\$2,000); or by imprisonment in the state prison for two, three, or four years, and by a fine not exceeding ten thousand dollars (\$10,000).

(e)(1) Any person who touches an intimate part of another person, if the touching is against the will of the person touched, and is for the specific purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of misdemeanor sexual battery, punishable by a fine not exceeding two thousand dollars (\$2,000), or by imprisonment in a county jail not exceeding six months, or by both that fine and imprisonment. However, if the defendant was an employer and the victim was an employee of the defendant, the misdemeanor sexual battery shall be punishable by a fine not exceeding three thousand dollars (\$3,000), by imprisonment in a county jail not exceeding six months, or by both that fine and imprisonment. Notwithstanding any other provision of law, any amount of a fine above two thousand dollars (\$2,000) which is collected from a defendant for a violation of this subdivision shall be transmitted to the State Treasury and, upon appropriation by the Legislature, distributed to the Civil Rights Department for the purpose of enforcement of the California Fair Employment and Housing Act (Part 2.8 (commencing with Section 12900) of Division 3 of Title 2 of the Government Code), including, but not limited to, laws that proscribe sexual harassment in places of employment. However, in no event shall an amount over two thousand dollars (\$2,000) be transmitted to the State Treasury until all fines, including any restitution fines that may have been imposed upon the defendant, have been paid in full.

(2) As used in this subdivision, "touches" means physical contact with another person, whether accomplished directly, through the clothing of the person committing the offense, or through the clothing of the victim.

(f) As used in subdivisions (a), (b), (c), and (d), "touches" means physical contact with the skin of another person whether accomplished directly or through the clothing of the person committing the offense.



(g) As used in this section, the following terms have the following meanings:

- (1) "Intimate part" means the sexual organ, anus, groin, or buttocks of any person, and the breast of a female.
- (2) "Sexual battery" does not include the crimes defined in Section 261 or 289.
- (3) "Seriously disabled" means a person with severe physical or sensory disabilities.
- (4) "Medically incapacitated" means a person who is incapacitated as a result of prescribed sedatives, anesthesia, or other medication.
- (5) "Institutionalized" means a person who is located voluntarily or involuntarily in a hospital, medical treatment facility, nursing home, acute care facility, or mental hospital.
- (6) "Minor" means a person under 18 years of age.

(h) This section shall not be construed to limit or prevent prosecution under any other law which also proscribes a course of conduct that also is proscribed by this section.

(i) In the case of a felony conviction for a violation of this section, the fact that the defendant was an employer and the victim was an employee of the defendant shall be a factor in aggravation in sentencing.

(j) A person who commits a violation of subdivision (a), (b), (c), or (d) against a minor when the person has a prior felony conviction for a violation of this section shall be guilty of a felony, punishable by imprisonment in the state prison for two, three, or four years and a fine not exceeding ten thousand dollars (\$10,000).

#### **Statutory Rape (CA Penal Code, Chapter 1, Section 261.5)**

(a) Unlawful sexual intercourse is an act of sexual intercourse accomplished with a person who is not the spouse of the perpetrator, if the person is a minor. For the purposes of this section, a "minor" is a person under the age of 18 years and an "adult" is a person who is at least 18 years of age.

(b) Any person who engages in an act of unlawful sexual intercourse with a minor who is not more than three years older or three years younger than the perpetrator, is guilty of a misdemeanor.

(c) Any person who engages in an act of unlawful sexual intercourse with a minor who is more than three years younger than the perpetrator is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in a county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.

(d) Any person 21 years of age or older who engages in an act of unlawful sexual intercourse with a minor who is under 16 years of age is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in a county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170 for two, three, or four years.

#### **Abuse: (CA Family Code, 6203 (definitions) and 6211)**

(a) For purposes of this act, "abuse" means any of the following:

- (1) To intentionally or recklessly cause or attempt to cause bodily injury.
- (2) Sexual assault.
- (3) To place a person in reasonable apprehension of imminent serious bodily injury to that person or to another.
- (4) To engage in any behavior that has been or could be enjoined pursuant to Section 6320.

(b) Abuse is not limited to the actual infliction of physical injury or assault.

"Domestic violence" is abuse perpetrated against any of the following persons:

- (a) A spouse or former spouse.
- (b) A cohabitant or former cohabitant, as defined in Section 6209.
- (c) A person with whom the respondent is having or has had a dating or engagement relationship.
- (d) A person with whom the respondent has had a child, where the presumption applies that the male parent is the father of the child of the female parent under the Uniform Parentage Act (Part 3 (commencing with Section 7600) of Division 12).
- (e) A child of a party or a child who is the subject of an action under the Uniform Parentage Act, where the presumption applies that the male parent is the father of the child to be protected.
- (f) Any other person related by consanguinity or affinity within the second degree.

**Domestic Violence/Dating Violence (CA Penal Code, Chapter 2, Section 273.5 and Section 243)**

(a) Any person who willfully inflicts corporal injury resulting in a traumatic condition upon a victim described in subdivision (b) is guilty of a felony, and upon conviction thereof shall be punished by imprisonment in the state prison for two, three, or four years, or in a county jail for not more than one year, or by a fine of up to six thousand dollars (\$6,000), or by both that fine and imprisonment.

(b) Subdivision (a) shall apply if the victim is or was one or more of the following:

- (1) The offender's spouse or former spouse.
- (2) The offender's cohabitant or former cohabitant.
- (3) The offender's fiancé or fiancée, or someone with whom the offender has, or previously had, an engagement or dating relationship.
- (4) The mother or father of the offender's child.

**CA Penal Code 243**

(e)(1) When a battery is committed against a spouse, a person with whom the defendant is cohabiting, a person who is the parent of the defendant's child, former spouse, fiancé, or fiancée, or a person with whom the defendant currently has, or has previously had, a dating or engagement relationship, the battery is punishable by a fine not exceeding two thousand dollars (\$2,000), or by imprisonment in a county jail for a period of not more than one year, or by both that fine and imprisonment. If probation is granted, or the execution or imposition of the sentence is suspended, it shall be a condition thereof that the defendant participate in, for no less than one year, and successfully complete, a batterer's treatment program, as described in Section 1203.097, or if none is available, another appropriate counseling program designated by the court. However, this provision shall not be construed as requiring a city, a county, or a city and county to provide a new program or higher level of service as contemplated by Section 6 of Article XIII B of the California Constitution.

**Stalking**

**CA Penal Code, Chapter 2, Section 646.9**

(a) Any person who willfully, maliciously, and repeatedly follows or willfully and maliciously harasses another person and who makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her immediate family is guilty of the crime of stalking, punishable by imprisonment in a county jail for not more than one year, or by a fine of not more than one thousand dollars (\$1,000), or by both that fine and imprisonment, or by imprisonment in the state prison.



## **CA Penal Code, Chapter 2, Section 653m**

(a) Every person who, with intent to annoy, telephones or makes contact by means of an electronic communication device with another and addresses to or about the other person any obscene language or addresses to the other person any threat to inflict injury to the person or property of the person addressed or any member of his or her family, is guilty of a misdemeanor. Nothing in this subdivision shall apply to telephone calls or electronic contacts made in good faith.

(b) Every person who, with intent to annoy or harass, makes repeated telephone calls or makes repeated contact by means of an electronic communication device, or makes any combination of calls or contact, to another person is, whether or not conversation ensues from making the telephone call or contact by means of an electronic communication device, guilty of a misdemeanor. Nothing in this subdivision shall apply to telephone calls or electronic contacts made in good faith or during the ordinary course and scope of business.

## **Consent to Sexual Activity (CA Penal Code, Chapter 1, section 261.6 and section 261.7)**

(a) In prosecutions under Section 261, 286, 287, or 289, or former Section 262 or 288a, in which consent is at issue, "consent" means positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved.

(b) A current or previous dating or marital relationship is not sufficient to constitute consent if consent is at issue in a prosecution under Section 261, 286, 287, or 289, or former Section 262 or 288a.

(c) This section shall not affect the admissibility of evidence or the burden of proof on the issue of consent.

In prosecutions under Section 261, 286, 287, or 289, or former Section 262 or 288a, in which consent is at issue, evidence that the victim suggested, requested, or otherwise communicated to the defendant that the defendant use a condom or other birth control device, without additional evidence of consent, is not sufficient to constitute consent.

## Appendix C

# Sexual Misconduct: Rights, Options, and Resource Guide

Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking. For emergencies, dial 911.

## Sexual Misconduct: Complaint Resolution Processes at IU

When a formal complaint of sexual misconduct is filed with the University, a prompt, fair, and impartial investigation and complaint resolution process is conducted in a reasonable timeframe given the circumstances of the specific case. This includes the following rights to all parties:

- To be conducted by officials who are properly trained annually on issues related to sexual misconduct and how to conduct an investigation at all stages of the complaint resolution process.
- To be accompanied by an advisor during all proceedings, investigation meetings, or related meetings. The role of any advisor is explained in the Discrimination, Harassment, and Sexual Misconduct Policy.
- Each party will be simultaneously notified in writing of the outcome and results of any disciplinary proceedings, as well as the equal right to appeal the outcome of any disciplinary proceedings.

The procedures applied depend on the association of the individual accused of sexual misconduct, as well as whether the complaint meets the initial criteria of a Title IX complaint. Procedures can be found in the University's Discrimination, Harassment, and Sexual Misconduct Policy, and at [StopSexualViolence.iu.edu](http://StopSexualViolence.iu.edu).

Individuals found responsible through these processes by a preponderance of the evidence for engaging in sexual misconduct will be sanctioned. Sanctions for sexual misconduct violations may include, but are not limited to, separation from the university, including suspension, expulsion, or termination. Other protective measures may include separating the parties, placing limitations on contact between the parties, or making alternative living, class-placement, or workplace arrangements.

Sexual assault, domestic violence, dating violence, and stalking may also be found to be criminal acts following a law enforcement investigation, which may also subject the respondent to criminal penalties under federal and state law.

## Retaliation

Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct, is prohibited by the University and will not be tolerated. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to the Deputy Sexual Misconduct & Title IX Coordinator.

## Protective Measures

In addition to the supportive and remedial measures available through the University (see Resources), IU recognizes all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform IUPD so the order can be enforced on campus, if necessary. To learn more about protection orders, contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

## Consent

**Consent** is about communication and respect. Sexual activity without consent is sexual misconduct.



## University's Definition of Consent

Consent is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time:

- **Consent** can be withdrawn at any time, as long as it is clearly communicated.
- **Consent** cannot be coerced or compelled by force, threat, deception, or intimidation.
- **Consent** cannot be given by someone who is incapacitated, as defined below.
- **Consent** cannot be assumed based on silence, the absence of “no” or “stop”, the existence of a prior or current relationship, or prior sexual activity.

## Incapacitation

A person is incapable of consent if they are *unable to understand the fact, nature, extent, or implications* of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law). With respect to alcohol and drugs, intoxication and/or impairment is not presumptively equivalent to incapacitation.

Consent does not exist when the individual initiating sexual activity knew or should have known of the other person's incapacitation.

## Privacy & Confidentiality

### Information Confidentiality

The University is committed to protecting your privacy by sharing information with only those who need to know. Your information may need to be shared with those involved in investigating the incident, those responsible for providing necessary resources and remedies, and those responsible for ensuring the public's safety. You should discuss your desires regarding confidentiality with any University employee with whom you speak, to ensure you understand their reporting obligations and what information they may be required to share. As a note, the University completes publicly available recordkeeping, including Clery Act reporting, without including personally identifying information.

### Responsible Employees

Most employees are considered Responsible Employees, which means they have to share any information they know about an incident of sexual misconduct with the University or Deputy Sexual Misconduct & Title IX Coordinator. Responsible Employees include, but are not limited to, faculty and other instructors, academic advisors, coaches and athletic staff that interact directly with students, student affairs administrators, residential hall staff, supervisors, and employees in University offices that serve students.

### Confidential Employees

There are employees that you can talk to confidentially, who do not have the same reporting obligations as a Responsible Employee. Confidential Employees include those designated on your campus to be confidential, such as health center staff, a victim advocate, as well as any licensed, professional counselors (e.g. mental health counselors, psychologists).

## Indiana State Rights for Victims of Domestic and Family Violence

*Alleged victims of domestic and family violence are provided the additional rights under Indiana IC-35-40-5, if they choose to proceed with criminal prosecution.*

1. You have the right to be:
  - a. treated with fairness, dignity, and respect; and
  - b. free from intimidation, harassment and abuse;
2. You have the right to be informed, upon request, when a person who is:

- a. accused of committing; or
  - b. convicted of committing a crime perpetrated directly against you is released from custody or has escaped.
3. You have the right to confer with a representative of the prosecuting attorney's office:
  - a. after a crime allegedly committed has been charged;
  - b. before the trial of a crime allegedly committed; and
  - c. before any disposition of a criminal case. This right does not include the authority to direct the prosecution of a criminal case.
4. You have the right to have your safety considered when decisions are made concerning pre-trial release from custody of a person accused of committing a crime against you.
5. You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a pre-conviction release decision under a forensic diversion program.
6. If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report.
  - a. You have a right to read a Victim's Pre-sentence Report.
  - b. You have a right to respond to the material included in the pre-sentence report.
7. You have the right to pursue restitution and other civil remedies against the perpetrator.
8. You have a right to information, upon request, about the disposition of a case, the conviction or sentence on a case, and release of a perpetrator from custody.
9. You have a right to be informed of your constitutional and statutory rights.

If you wish to exercise these rights, you must provide a current address and telephone number to your local County Prosecutor's Office. If charges are filed in your case, it is likely that the Judge will have a hearing on the defendant's bond within days of the arrest. It is important to stay in contact with the Prosecutor's Office to determine when this hearing, and other hearings will be held.

## StopSexualViolence.iu.edu

For additional information on available resources on your campus and in the community, as well as a link to the University Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit:

<https://stopsexualviolence.iu.edu>.

## Help is Available: Rights & Options

Below is important information to consider. Please see contact options in the "Resources" section of this guide.

### Find a Safe Place

Most importantly, call 911 if you or anyone else is in immediate danger and try to get to a safe place. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a trained sexual assault advocate.

### Seek Medical Attention

Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to treat any physical injury.

### Preserve Evidence of the Incident(s)

If you have experienced any form of sexual misconduct, it is important to preserve any evidence that may be helpful should you decide to pursue a university or criminal complaint or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 96 hours of the assault. Do not do any of the following things until you've gotten medical attention and/or contacted the police:

- Bathe or shower
- Use the restroom

- Change clothes or comb hair
- Clean up the crime scene
- Move anything the offender may have touched

It is best not to try to collect this physical evidence yourself, but to seek assistance from medical and/or law enforcement personnel. Consider also preserving any electronic and other types of physical evidence (e.g., text messages, social media posts, receipts, photos).

### Counseling Support is Available

Counseling is recommended during this difficult time. Whether services are sought on campus or in the community, remember that self-care is an important part in coping with the event. Confidential employees are available on your campus (see “Privacy & Confidentiality”).

### Consider Reporting the Incident

There are several reporting options, including reporting to campus or local law enforcement, reporting to a campus Deputy Sexual Misconduct & Title IX Coordinator, going through the student conduct system, and/or reporting online at [StopSexualViolence.iu.edu](https://stopsexualviolence.iu.edu). Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.



# *IU Bloomington Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department (IUPD)

Responds to incidents on campus.

**812-855-4111 or 911**

### Bloomington Police Department

Responds to incidents in the city of Bloomington.

**812-339-4477 or 911**

### Monroe County Sheriff's Office

Responds to incidents in Monroe County outside the city of Bloomington.

**812-349-2781 or 911**

### Office of Student Conduct

Responds to complaints regarding students. No contact and no trespass orders can be administered through this process.

**812-855-5419**

[osc@iu.edu](mailto:osc@iu.edu)

### Office of Civil Rights Compliance

Responds to discrimination/harassment complaints regarding employees and third parties. Responds to sexual misconduct complaints regarding students.

**812-855-4889**

[ocrc@iu.edu](mailto:ocrc@iu.edu)

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Katie Schuman

Director of Student Sexual Misconduct Investigations, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Anna Krause

Director of the Office of Student Conduct  
**812-855-5419; [osc@iu.edu](mailto:osc@iu.edu)**

## Confidential Counseling Services

### IU Counseling and Psychological Services (CAPS)

#### Sexual Assault Crisis Services (SACS)

Provides group and individual counseling, 24/7/365 crisis availability and advocacy. Counselors are located on the 4th floor of the IU Health Center.

**812-855-8900 (SACS 24 hr. crisis line)**

**812-855-5711 (CAPS)**

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

**<https://timelycare.com/iu>**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Medical Services

Infection and injury evaluation, treatment, and forensic exams are available at the following locations:

### IU Health Center

Services available to IU Bloomington students, student spouses, and dependents.

**812-855-4011**

**Available M-F 8AM-12PM & 1PM-4:30PM**

**600 N. Eagleson Avenue**

### IU Health Bloomington Hospital Emergency Dept.

Available 24 hours a day

**812-353-9515**

**2651 E Discovery Pkwy**

**Bloomington, IN 47408**

## Confidential Victim Advocate

Confidential Victim Advocates (CVA) in the Office for Sexual Violence Prevention and Victim Advocacy work confidentially with students who have experienced sexual misconduct to connect them with available resources on and off campus, to assist in obtaining supportive measures, to assist them in the applicable conduct process, and to address their academic and other university related concerns.

**812-856-2469**

**[cva@iu.edu](mailto:cva@iu.edu)**

**Located at 506 N Fess Avenue**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

**Confidential Victim Advocate 812-856-2469; [cva@iu.edu](mailto:cva@iu.edu)**

**Office of Student Conduct 812-855-5419**

**Office of Civil Rights Compliance 812-855-4889**

### Office of International Services

The Office of International Services can assist students with visa and immigration advising and provides additional support services for international students.

**812-855-9086**

**[ois@iu.edu](mailto:ois@iu.edu)**

### Protective Order Project

Student volunteers from the Maurer School of Law help victims of stalking, sexual assault, and dating or relationship violence get and enforce civil protective orders at no cost.

**812-855-4800**

**[pop@iu.edu](mailto:pop@iu.edu)**

### Student Legal Services

Attorneys and law students provide legal assistance and representation to students free of charge, including walk-in consultations and assistance with filing applications for Protective Orders after sexual assault.

**812-855-7867**

**<https://studentlife.indiana.edu/care-advocacy/legal-services/index.html>**

### Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the DSS office.

**812-855-7578**

**[iubaes@iu.edu](mailto:iubaes@iu.edu)**

## Community Resources

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### Legal Services

Legal assistance and representation information can be obtained by contacting the Monroe County Bar Association.

**[monroecountybar.org](http://monroecountybar.org)**

### Protection Orders

#### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

**<https://public.courts.in.gov/porefsp#/>**



### Protective Order Assistance Program

If you need to file a Petition for an Order of Protection, you can do so at the Monroe County Clerk's Office.

Monroe County Clerk's Office

301 N. College Ave., Room 201

Bloomington, IN

**812-349-2614**

### Advocacy Services

#### Middle Way House

Advocacy services available (no cost). Staff will also accompany individuals to a medical exam.

**812-336-0846 (24 hr. crisis intervention)**

# *IU Indianapolis Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department (IUPD)

Responds to incidents on campus.

**317-274-7911 or 911**

Indianapolis Metropolitan Police Department

Responds to incidents in the Indianapolis metropolitan area.

**317-327-3811 or 911**

### Office of Student Conduct

The IU disciplinary process is a fair and educational process designed to promote a safe educational environment and develop students who are productive members of both the local and global communities. Responds to reports of student misconduct.

**317-274-4431**

[indycode@iu.edu](mailto:indycode@iu.edu)

<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>

### Office of Civil Rights Compliance

Neutral unit charged with investigating allegations of discrimination, harassment, and sexual misconduct by an employee or visitor/guest/contractor/volunteer of the university. Responds to sexual misconduct complaints regarding students.

**317-274-2306**

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)

<https://ocrc.iu.edu>

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Karloa Stevens

Campus Director, Office of Civil Rights Compliance

**317-274-5528; [ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)**

Katie Schuman

Director of Student Sexual Misconduct Investigations, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush

Alternative Resolution Coordinator / I Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Heather Brake

Director, Office of Student Conduct

**317-274-4431; [indycode@iu.edu](mailto:indycode@iu.edu)**

**<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>**

## Confidential Advocacy & Support

Confidential resources are available to provide support and advocacy for victims of sexual misconduct, regardless of whether you choose to make a report.

### Confidential Survivor Advocates

**317-274-2548**

**[saadv@iu.edu](mailto:saadv@iu.edu)**

**<https://studentaffairs.indianapolis.iu.edu/advocacy-resources/interpersonal-violence-prevention-and-response/index.html>**

## Medical Services

### IU Indianapolis Campus Health

The IU Indianapolis Campus Health offers confidential medical services.

Lockefield Village, first floor

980 Indiana Ave.

**317-274-8214**

**[healthsv@iu.edu](mailto:healthsv@iu.edu)**

**<https://studentaffairs.indianapolis.iu.edu/health/medical/index.html>**

### Centers of Hope

Staff specially trained to conduct medical exam, collect forensic evidence, provide crisis support and help arrange follow-up care.

#### IU Health Methodist Hospital Center of Hope

1701 N Senate Blvd.

**317-840-1145 (available 24/7)**

#### Eskenazi Health Center of Hope

720 Eskenazi Avenue (near Ball Residence)

**317-880-8006**

## Confidential Counseling Services

### Counseling & Psychological Services (CAPS)

CAPS provides professional psychological services for IU Indianapolis students free or at minimal charge.

Lockefield Village, second floor

980 Indiana Ave.

**317-274-2548**

**[capsindy@iu.edu](mailto:capsindy@iu.edu)**



<https://studentaffairs.indianapolis.iu.edu/health/counseling-psychological/index.html>

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

<https://timelycare.com/iu>

### IUSM Mental Health Services

**317-278-4357**

<https://medicine.iu.edu/education/mental-health-services/>

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

### Community Health Network Behavioral Care Services

**24/7 crisis line: 317-621-5700 (select option #1)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

#### Confidential Survivor Advocates

[saadv@iu.edu](mailto:saadv@iu.edu)

**317-274-2548**

#### Office of Civil Rights Compliance

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)

**317-274-2306**

#### Office of Student Conduct

[indycode@iu.edu](mailto:indycode@iu.edu)

**317-274-4431**

### Office of International Affairs

The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.

**317-274-7000**

[oia@iu.edu](mailto:oia@iu.edu)

## Accessible Educational Services

Students needing accommodation during any sexual misconduct complaint resolution process may request one through the AES office. Additionally, faculty, staff, and students may request accommodation during the process through their assigned investigator.

**317-274-3241**

[aes@iu.edu](mailto:aes@iu.edu)

<https://diversity.indianapolis.iu.edu/offices/aes/index.html>

## Sexual Assault Prevention, Intervention, and Response Task Force (SAPIR)

The task force coordinates sexual assault prevention and education efforts for students, faculty and staff.

<https://sapis.indianapolis.iu.edu/>

## Community Resources

### Legal Services

For assistance with legal options, contact:

Indiana Coalition Against Domestic Violence:

**317-917-3685**

<http://www.icadvinc.org/>

Center for Victim and Human Rights:

**317-610-3427**

<http://www.cvhr.org/>

### Protection Orders

To file a Petition for a Civil Order of Protection, you can file at:

The City-County Building, Marion County

200 E. Washington Street, Indianapolis, IN

**317-327-8577**

<https://www.indy.gov/activity/file-a-protective-order>

### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/porefsp#/>

### Advocacy Services

Available at no cost:

The Julian Center

**317-920-9320 (24-hour crisis line)**

Firefly Children & Family Alliance

**317-634-5050 or 833-338-7277 (24/7 sexual assault crisis)**

# *IU East Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department-East (IUPD-East)

Responds to incidents on campus.

**765-973-8429 or 911**

Richmond Police Department

Responds to incidents in the city of Richmond.

**765-983-7247 or 911**

Wayne County Sheriff's Office

Responds to incidents in Wayne County, outside the city of Richmond.

**765-973-9393 or 911**

### Dean of Students

The Dean of Students provides wide-ranging support to the students of IU East, and assists students in resolving problems that arise within the university. The Dean of Students also serves as the chief student judicial officer for issues relating to the Code of Student Rights, Responsibilities, and Conduct, and maintains all disciplinary records for the campus.

**Whitewater Hall, Room 101**

**765-973-8525**

[iuedos@iu.edu](mailto:iuedos@iu.edu)

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

## Medical Services

### Reid Health

Services available include: collection of evidence (rape kit) for report to the police, infection and injury evaluation and treatment.

**1100 Reid Parkway, Richmond, IN 47374**



**765-983-3000**

## Confidential Counseling Services

### Behavioral Health

Provides free, quality mental health services to students.

**Whitewater Hall, Room 116A**

**765-973-8646**

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

<https://timelycare.com/iu>

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### Centerstone Counseling Services

Provides a wide range of services, recognizing that every individual is unique. They work with each client to personalize treatment plans to meet recovery goals.

**831 Dillon Drive**

**765-983-8000**

### A Better Way

A Better Way services eight surrounding counties. Services offered to victims of domestic violence, sexual assault, and homelessness. All services provided are free of charge.

**15 South 11th Street, Richmond, IN 47374**

**765-966-0538**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information, work with:

**Dean of Students: 765-973-8525; [iuedos@iu.edu](mailto:iuedos@iu.edu)**

**Office of Civil Rights Compliance: 812-855-4889**

### Center for Health Promotion

Health screenings including for STDs are available by appointment

Hayes Hall, room 064; **765-973-8216**

## Office of Student Success/Student Advocate

Students experiencing barriers to their success can contact this office.

**765-973-8235; [iueoss@iu.edu](mailto:iueoss@iu.edu)**

## Office of International Services

The Office of International Services can assist students with visa and immigration advising and provides additional support services for international students.

**812-855-9086; [ois@iu.edu](mailto:ois@iu.edu)**

## Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the Accessible Educational Services office. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**765-973-8675**

**[asiue@iu.edu](mailto:asiue@iu.edu)**

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Wayne County Bar Association.

**[https://inbar.site-ym.com/?page=local\\_bars](https://inbar.site-ym.com/?page=local_bars)**

### Protection Orders

#### Wayne County Prosecutor's Office

If you need to file a Petition for an Order of Protection, you can do so at the Wayne County Prosecutor's Office.

**301 East Main Street, Richmond, IN 47374**

**765-973-9394**

#### Protection Order E-filing Service

Information about filing for a protection order, as well as advocate information, can be found at:

**<https://public.courts.in.gov/porefsp#/>**

# *IU Kokomo Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department (IUPD)

Responds to incidents on campus.

**765-455-9363 or 911**

Kokomo Police Department

Responds to incidents in the city of Kokomo.

**765-457-1105 or 911**

Howard County Sheriff's Office

Responds to incidents in Howard County outside the city of Kokomo.

**765-457-1105 or 911**

### Office of the Dean of Students

The Office of the Dean of Students provides wide-ranging support to the students of IU Kokomo and assists students in resolving problems that arise within the university. The Dean of Students also serves as the chief student judicial officer for issues relating to the Code of Student Rights, Responsibilities, and Conduct, and maintains all disciplinary records for the campus.

**765-455-9204**

[iukdos@iu.edu](mailto:iukdos@iu.edu)

### Office of Civil Rights Compliance

Responds to discrimination/harassment complaints regarding employees and third parties.

**812-855-4889**

[ocrc@iu.edu](mailto:ocrc@iu.edu)

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Sarah Sarber



Senior Advisor to the Chancellor  
**765-455-9316; [shawkins@iu.edu](mailto:shawkins@iu.edu)**

## Medical Services

Both hospitals listed below can provide services for those affected by sexual assault/violence including infection treatment, injury evaluation, treatment, and access to trained SANE (Sexual Assault Nurse Examiner) nurses available 24 hours a day to perform forensic exams.

### Community Howard Regional Hospital

3500 South Lafountain  
**765-453-0702**

### Ascension St. Vincent Hospital

1907 West Sycamore  
**765-456-5433**

## Confidential Counseling Services

### Counseling and Psychological Services (CAPS)

Confidential counseling sessions are available at no charge to currently registered IU Kokomo students. Appointments are available on campus with the Mental Health Counselor.

**765-455-9465**  
**[iukcaps@iu.edu](mailto:iukcaps@iu.edu)**

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

**<https://timelycare.com/iu>**

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

### Family Service Association of Howard County

A trained sexual assault advocate is there to offer you support, answer your questions and help you through the process. An advocate can accompany you to the hospital, go with you to the police (if desired) as well as talk with you about your options, including decisions around reporting. Assistance with protection orders is also offered.

**(877) 482-4222 or 765-868-3154 (24 hours)**

### Community Howard Regional Health Behavioral Health Services

**866-621-5719**  
**317-621-5700 (24-Hour Crisis Line)**

### St. Vincent Kokomo Trinity House Behavioral Services

**765-456-5900**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

**Office of the Dean of Students: 765-455-9204; [iukdos@iu.edu](mailto:iukdos@iu.edu)**

**Office of Civil Rights Compliance: 765-455-9316**

### Resource Navigator

A resource navigator is available in the Office of Student Life and Campus Diversity

**765-455-9353; [slcd@iu.edu](mailto:slcd@iu.edu)**

### International Services

The Office of the Dean of Students can assist students who have questions about visas and immigration advising and other support services for international students.

**765-455-9204**

The IU Office of International Services can assist students with visa and immigration advising and other support services for international students.

**812-855-9086**

**[ois@iu.edu](mailto:ois@iu.edu)**

### Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the Accessible Educational Services office. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**[accessibility@iu.edu](mailto:accessibility@iu.edu)**

**765-455-9301**

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Howard County Bar Association.

**[https://inbar.site-ym.com/?page=local\\_bars](https://inbar.site-ym.com/?page=local_bars)**

### Protection Orders

Howard County Clerk's Office

If you need to file a Petition for an Order of Protection, you can do so at the Howard County Clerk's Office.

**104 North Buckeye**

**Kokomo, IN 46901**

**765-456-2204**

### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

**<https://public.courts.in.gov/porefsp#/>**

# *IU Northwest Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department (IUPD)

Responds to incidents on campus.

**219-980-6501 or 911**

### Gary Police Department

Responds to incidents in the City of Gary.

**219-881-1201 or 911**

### Lake County Sheriff's Office

Responds to incidents in Lake County outside the City of Gary.

**219-755-3400 or 911**

### Dean of Students

The Dean of Students provides wide-ranging support to the students of IU Northwest and assists students in resolving problems that arise within the university. The Dean of Students also serves as the chief student judicial officer for issues relating to the Code of Student Rights, Responsibilities, and Conduct, and maintains all disciplinary records for the campus.

Hawthorn Hall, Room 449; **219-981-5660**; [deanstnw@iu.edu](mailto:deanstnw@iu.edu)

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889**; [ocrc@iu.edu](mailto:ocrc@iu.edu)

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889**; [ocrc@iu.edu](mailto:ocrc@iu.edu)

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889**; [ocrc@iu.edu](mailto:ocrc@iu.edu)

Lita M. Pener

Director, Office of Civil Rights Compliance and Title IX at Northwest

**219-980-6705**; [lpener@iu.edu](mailto:lpener@iu.edu)



## Medical Services

### IU Northwest Campus Health and Wellness Center

IU Northwest Campus Health and Wellness Center offers services for those affected by sexual assault, domestic violence and dating violence, including injury treatment, emergency contraceptive information, and sexually transmitted infection testing and treatment. Services are available to IU Northwest students, staff, and faculty. Call to schedule an appointment.

**Dunes Medical/Professional Building; Rm 1027**  
**219-980-7250**

### Methodist Hospital Northlake

600 Grant Street  
Gary, IN 46402  
**219-886-4000**

### Methodist Hospital Southlake

8701 Broadway  
Merrillville, IN 46410  
**219-738-5500**  
**Southwest Emergency Services 219-738-5510**

## Confidential Counseling Services

### IUN Office of Counseling Services

The Counseling Center provides students access to a range of treatments and referrals to outside resources. Hawthorn Hall, Room 201  
**Call 219-980-6741 for appointment**

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

<https://timelycare.com/iu>

### Fair Haven Center

2645 Ridge Road  
Highland, IN 46322  
**219-961-4357 or asafeport.org**  
**219-218-2552 (24-hour hotline)**

### Edgewater Systems for Balanced Living

(serving Gary)  
1100 W. 6th Avenue  
Gary, IN 46402  
**219-885-4264**

### Porter Starke Services

(serving Porter and Starke Counties)  
601 Wall Street, Suite A  
Valparaiso, IN 46383  
**219-531-3500**

## Swanson Center

(serving LaPorte County)

**Toll Free Number 800-982-7123**

**After Hours Crisis Line 219-871-9975**

## LaPorte location

1230 State Rd. 2 West, Suite A

LaPorte, IN 46350

**219-362-2145**

## Michigan City location

7224 W. 400 N.

Michigan City, IN 46360

**219-879-4621**

## 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

## SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

**Dean of Students: 219-981-5660**

**Office of Civil Rights Compliance and Title IX: 219-980-6705**

### Office of International Services

The Office of International Services can assist students with visa and immigration advising and provides additional support services for international students.

**812-855-9086**

[ois@iu.edu](mailto:ois@iu.edu)

### Student Support Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through Student Support Services. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**219-980-6941**

[fjcoxhar@iu.edu](mailto:fjcoxhar@iu.edu)

### Student Support Services

**219-980-6798**

[nwsss@iu.edu](mailto:nwsss@iu.edu)

## Community Resources

### Emergency Shelter and Domestic Violence Resources

St. Jude House; 12490 Marshall St., Crown Point, IN 46307; 219-662-7066; [stjudehouse.org](http://stjudehouse.org)

The Caring Place; Crisis Line 24 hours: 219-464-2128; Administrative Office: 219-464-0840 (available 8:00am-4:00pm); <https://www.thecaringplacenwi.org/>

Rainbow-Ark Shelter; 455 Massachusetts St., Gary, IN 46402; (219) 883-4155; 24/7 hotline (219) 886-1600; <https://www.domesticshelters.org/help/in/gary/46402/the-rainbow-ark-shelter>

Haven House NWI; Emergency Services and Crisis Line: 219-931-2090; <https://www.havenhousedvs.org/>

Claude Street Shelter; 5515 Claude Ave., Hammond, IN 46320; 219-933-7013

Sojourner Truth House; 410 W. 13th Ave., Gary, IN 46407; 219-885-2282

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Lake County Bar Association.

<http://www.lakecountybar.com>

### Protection Orders

#### Lake County Clerk's Office

If you need to file a Petition for an Order of Protection, you can do so at the Lake County Clerk's Office.

2293 N. Main Street,  
Courts Building 1st Floor  
Crown Point, IN 46307  
**219-755-3460**

#### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/poresp>



# *IU Southeast Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department (IUPD)

Responds to incidents on campus.

**812-941-2400 or ext. 2400**

### New Albany Police Department

Responds to incidents in the city of New Albany.

**812-948-5300 or 911**

### Floyd County Sheriff's Office

Responds to incidents in Floyd County outside the city of New Albany.

**812-948-5400 or 911**

### Office of Dean of Student Life

This office provides wide-ranging support to the students of IU Southeast, and assists students in resolving problems that arise within the university. The Dean of Students also serves as the chief student judicial officer for issues relating to the Code of Student Rights, Responsibilities, and Conduct, and maintains all disciplinary records for the campus.

UC South Room 010

Abbie Dupay, Dean of Students

**812-941-2051**

[aedupay@iu.edu](mailto:aedupay@iu.edu)

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

## Medical Services

### Baptist Health Floyd Hospital

Offers help with physical or sexual abuse and trauma treatment in a confidential setting. Will perform a free and private exam in a safe and comfortable exam room.

1850 State Street, New Albany

**812-944-7701**

## Confidential Counseling Services

### Counseling and Psychological Services (CAPS)

IU Southeast CAPS provides counseling to all IU Southeast students (part or full time) at no fee. Counselors are all professionally trained and have specific skills related to work with college students.

UC South Room 207

**812-941-2244**

<https://southeast.iu.edu/personal-counseling/index.html>

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

<https://timelycare.com/iu>

### The Center for Women and Families

Provides a confidential hotline at 877-803-7577 and advocacy services 24 hours a day, seven days a week.

Emergency shelter is also available.

**812-944-6743**

<http://www.thecenteronline.org/>

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

**Dean of Student Life: 812-941-2051**

**Office of Civil Rights Compliance: 812-855-4889**

## International Services

The Office of Admissions can assist students with visa and immigration advising and other support services for international students.

**812-941-2212**

[ius.admissions@iu.edu](mailto:ius.admissions@iu.edu)

## Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through Accessible Educational Services. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**UC South, Rm. 207**

**812-941-2243**

[seaes@iu.edu](mailto:seaes@iu.edu)

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Floyd County Bar Association.

[https://inbar.site-ym.com/?page=local\\_bars](https://inbar.site-ym.com/?page=local_bars)

### Protection Orders

#### Floyd County Clerk's Office

If you need to file a Petition for an Order of Protection, you can do so at the Floyd County Clerk's Office.

311 Hauss Square

Room 235

New Albany, IN 47150

**812-948-5411**

### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/porefsp#/>



# *IU South Bend Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department (IUPD)

Responds to incidents on campus.

**574-520-4239 or 911**

### South Bend Police Department

Responds to incidents in the city of South Bend.

**574-235-9201 or 911**

### St. Joseph County Sheriff's Office

Responds to incidents in St. Joseph County outside the city of South Bend.

**574-235-9611 or 911**

### St. Joseph County Special Victims Unit

Responds to incidents in St. Joseph County.

**574-235-7818 or 911**

### Elkhart City Police Department

Responds to incidents in the city of Elkhart.

**574-295-7070 or 911**

### Elkhart County Sheriff's Office

Responds to incidents in Elkhart County.

**574-891-2100 or 911**

### Office of Student Conduct

Pursues charges through campus student conduct system, which is an administrative/education process, when the accused is a student (other avenues may be available when the accused is not a student).

Director of Student Conduct

Administration Building 177

**(574) 520-5536**

[conduct@iu.edu](mailto:conduct@iu.edu)

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

## Medical Services

### Memorial Hospital and Health Systems

615 N. Michigan St.

South Bend, IN 46601

**574-647-1000**

### Saint Joseph Regional Medical Center

5215 Holy Cross Parkway

Mishawaka, IN 46545

**574-335-5000**

**Forensic Department: 574-335-2532**

## Confidential Counseling Services

### IU South Bend Student Counseling Center

The Student Counseling Center provides free and confidential help to IU South Bend students for a variety of personal and emotional difficulties.

Administration Building 175

1700 Mishawaka Avenue

South Bend, IN 46615

**574-520-4125**

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

**<https://timelycare.com/iu>**

### Family Justice Center

Family Justice Center provides a 24-Hour Crisis Line, free medical and legal advocacy and accompaniment, and free counseling and support groups for survivors of sexual assault or relationship violence.

533 North Niles Ave.

South Bend, IN 46617

**Phone: 574-234-6900**

**24 Hour Crisis Line: 574-289-HELP (4357)**

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

**Vice Chancellor for Student Engagement, Dean of Students: 574-520-4252 or [kvitange@iu.edu](mailto:kvitange@iu.edu)**

**Office of Civil Rights Compliance: 812-855-4889**

### Office of International Student Services

The Office of International Student Services can assist students with visa and immigration advising and provides additional support services for international students.

**574-520-4419**

[oiiss@iusb.edu](mailto:oiiss@iusb.edu)

### Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the Accessible Educational Services office. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**574-520-4460**

[sbdss@iu.edu](mailto:sbdss@iu.edu)

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the St Joseph County Bar Association or the Elkhart County Bar Association.

St. Joseph County Bar Association

101 South Main Street, South Bend

**574-235-9657**

[stjoebar@gmail.com](mailto:stjoebar@gmail.com)

### Protection Orders

Family Justice Center can assist you in obtaining a protective order. You can also do so at the St. Joseph or the Elkhart County Clerk's Office.

533 North Niles Ave.

South Bend, IN 46617

**Phone: 574-234-6900**

**24 Hour Crisis Line: 574-289-HELP (4357)**

### Elkhart County Victim Assistance Services

301 South Main Street, Suite 100

Elkhart, IN 46516

**574-523-2237**

### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/porefsp#/>



# *IU Columbus Resources*

## Where to Report

### Law Enforcement

#### IUPD – IU Columbus

4601 Central Avenue, CC Room 105  
Columbus, IN 47203-1769  
**812-348-7233 or 911**

#### Columbus Police Department

Responds to incidents in the city of Columbus.  
**812-379-1689 or 911**

#### Bartholomew County Sheriff's Department

Responds to incidents in Bartholomew County outside the city of Columbus.  
**812-379-1650 or 911**

### Office of Civil Rights Compliance

Neutral unit charged with investigating allegations of discrimination, harassment, and sexual misconduct by an employee or visitor/guest/contractor/volunteer of the university.

**317-274-2306**

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)

<https://ocrc.iu.edu>

### Office of Student Conduct

The IU disciplinary process is a fair and educational process designed to promote a safe educational environment and develop students who are productive members of both the local and global communities. Responds to reports of student misconduct.

**317-274-4431**

[indycode@iu.edu](mailto:indycode@iu.edu)

<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Karloa Stevens

Campus Director, Office of Civil Rights Compliance

**317-274-5528; [ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)**

Katie Schuman

Director of Student Sexual Misconduct Investigations, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Heather Brake

Director, Office of Student Conduct

**317-274-4431; [indycode@iu.edu](mailto:indycode@iu.edu)**

**<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>**

## Medical Services

### Columbus Regional Health Hospital

2400 East 17th St.

**800-841-4938**

### VIM Care Clinic

Columbus Regional Hospital

2400 East 17th St.

**812-376-9750**

## Confidential Counseling Services

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

**<https://timelycare.com/iu>**

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

IUC Personnel Administration

**812-314-8506**

Confidential Survivor Advocates

[saadv@iu.edu](mailto:saadv@iu.edu)

**317-274-2548**

Office of Civil Rights Compliance

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)

**317-274-2306**

Office of Student Conduct

[indycode@iu.edu](mailto:indycode@iu.edu)

**317-274-4431**

## Office of International Affairs

The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.

**317-274-7000**

[uia@iu.edu](mailto:uia@iu.edu)

## Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the AES office. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**317-274-3241**

[aes@iu.edu](mailto:aes@iu.edu)

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Bartholomew County Bar Association.

<http://www.columbusindianalawyers.com>

### Protection Orders

If you need to file a Petition for an Order of Protection, you can do so at the Bartholomew County Clerk's Office.

### Bartholomew County Clerk's Office

234 Washington Street

Columbus, IN 47201

**812-379-1600**

### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/porefsp#/>

## Turning Point Domestic Violence Shelter

Domestic violence shelter & support for victims and children.

**1-800-221-6311 (24 Hour Crisis Line)**



# *IU Fort Wayne Resources*

## Where to Report

### Law Enforcement

Fort Wayne Police Department

1 East Main Street, Suite 108

Rousseau Centre

Fort Wayne, IN 46802

**911 or 260-427-1205 Victim Assistance**

<http://www.fwpd.org>

### Office of Civil Rights Compliance

Neutral unit charged with investigating allegations of discrimination, harassment, and sexual misconduct by an employee or visitor/guest/contractor/volunteer of the university.

**317-274-2306**

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)

<https://ocrc.iu.edu>

### Office of Student Conduct

The IU disciplinary process is a fair and educational process designed to promote a safe educational environment and develop students who are productive members of both the local and global communities. Responds to reports of student misconduct.

**317-274-4431**

[indycode@iu.edu](mailto:indycode@iu.edu)

<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid

Associate Vice President of Civil Rights Compliance and Title IX

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals

Senior Director, Office of Civil Rights Compliance

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Karloa Stevens

Campus Director, Office of Civil Rights Compliance

**317-274-5528; [ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)**

Katie Schuman

Director of Student Sexual Misconduct Investigations, Office of Civil Rights Compliance

**812-855-4889**

[ocrc@iu.edu](mailto:ocrc@iu.edu)

Josie Brush

Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses

**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Heather Brake

Director, Office of Student Conduct

**317-274-4431; [indycode@iu.edu](mailto:indycode@iu.edu)**

**<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>**

## Medical Services

### Dupont Hospital

2520 E Dupont Rd

Fort Wayne, IN 46825

**260-416-3000**

### Fort Wayne Sexual Assault Treatment Center

1420 Kerrway Ct

Fort Wayne, IN 46805

**260-423-2222**

## Confidential Counseling Services

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.

**833-484-6359 or 833-4-TIMELY (24/7)**

**<https://timelycare.com/iu>**

### Student Assistance Program

Students have access to a variety of confidential short-term counseling services at no charge.

Walb Student Union, Room 234

2101 East Coliseum Boulevard

Fort Wayne, Indiana 46805

**574-269-0583**

### Jennifer's Harbor

Crisis Counseling, Help with Protective Order Process, support and transportation to legal proceedings, safety planning, support groups, help women and children experiencing domestic and sexual violence, implement prevention efforts for those struggling in a relationship, work with high school and college students as well.

**260-443-2103**

### Women's Bureau

Free counseling services for women, teens, children, men and entire families who are victims of sexual violence.

2417 Fairfield Avenue

Fort Wayne, IN 46807

**260-424-7977**

**260-426-7273 (24 Hr hotline)**

## 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential

**Call or text 988 (available 24/7)**

## SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.

**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

Confidential Survivor Advocates

[saadv@iu.edu](mailto:saadv@iu.edu)

**317-274-2548**

Office of Civil Rights Compliance

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)

**317-274-2306**

Office of Student Conduct

[indycode@iu.edu](mailto:indycode@iu.edu)

**317-274-4431**

### Office of International Affairs

The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.

**317-274-7000 or [oia@iu.edu](mailto:oia@iu.edu)**

### Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the AES office. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**317-274-3241**

[aes@iu.edu](mailto:aes@iu.edu)

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Allen County Bar Association.

<http://www.allencountybar.org/>

### Protection Orders

If you need to file a Petition for an Order of Protection, you can do so at the Allen County Clerk's Office.



Allen County Clerk's Office  
First floor Allen Superior Court  
Small Claims Division  
1 W. Superior St.  
Fort Wayne, IN 46802  
**Protective Order Hotline: 260-449-3683**

#### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/porefsp#/>

# *IU Evansville Medical Campus Resources*

## Where to Report

### Law Enforcement

Indiana University Police Department  
Stone Family Center for Health Sciences  
515 Walnut St.  
Evansville, IN 47708  
**Office: 812-909-7185**

Evansville Police Department  
**812-436-7896**  
**For emergencies, call 911**

## Sexual Misconduct & Title IX Coordination

You can also make a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

### University Sexual Misconduct & Title IX Coordinator

Jennifer Kincaid  
Associate Vice President of Civil Rights Compliance and Title IX  
**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

### Deputy Sexual Misconduct & Title IX Coordinators

Laura Mals  
Senior Director, Office of Civil Rights Compliance  
**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Karloa Stevens  
Campus Director, Office of Civil Rights Compliance  
**317-274-5528; [ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)**

Katie Schuman  
Director of Student Sexual Misconduct Investigations, Office of Civil Rights Compliance  
**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Josie Brush  
Alternative Resolution Coordinator / Deputy Title IX Coordinator for Regional Campuses  
**812-855-4889; [ocrc@iu.edu](mailto:ocrc@iu.edu)**

Heather Brake  
Director, Office of Student Conduct  
**317-274-4431; [indycode@iu.edu](mailto:indycode@iu.edu)**  
**<https://studentaffairs.indianapolis.iu.edu/student-conduct/index.html>**

## Medical Services

### Deaconess Midtown Hospital

Emergency Department has a Sexual Assault Nurse Examiner (SANE) available 24/7

600 Mary St.  
Evansville, IN 47747  
**812-450-5000**

### St. Vincent Hospital Evansville

3700 Washington Ave.,  
Evansville, IN 47714  
**812-485-4000**

## Confidential Counseling Services

### IU School of Medicine Mental Health Services

The IU School of Medicine Mental Health Services team offers treatment via telephone or in person. To schedule an appointment with Mental Health Services call:  
**317-278-2383**

### TimelyCare

Offers free, round-the-clock virtual health and well-being services.  
**833-484-6359 or 833-4-TIMELY (24/7)**  
<https://timelycare.com/iu>

### 988 Suicide & Crisis Lifeline

National crisis and suicide prevention lifeline 24/7; free and confidential  
**Call or text 988 (available 24/7)**

### SupportLinc Employee Assistance Program

Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.  
**888-881-LINC (5462) (24/7 confidential help)**

## Other Campus Resources

### Supportive & Remedial Measures

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

### Confidential Survivor Advocates

[saadv@iu.edu](mailto:saadv@iu.edu)  
**317-274-2548**

### Office of Civil Rights Compliance

[ocrcindy@iu.edu](mailto:ocrcindy@iu.edu)  
**317-274-2306**

### Office of Student Conduct

[indycode@iu.edu](mailto:indycode@iu.edu)  
**317-274-4431**



## Office of International Affairs

The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.

**317-274-7000** or [uia@iu.edu](mailto:uia@iu.edu)

## Accessible Educational Services

Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the AES office. Additionally, faculty, staff, and students may request accommodations during the process through their assigned investigator.

**317-274-3241**

[aes@iu.edu](mailto:aes@iu.edu)

## Community Resources

### Legal Services

Legal assistance and representation information can also be obtained by contacting the Evansville Bar Association.

<https://www.evvbar.org/>

### Protection Orders

If you need to file a Petition for an Order of Protection, you can do so at the Protective Order Assistance Office.

**825 Sycamore St**

**County Courts Building, Room 108**

**Evansville, IN 47708**

### Protection Order E-filing Service

Information about filing for a protection order as well as advocate information can be found at:

<https://public.courts.in.gov/porefsp#/>

### Advocacy Services

#### Albion Fellows Bacon Center

Provides advocacy, education, and support resources to those who have experienced domestic and sexual abuse.

<https://www.albionfellowsbacon.org/>


24 hour crisis hotlines:

**Domestic Violence 812-422-5622**

**Sexual Violence 812-424-7273**

# Appendix D

## Purdue Ft Wayne Annual Security Report

Please note, this appendix was provided by a host campus where IU students attend class or programs. For the best accessible version of their report, please navigate to the host campus's page found at <https://www.pfw.edu/sites/default/files/documents-2025/09/Fort%20Wayne%202025%20Regional.pdf> .

The background of the cover features a collage of campus scenes. On the left, there's a green lawn with trees and a person on a bicycle. On the right, two students are walking on a path. The central text is overlaid on a white rectangular area.

# **PURDUE UNIVERSITY**

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## **ANNUAL SECURITY AND FIRE SAFETY REPORT 2025**

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**FORT WAYNE**



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## ANNUAL SECURITY AND FIRE SAFETY REPORT

The purpose of this report is to:

- Provide the Purdue University community with an overview of available services and resources.
- Share crime statistics, as required by federal law.
- **Inform current and prospective students, staff, faculty, and visitors about Purdue's** policies and programs designed to help keep the community safe.
- Share information about emergency preparedness and planning.
- Share information about fire safety, fire statistics, and other fire-related information.

## PREPARING THE REPORT

Purdue University values public accountability and transparency for law enforcement action. Accordingly, Purdue adheres to all applicable state and federal reporting laws, including the Jeanne Clery Campus Safety Act (Clery Act), which is a federal law requiring colleges and universities across the country to disclose crime information on and around their campuses.

This Annual Security and Fire Safety Report (ASFSR) highlights safety practices and resources available to the Purdue community. It also includes Purdue policies concerning campus safety, crime prevention, sexual misconduct, alcohol and other drugs, other dangerous situations, access to the campus, and fire safety.

Clery Compliance Administrators prepare this ASFSR through collaboration with local law enforcement and several university partners, including Purdue University Police Department (PUPD), Office of Legal Counsel (OLC), Office of Student Conduct and Care (OSCC), Athletics, and designated Campus Security Authorities (CSAs). CSAs are individuals who have significant responsibilities for students, employees, and university activities.

Once data has been reviewed for accuracy for each Purdue campus and prior to October 1, Purdue notifies **prospective and current students and employees of the report's availability, the electronic** address at which the report can be accessed, and a brief description of the contents. Additionally, printed copies are available upon request from the Fort Wayne Police Department (PUPD) 260-481-6827, 2101 East Coliseum Blvd, Special Services Building, Fort Wayne, IN, 46805).

## Disclosure of Crime Statistics

Certain crime statistics for the previous three years are included in this report, specifically, crimes **that occurred on Purdue's campus, in certain off-campus** buildings or property owned and/or controlled by Purdue, and on public property within or immediately adjacent to and accessible from campus.

Clery Compliance Administrators collect crime statistics through several methods, including PUPD dispatchers and CSA reports. Statistics within this report reflect the number of criminal incidents reported to Purdue.



## Definitions of Reportable Crimes

There are four categories of reportable crimes under Clery: (1) Primary criminal offenses, (2) Hate crimes, (3) Violence Against Women Act (VAWA) Offenses, and (4) Arrests and disciplinary referrals for violation of weapons, drug abuse, and liquor laws.

---

### Primary Criminal Offenses

**MURDER/NON-NEGLIGENT MANSLAUGHTER** Willful (non-negligent) killing of one human by another.

**NEGLIGENT MANSLAUGHTER** Killing of another person through gross negligence.

**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. This includes any gender of victim or perpetrator.

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

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

**STATUTORY RAPE** Sexual intercourse with a person who is under the statutory age of consent.

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

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

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

**MOTOR VEHICLE THEFT** The theft or attempted theft of a motor vehicle. A motor vehicle is any self-propelled vehicle that runs on land and not rails. This includes but is not limited to automobiles, motorcycles, buses, electric scooters, golf carts, mopeds, snowmobiles, motorized wheelchairs, electric skateboards, and hoverboards.

**ARSON** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**HAZING** Any act that endangers the physical and/or mental health or safety of a student or any act or behavior that causes ridicule or humiliation for the purposes of initiation, admission into, or affiliation with, or as a condition for continued membership in, a group or organization, or as part of any activity of a recognized student organization or student group. Individuals or groups may

not consent to these types of prohibited behavior. Individuals will be held accountable for their **own actions, and neither citing the activity as a “tradition” nor being coerced by current or former members, alumni, and/or student leaders of such groups or organizations will suffice as a justifiable reason for participation in such activity.** Examples of prohibited behavior under the hazing category include but are not limited to:

- **Misuse of authority by virtue of one’s leadership position**
- Assaulting an individual by paddling, beating, striking, or hitting
- Preventing an individual from attending class
- Requiring another to engage in any form of forced physical activity or exercise
- Failing to report any of the foregoing behavior to the appropriate University officials (e.g., the Office of the Dean of Students and/or the Purdue University Police Department) after having firsthand knowledge of the planning of such activities or firsthand knowledge that an incident of this type has occurred.

The foregoing list of prohibited behaviors under the hazing category is not intended to prohibit the following conduct:

- Planning or participating in customary public athletic events, contests, or competitions that are sponsored by the University or the organized and supervised practices associated with such events; or
- Planning or participating in any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program or a legitimate military training program as defined and approved by the University.

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## Hate Crimes

**HATE CRIMES** include all of the primary criminal offenses (listed above) and other criminal offenses (listed in this section) that manifest evidence that the victim was intentionally chosen based on one of the categories of bias (listed below).

**LARCENY/THEFT** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larceny/theft is included. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

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

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

**DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY (EXCLUDING ARSON)** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control over it.

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## Categories of Bias

**RACE** A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

**GENDER** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

**GENDER IDENTITY** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e. g., bias against gender non-conforming persons, transgender, bisexual, gay, or lesbian persons.

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

**SEXUAL ORIENTATION** A preformed negative opinion or attitude toward a group of persons based on **their actual or perceived sexual orientation, i. e., a person's physical, romantic, and/or emotional attraction to members of the same or opposite sex.**

**ETHNICITY** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common **ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.**

**NATIONAL ORIGIN** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

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

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## Violence Against Women Act (VAWA) Offenses

**DOMESTIC VIOLENCE** A felony or misdemeanor crime of violence committed by:

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



**DATING VIOLENCE** Violence committed by:

- A person who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on the reporting **party's statement and a consideration of the following factors: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.**
- 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.

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

- **Fear for the person's safety or the safety of others; or**
- Suffer substantial emotional distress.

For the purposes of this definition:

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

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**Arrests and Disciplinary Referrals: Violation of Weapons, Drug Abuse, and Liquor Laws**

**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.

**DRUG ABUSE VIOLATIONS** The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their 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 unlawful substances and the equipment or devices relating to the cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance.

**LIQUOR LAW VIOLATIONS** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**ARREST** Processed by arrest, citation, and/or summons.

**DISCIPLINARY REFERRAL** 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. The statistics reported for the subcategories on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

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## Definitions of Geography

The following definitions are specified in the Clery Act to identify the location of crimes on and around Purdue's campus.

### On Campus Building or Property

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner **related to the institution's educational purposes, including residence halls**; and
2. Any building or property that is within or reasonably contiguous to the area identified in Paragraph 1 above, 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 retail vendor).

### Non-Campus Building 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 geography area of the institution.

**ON CAMPUS STUDENT HOUSING** Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up campus.

**PUBLIC BUILDING OR 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. Purdue's crime statistics do not include crimes that occur in privately owned homes or** businesses within or adjacent to the campus boundaries.

**BRANCH CAMPUS** A specific Department of Education designation. A location of an institution that is geographically apart and independent of the main campus of the institution. A location of an institution is considered independent of the main campus if the location is permanent in nature, offers courses in educational programs leading to a degree or other recognized educational credential, has its own faculty and administrative or supervisory organization, and has its own budgetary and hiring authority.

## 2022 – 2024 PURDUE UNIVERSITY CLERY CRIME STATISTICS – FORT WAYNE

### PRIMARY CRIMINAL OFFENSES

PRIMARY CRIMES STATISTICS						
PRIMARY CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	0	0	0	0	0
Rape	2022	1	1	0	0	0
	2023	1	1	0	0	0
	2024	3	2	0	0	0
Fondling	2022	1	1	0	0	0
	2023	2	0	0	0	0
	2024	2	2	0	0	0
Incest	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	0	0	0	0	0
Robbery	2022	0	0	0	0	0
	2023	1	1	0	0	0
	2024	1	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0
	2023	1	1	0	0	0
	2024	0	0	0	0	0
Burglary	2022	1	0	0	0	0
	2023	2	2	0	0	0
	2024	1	1	0	0	0



PRIMARY CRIMES STATISTICS						
PRIMARY CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Motor Vehicle Theft	2022	1	0	0	0	0
	2023	2	0	0	2	0
	2024	1	0	0	0	0
Arson	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	1	0	0	0	0

## HATE CRIMES

NOTE: Where there are no reportable offenses in which the offense was motivated by bias, the row for each bias collapses.

HATE CRIME STATISTICS						
HATE CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
SEXUAL ORIENTATION						
RELIGION						
ETHNICITY						
RACE						
GENDER						
DISABILITY						
NATIONAL ORIGIN						
GENDER IDENTITY						

## VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

VIOLENCE AGAINST WOMEN ACT (VAWA) STATISTICS						
VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Dating Violence	2022	1	0	0	1	0
	2023	7	7	0	0	0
	2024	2	2	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA) STATISTICS						
VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Domestic Violence	2022	1	1	0	0	0
	2023	2	1	0	0	0
	2024	1	0	0	0	0
Stalking	2022	1	0	0	0	0
	2023	0	0	0	0	0
	2024	0	0	0	0	0

#### ARRESTS AND DISCIPLINARY REFERRALS: VIOLATION OF WEAPONS, DRUG ABUSE, AND LIQUOR LAWS

ARRESTS AND DISCIPLINARY REFERRALS						
ARRESTS AND DISCIPLINARY REFERRALS: WEAPONS, DRUGS, LIQUOR	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
WEAPONS LAWS						
Arrests	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	1	0	0	0	0
Disciplinary Referrals	2022	1	1	0	0	0
	2023	2	2	0	0	0
	2024	0	0	0	0	0
DRUG LAWS						
Arrests	2022	1	1	0	0	0
	2023	0	0	0	0	0
	2024	2	1	1	0	0
Disciplinary Referrals	2022	5	5	0	0	0
	2023	21	21	0	0	0
	2024	11	11	0	0	0
LIQUOR LAWS						
Arrests	2022	5	5	0	0	0
	2023	11	11	0	0	0
	2024	1	1	0	0	0
Disciplinary Referrals	2022	66	66	0	0	0
	2023	52	52	0	0	0
	2024	27	27	0	0	0

## PURDUE UNIVERSITY POLICE DEPARTMENT

Purdue University Fort Wayne maintains its own professional police agency. State law grants Purdue University police officers the same powers of arrest and law enforcement as granted to other city and county police officers. PUPD uses advanced equipment, techniques, and technology to perform its duties.

### JURISDICTION, ROLE, AUTHORITY, AND TRAINING

PUPD's primary patrol jurisdiction is the Fort Wayne campus and certain adjacent roadways. The Indiana legislature and Purdue University's Board of Trustees have approved secondary jurisdiction across the entire state of Indiana.

Every PUPD officer attends the Indiana Law Enforcement Academy (ILEA). The Academy's Basic course for new police officers consists of over 600 hours of training in a variety of areas, including but not limited to: criminal and traffic law, firearms, emergency vehicle operations, physical tactics, EMS awareness, human behavior, accident investigation, criminal investigation, domestic violence, sexual assault, water rescue training, Standardized Field Sobriety Testing, crime prevention, and drug and narcotics training.

Additionally, the state of Indiana mandates that each officer completes 24 hours of in-service training annually.

### WORKING RELATIONSHIPS WITH LOCAL, STATE, AND FEDERAL LAW ENFORCEMENT

PUPD works closely with multiple agencies, including Indiana State Police, Fort Wayne Police Department, Allen County Sheriff's Department, Indiana Excise Police, Indiana Department of Natural Resources Law Enforcement Division, and the FBI.

PUPD has a Memorandum of Understanding (MOU) with all local police agencies for immediate mutual aid and assistance.

The following is contact information for PUPD and local agencies, all of which are available 24/7:

Purdue University Police Department (PUPD)	2101 East Coliseum Blvd Special Services Building Fort Wayne, IN 46805	260-481-6827
Fort Wayne Police Department (FWPD)	1 East Main Street Fort Wayne, IN 46802	260-427-1230
Allen County Sheriff's Department (ACSD)	715 S. Calhoun St. Fort Wayne, IN 46802	260-449-7535

Sworn police officers from local and state police departments assist PUPD officers for special events throughout the year. These assisting officers have full police powers and enforce state laws as needed.



## REPORTING CRIMES AND OTHER EMERGENCIES

Purdue University values a community in which individuals feel safe when they report crimes. Reporting can be done with identification or anonymously.

### REPORTING TO PURDUE UNIVERSITY POLICE DEPARTMENT

Calling or texting 911 is always the best way to reach the police in case of an emergency. PUPD can be summoned via any of the over 50 emergency telephones located throughout campus, as well as any campus telephone or cellphone.

PUPD can also be contacted via the non-emergency phone number (260-481-6827) or in person at the department (2101 East Coliseum Blvd, Support Services Building, Fort Wayne, IN 46805).

### REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

While all victims or witnesses of crimes are encouraged to report to PUPD first and foremost, Purdue University recognizes there may be situations in which individuals would feel more comfortable making a report to someone other than the police. Purdue University's Fort Wayne campus has designated other specific personnel to receive crime reports, called Campus Security Authorities (CSAs):

- Office of Student Conduct and Care, 260-481-6601, Walb Student Union, Room #111
- Office of Human Resources, 260-481-6840, Kettler Hall, Room #139
- Office of Civil Rights, 260-481-6840, Kettler Hall, Room #144
- Title IX Coordinator, 260-481-6107, Kettler Hall, Room #144
- Director of University Residences, 260-481-4180, Student Housing Clubhouse

Reporting to any of these CSAs allows Purdue to take steps to protect the safety and well-being of the community, accurately document statistics, and conduct an internal University investigation – separate and distinct from any criminal investigation (involving police).

### VOLUNTARY AND CONFIDENTIAL REPORTING

Purdue University encourages everyone – even those not wanting to initiate a criminal investigation by PUPD – to report crimes.

Additionally, Purdue has an enterprise-wide anonymous reporting program that is maintained by an external company that manages the intake of information with trained interview specialists who are available 24 hours a day, 7 days a week. After completing the intake, the report is provided to designated University personnel for appropriate action. Reports are handled promptly and discreetly but do require sufficient information to conduct a thorough investigation.

Illegal or unethical behavior, suspected fraud, and other crimes may be reported anonymously to:

- Crime Stoppers: 1-260-436-7867
- **Purdue's** Enterprise-Wide Hotline: 1-866-818-2620, or [www.purdue.edu/hotline/](http://www.purdue.edu/hotline/)

Online reporting to the Enterprise-Wide Hotline allows direct interaction with the Title IX Coordinator, without providing identifying information. As with all other reports, all anonymous

reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

**When a report of a criminal incident is made to Purdue, the reporting party's privacy will be respected to the fullest extent permitted by state law and/or University processes. At minimum, victims of crime will receive counseling and referral information.**

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### Pastoral and Professional Counselors

There are two types of individuals who – although they may have significant responsibility for student and campus activities – are not CSAs under the Clery Act. These include pastoral and professional counselors. This exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may be told. Exemption protects the counselor-client relationship.

To be exempt from disclosing reported offenses, pastoral counselors and professional counselors who are appropriately credentialed and hired by Purdue University to serve in a counseling role are not considered CSAs when they are acting in their counseling roles.

Purdue University Fort Wayne offers multiple offices – both on- and off-campus – that fall under the professional counselor exemption:

- Center for Student Counseling, Kettler Hall, Room #G02 (260) 481-6200
- Counseling and Psychological Services (CAPS), 765-494-6995, 601 Stadium Mall, Room #246, West Lafayette, IN 47907
- Purdue Student Health Center (PUSH), 765-494-1700, 601 Stadium Mall Drive, Main Floor, West Lafayette, IN 47907
- Center for Advocacy, Response, and Education, 765-495-2273, Duhme Hall, First Floor, West Lafayette, IN 47907

Staff from these offices are not required to report identifying information about the victim or the crime to either law enforcement or other University officials (unless the victim is a minor). Staff may provide statistical information about the offense for statistical tracking purposes, but they will not divulge the identity of the parties involved without explicit permission from the victim.

Purdue does not have a procedure by which pastoral and professional counselors are encouraged to report crimes on a voluntary, confidential basis for inclusion in the Annual Security Report disclosure of statistics.

### **TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS**

Purdue University Fort Wayne Police, Emergency Preparedness, and the Crisis Management Committee are responsible for the emergency preparedness on campus. The goal for this group is to: provide a plan structure to PREPARE for potential emergencies or disasters, RESPOND to save lives and protect property, and RECOVER mission-critical business and academic operations.

The Campus Emergency Preparedness Office collaborated with PUPD to develop the Emergency Handbook. The Emergency Handbook is the focal point for planning and preparedness. It provides details for individual awareness and recommended response procedures in case of an emergency. The plan considers all phases of emergency management operations in order to minimize the impacts of natural and human-caused disasters. The handbook can be found at: <https://www.pfw.edu/sites/default/files/documents-2023/02/EMERGENCY%2BHANDBOOK%2B2-9-23.pdf>

Additional information about the Campus Emergency Preparedness Office can be found online at: <https://www.pfw.edu/emergency>

## TIMELY WARNINGS

Purdue University is committed to providing campus crime information in compliance with the Clery Act. The purpose of Timely Warnings is to educate the campus community of an ongoing threat so community members can protect themselves. Timely Warnings include information to promote safety and aid in the prevention of similar crimes; this includes information about the crime that triggered the Timely Warning to be issued.

PUPD will issue Timely Warnings to notify the campus community of Clery reportable crimes that are considered an ongoing threat to the Purdue community. Upon receiving a report of a Clery reportable crime within the applicable Clery geography, Public Safety Leadership (and/or designated representatives) determine, on a case-by-case basis, whether a Timely Warning is necessary. Factors considered include, but are not limited to:

- **NATURE OF THE CRIME** This includes whether it was a Clery reportable crime and if the location was within Clery geography.
- **CONTINUING DANGER TO THE CAMPUS COMMUNITY** This includes whether the suspect is in police custody, and if not, whether there is a substantial ongoing risk to the physical safety of other members of the Purdue campus community because of this crime.
- **RISK OF COMPROMISING LAW ENFORCEMENT EFFORTS** This factor alone does not prevent Purdue from issuing a Timely Warning, but it may impact the content and details included in a Timely Warning.

Timely Warnings do not include the name or identifying information of any crime victim. Additionally, Purdue University does not routinely issue a Timely Warning pertaining to crimes reported to a pastoral or professional counselor because of the inherent confidentiality of those relationships.

The primary method of Timely Warning delivery is via the Purdue University Fort Wayne email system. All individuals with an @pfw.edu email account will receive a Timely Warning. Additionally, notifications are delivered via some or all of the methods discussed in the section below.

## EMERGENCY NOTIFICATIONS – PURDUE FORT WAYNE ALERT

An integral part of Purdue University's campus preparedness is the emergency warning notification system – Purdue Fort Wayne ALERT. This multi-layered communication approach



helps spread the word about emergency situations. Purdue University utilizes two alarm/siren functions on campus:

- **FIRE ALARMS** Immediately evacuate the building and proceed to an Emergency Assembly Area when a fire alarm is activated.
- **OUTDOOR EMERGENCY WARNING SIRENS** This alert is activated by the Allen County Homeland Security Department. This emergency siren may be activated during a weather event (such as a tornado warning), or a hazardous release of toxic chemicals in the outside air. When the outdoor emergency warning siren is activated, immediately seek shelter (shelter in place”) in a safe location within the closest building. “Shelter in place” means seeking immediate shelter inside a building.

For an active threat, seek shelter in a securable location, without windows if possible, and attempt to obtain clarifying information.

**TORNADOES** A tornado **WATCH** is issued when conditions are favorable for tornado formation. A tornado **WARNING** is issued when a tornado has been detected and may be approaching. For a tornado warning, go to a safe location in your building, which is normally the lowest level and away from windows and doors. This exact location should be specified in the Building Emergency Plan. If possible, avoid auditoriums, gymnasiums, and other buildings with wide-span roofs. Be prepared to kneel and cover your head. If you are outside and cannot make it to a building, lie flat in the nearest depression, ditch, or ravine.

In all cases, remain in place until the warning has expired, or police, fire, or other emergency response personnel indicate it is safe to leave.

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### Building Emergency Plan

All on-campus buildings occupied by ten or more people are required to have a Building Emergency Plan (BEP). The BEP is designed to provide students, faculty, staff, and visitors with basic emergency information. This includes building-specific “shelter in place” locations and building evacuation procedures for natural and human-caused events.

**Purdue University’s emergency preparedness website provides buildings**-specific BEPs, which are in the Emergency Handbook: <https://www.pfw.edu/sites/default/files/documents-2023/02/EMERGENCY%20HANDBOOK%20B2-9-23.pdf>

Additionally, the Building Deputy of each building can assist in providing the BEP.

<https://www.pfw.edu/building-deputy>

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### Notification Delivery

In addition to fire alarms and outdoor emergency warning sirens, Purdue ALERT communicates emergency notifications through multiple other means, including:

- **@PFW.EDU EMAIL** Similar to Timely Warnings, an emergency alert email is sent to all individuals with a Purdue email address.

- **TEXT MESSAGING** Students, faculty, and staff can sign up for text message alerts and update their contact information by clicking on Purdue Alert Sign-Up at: <https://www.pfw.edu/safety-security/advisories-and-notice>
- **PURDUE FORT WAYNE WEBPAGE** The most complete and up-to-date information on all campus-related emergencies can be found online at <https://www.pfw.edu/emergency>
- **TWITTER** Follow @PFW on the Twitter app for emergency updates.
- **DESKTOP POPUP ALERTS** An alert will be sent to the majority of University office, classroom, and lab computers.
- **VOICE OVER FIRE ALARM** Some fire alarm systems will allow voice over the systems to deliver the message.
- **DIGITAL SIGNS** An alert will be sent to University operated digital signs around campus.
- **LOCAL MEDIA** Purdue University works closely with the news media, radio, TV, and internet to disseminate emergency information. The local media may have emergency updates.
- **RAVE/RAVE MOBILE APP** Information may be delivered through the RAVE/RAVE Mobile app and emergency notification opt-in instructions can be found at [www.pfw.edu/safety-security/advisories-and-notice](http://www.pfw.edu/safety-security/advisories-and-notice)

## EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The Purdue University Police Department embraces the National Incident Management System (NIMS), which is a comprehensive national approach to incident management. It is applicable to all jurisdictional levels across functional disciplines.

A key part of NIMS is the Incident Command System (ICS), which is a field emergency management system designed for all hazards and levels of emergency response. Incident Command (IC) principles are utilized when responding to major incidents. Without delay, Purdue University will take into account the safety of the community and determine the content of notification to the Purdue community.

Unless – in the professional judgment of Public Safety Leadership – a notification will compromise the efforts to:

- Assist victims, or
- Mitigate the emergency,

Purdue will activate the Purdue Fort Wayne ALERT system to notify of a significant emergency or imminently dangerous situation involving a threat to the campus.

Most significant emergencies or dangerous situations are reported to Consolidated Dispatch of Allen County, which then dispatches PUPD and/or the Fort Wayne Fire Department to investigate and confirm the emergency.

If confirmed, department leadership is contacted and begins a campus-wide notification process by first notifying senior leadership of the University. After considering incident-specific details and life safety factors, a decision is made as to the appropriate segment(s) of the community to receive the notification, as well as whether part or all of the overall warning notification system is activated.

Campus Preparedness Leadership has the authority to direct Purdue Fort Wayne ALERT activation. The responding IC may also direct Purdue Fort Wayne ALERT activation if immediate life safety issues are present.

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## Emergency Levels

**Purdue University's First Responders categorize the emergency level (1 – 3) and react to emergencies based on specific criteria. The emergency level will dictate the segment(s) of the Purdue community to receive a notification.**

**LEVEL 1** A major disaster or imminent threat involving the entire campus and/or surrounding community.

Normal University operations are reduced or suspended. The effects of the emergency are wide ranging and complex. A timely resolution of disaster conditions requires University-wide cooperation and extensive coordination with external agencies and jurisdictions.

Examples of a Level 1 emergency include: major tornado, multi-structure fire, major explosion, major hazardous materials release, earthquake, or terrorism incident.

**LEVEL 2** A major incident or potential threat that disrupts sizeable portions of the campus community.

Level 2 emergencies may require assistance from external organizations. These events may escalate quickly, have serious consequences for mission-critical functions, and may threaten life safety.

Examples of a Level 2 emergency include: structure fire, structure collapse, significant hazardous materials release, extensive power and/or utility outage, severe flooding, multi-fatality incident, or an external emergency affecting Purdue University personnel and/or operations.

**LEVEL 3** A minor, localized department or building incident that is quickly resolved with existing University resources and/or limited outside help.

A Level 3 emergency has little to no impact on personnel or normal operations outside the locally affected area.

Examples of a Level 3 emergency include: odor complaint, localized chemical spill, small fire, localized power failure, localized plumbing failure or water leak, and normal police and fire calls for service.

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## Evacuation for Persons with Disabilities

Persons with disabilities or persons requesting additional assistance in an emergency may contact the Fort Wayne Fire Department at 911. To set up pre-arrangements or for questions, the Fort



Wayne Fire Department may be reached at 260-427-1478, One Main Street, Suite 901, Fort Wayne, IN.

In the event of an emergency that requires evacuation of a campus building, it is recommended:

- Evacuate the building without assistance if you are able.
- Use the stairs. Never use the elevator during a fire alarm.
- **If you are unable to evacuate the building without assistance, “shelter in place” in an area with no immediate hazards.**
- Dial 911 and advise the dispatcher of your location. If you are unable to speak, the dispatcher will automatically surmise you are in trouble and will respond accordingly.
- If you are unable to dial 911, advise others around you of your location and have them inform emergency personnel.
- If you are not in immediate danger, remain where you are and wait for emergency personnel to arrive.
- Carry a sounding device (like a small whistle, flashlight, and cell phone) to alert emergency personnel of your location.
- Have a plan for evacuation assistance and practice it. Pre-planning assistance arrangements are available upon request.

## EMERGENCY NOTIFICATION DRILLS

Fort Wayne ALERT is tested each academic semester. Tests may be announced or unannounced. **In conjunction with testing, public safety officials will (1) publicize Purdue’s emergency response procedures, and (2) document for each test: a description of the exercise, the date and time, and whether the test was announced or unannounced.**

When Fort Wayne ALERT is tested, the University publicizes that the community should review emergency response and evacuation procedures. These procedures are contained in the **Emergency Handbook, which provides basic “how to” information in response to emergencies.**

Anytime Fort Wayne ALERT is activated, an After-Action Review (AAR) with all departments involved is conducted by the police administration to discuss any lessons learned. This review is used to improve procedures and to train officials.

An internal test of the system is conducted on a monthly basis. One test of the system was conducted each semester, and the ALERT system was used once to notify the community about class cancellation due to weather and a police action shooting.

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## 2024 Drills and Exercises

Purdue University tested its emergency preparedness multiple times in 2024. All were announced. In addition, an internal test of the ALERT system was conducted monthly.

University Police and Residential Life coordinates an evacuation drill for all residential facilities three times a year. These drills were not conducted do to new staffing. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should

travel when exiting each facility for short-term building evacuation. University Police and Residential Life will both be on the scene and will communicate information to the students regarding the developing situation or any evacuation status changes. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At Purdue University Fort Wayne, evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of the fire alarm system. Evacuation drills are monitored by University Police and Residence Life to evaluate egress and behavioral patterns. The University Police, Residential Life and University Operations identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments and/or offices for consideration.

**SENIOR LEADERSHIP CRISIS COMMUNICATION TABLETOPS** These tabletop exercises provide general training on crisis communication and response protocols to various emergency incidents. Meetings of the crisis management committee took place zero times during 2024.

**VOLUNTARY TORNADO DRILL** This exercise occurred on March 2 and allowed University departments and the public the opportunity to practice their shelter procedures in response to a simulated tornado warning.

**EARTHQUAKE DRILL** This exercise took place in October, but the University did not participate in the state drill.

## SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Purdue University Fort Wayne is normally open to the public.

Student residences are generally locked 24 hours a day. Student Housing issues a key fob to residents to gain entrance when the exterior doors are locked.

The locking time for all buildings – including residences, libraries, and commons areas – may fluctuate at different times of the year. Some determining factors include: the university is on a formal break; it is finals week or the week leading up to finals week; etc.

Building Services and custodial personnel are instructed to report any suspicious situations to PUPD immediately.

## CAMPUS SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Purdue University offers numerous safety programs and services which aid in crime prevention and detection, as well as foster campus safety and security:

**PURDUE SAFE WALK AND ESCORTS** Officers provide escorts or walks upon PUPD 24 hours a day, 7 days a week.

**DAILY CRIME LOG** PUPD maintains a Daily Crime Log, which records any crime reported to PUPD that occurred on campus, on a non-campus building or property, or within PUPD's regular patrol jurisdiction. The log includes information for each crime, including: its nature, the case number, the date/time it was reported, the date/time it occurred, the general location, and the disposition. Each campus's Daily Crime Log is updated within 2 business days of Purdue learning of a crime.

The Fort Wayne campus's Daily Crime Log can be found online at [www.pfw.edu/university-police/daily-logs](http://www.pfw.edu/university-police/daily-logs) and is available for inspection at the PUPD station during normal business hours.

**BIKE PATROL** PUPD's bike patrol unit is made up of officers throughout the department. Officers are trained to operate the issued mountain bikes. Bike patrol officers can perform nearly all of their duties while on a bike. Additionally, the bike patrol program is a cost-effective community outreach program which allows officers to interact with people, while on normal patrol duties. These positive relationships and high visibility are effective crime prevention methods.

**CAMPUS LIGHTING** Purdue University's campus is routinely surveyed to ensure exterior areas are adequately lit at night. Sidewalks are specifically reviewed to determine whether additional lighting is needed. Trees and shrubs that may impair lighting along walkways are kept trimmed.

**PUBLIC INFORMATION** PUPD works closely with news media – including student publications – to publicize crimes and crime prevention strategies. Additionally, various publications addressing date rape, alcohol abuse, theft, and other problems are distributed by PUPD, the Student Wellness Office, and the Office of the Dean of Students.

**UNIVERSITY RESIDENCES BUILDING SECURITY** Residences are normally locked at all times, and a Student Housing issued key fob is required to gain entrance during these hours.

**OTHER BUILDING SECURITY** Building Services and custodial personnel are instructed to report any suspicious situations to PUPD immediately. Security-related maintenance issues (such as broken windows, faulty doors and locks, missing screens, discharged fire extinguishers, and faulty or inadequate lighting) are given first priority by Maintenance personnel.

**CAMPUS SAFETY TASK FORCE PUPD** officers – along with students and representatives of the Conduct and Care Team – take part in the activities of the Campus Safety Task Force, which is a standing subcommittee of the Purdue Student Government. This group undertakes various programs to promote safety and security at Purdue University.

**ANNUAL SAFETY DAY** This annual observance includes several safety- and security-related booths and attractions.

**PUPD PRESENTATIONS** PUPD officers present safety and security talks to campus and community groups upon request. Presentations are regularly scheduled to address special concerns of groups, including residence hall staff, resident assistants, library staff, international students, and student organizations. General topics are designed to inform students, faculty, and staff about crime prevention techniques.



**Personal Safety** This program – available upon request – covers personal safety, and includes training on the proper utilization of the Emergency Telephone System (ETS) and the 911 systems.

**Robbery Training** Available upon request, this program highlights the prevention, solving, and surviving of a robbery.

**Resident Assistant Training** This program is offered to the Resident Assistant (RA) staff at the beginning of each semester. It describes PUPD's role in assisting RAs with investigations and teaches how RAs can supplement police efforts. The program also includes personal safety tips, theft prevention, Clery reporting requirements, and measures to safeguard personal items.

**Citizen's Police Academy** This program is offered during the spring semester if there is enough interest. It is an 11-week academy for employees and members of the community. Sessions include presentations on crime prevention and detection, drug recognition, and OWI enforcement.

**OFFICE OF STUDENT CONDUCT AND CARE (OSCC) PRESENTATIONS** Partnering with other campus offices – such as Student Success and University Residences – the OSCC presents trainings throughout the academic year. These training courses cover topics ranging from campus safety and ways students can protect themselves, to emergency preparedness.

**MASTODON STONG CROSSFIT** The agency provides a free CrossFit class, in cooperation with the Gates Fitness Center, for interested students, staff, and faculty.

**BICYCLE REGISTRATION** Students are encouraged to register their bicycles as an aid to recovery in the event of theft. Students can bring their bicycles to PUPD for registration at no charge. Proper bicycle registration acts as a deterrent to bike theft. Visit the following link to register, <https://www.pfw.edu/sites/default/files/documents-2024/10/BKREG07-20180HalfSizeFillIn.pdf>

**LAPTOP REGISTRATION** Similar to Purdue University's Bicycle Registration program, there is also a Laptop Registration program. This program is highly recommended, and it acts as a deterrent to loss of property. To register a laptop come to the Purdue University Police Department to complete property registration form.

**BLUE AND YOU SERIES** The agency networks with athletic teams, student organizations, student housing, and other interested parties to deliver a presentation to bring the agency and community closer together during turbulent times. This may involve a series of events including, but not limited to, mock traffic stops, knowing your rights, how to interact with police, and what to expect from law enforcement.

## CRIMES INVOLVING STUDENT ORGANIZATIONS AT NON-CAMPUS LOCATIONS

PUPD solicits and monitors reports from other local police agencies to learn of criminal activity in which Purdue University students engaged at non-campus property. This includes, but is not limited to, off-campus student organizations.

## PURDUE UNIVERSITY POLICIES GOVERNING DRUGS AND ALCOHOL

Use, possession, and distribution of alcohol beverages is strictly regulated. Indiana state law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age in order to obtain alcoholic beverages is in violation of the law.

With a few exceptions (in areas designated by the University), possession of alcoholic beverages **on Purdue's campus is prohibited.**

Indiana state law and Purdue University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription.

**Individuals in violation of Purdue University's alcohol and drug policy are subject to applicable state and federal laws, as well as Purdue University disciplinary proceedings.**

## SUBSTANCE-FREE CAMPUS AND WORKPLACE POLICY

**Purdue University's official alcohol and drug policy is published and distributed annually to students and employees. Purdue University Substance-Free Campus and Workplace Policy IV. A.9 reads as follows:**

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### General Policy Statement

Purdue University is committed to providing students, faculty, staff, and visitors a safe and healthful campus and Workplace. The University recognizes the health risks associated with Controlled Substance use and Alcohol misuse and is committed to supporting Students and Employees who seek treatment for these conditions. The University also recognizes that Controlled Substance use and Alcohol misuse diminish Workplace and campus safety and undermine the University's ability to fulfill its missions of learning, discovery and engagement. Therefore, compliance with this policy is considered a condition of employment (for Employees) and attendance (for Students) at the University.

The lawful use, sale, possession, storage, or dispensation of Alcohol and Controlled Substances on University Premises is permitted only:

1. With approval of and in facilities designated by the CFO (West Lafayette) or Chancellor (Fort Wayne and Northwest), or their designees,
2. In connection with university-related activities regulated under applicable federal or state laws and regulations, or
3. Pursuant to a valid prescription in the case of a Controlled Substance

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## Prohibited Conduct

The following conduct is prohibited:

1. Unlawful use, sale, manufacture, distribution, possession, storage, or dispensation of Alcohol or Controlled Substances on University Premises, as part of any university-related activity, or in the Workplace.
2. For Employees, being under the influence of Alcohol or a Controlled Substance that impairs job performance or attendance or creates an undue risk of harm to themselves or others, even when consumption or use is outside working hours or the Workplace. Inquiries regarding legal prescription drug use by Employees are allowed only by Human Resources in accordance with applicable laws and regulations.
3. For Students, being under the influence of Alcohol or a Controlled Substance during a university-related activity or on University Premises that creates an undue risk of harm to themselves or others. Inquiries regarding legal prescription drug use by Students are allowed only by the appropriate campus student affairs officer in accordance with applicable laws and regulations.
4. Any other conduct by a Student or Employee that the University determines to be inconsistent with providing a substance-free campus and Workplace.

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## Workplace Inspections

The University reserves the right to inspect the Workplace for Alcohol, Controlled Substances, and paraphernalia relating to Alcohol or Controlled Substances and to question any Employee when it reasonably suspects that this policy has been violated. The decision to conduct a Workplace inspection is made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of the campus Human Resources department. In all cases, the head of Human Resources for the campus (or designee) must authorize a Workplace inspection. Employees who interfere with or otherwise obstruct a Workplace inspection may be subject to disciplinary action.

This section does not limit in any way the Purdue University Police Department's right to conduct law enforcement activities, including but not limited to, questioning or searching any person or inspecting any University Premises.

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## Controlled Substance and Alcohol Testing

Employees and Students who perform certain tasks or are involved in certain activities, academic programs or co-curricular activities may be subject to drug and Alcohol testing, which includes but is not limited to:

1. Student athletes who participate in intercollegiate sports, in accordance with National Collegiate Athletic Association regulations;
2. Employees engaged as commercial motor vehicle operators who are governed by Department of Transportation regulations;
3. Employees performing public safety duties may be subject to pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing; and
4. Employees and final applicants who work (or will work) on certain federal and non-federal sponsored project contracts, including U. S. Department of Defense contracts.



All Employees of the University may be subject to drug and Alcohol testing for reasonable suspicion. The decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of Human Resources. In all cases, the head of Human Resources for the campus (or designee) must authorize reasonable suspicion testing.

Student athletes and Employees who fail to participate in drug or alcohol testing as outlined above and/or whose test results are positive may be subject to disciplinary action.

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### Employee Assistance and Behavioral Health Programs

The University offers free, confidential services to Employees regarding Alcohol or Controlled Substance dependency and abuse, including:

1. Information about the dangers of Alcohol and drug use,
2. Information about this policy,
3. Assessment and evaluation,
4. Referral to and information regarding public and private treatment programs,
5. Services to families of Employees with drug or Alcohol problems, and
6. Assistance with questions concerning insurance coverage.

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### Employee Self-Referral

Employees who believe they may be experiencing Alcohol or Controlled Substance dependency and/or abuse are strongly encouraged to voluntarily contact their family physician or the University campus's Employee assistance or behavioral health program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the Employee like other Employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for Alcohol or drug treatment, except as may be provided by university benefits.

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### Sanctions and Corrective Action

The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the policy on Violent Behavior (IV. A.3), whether a sanction or corrective action is permissible under law, and any other relevant factors.

Any Employee who engages in prohibited conduct listed above may be:

1. Immediately removed from duty,
2. Referred to the Employee assistance or behavioral health program,
3. Required to complete successfully an Alcohol or drug abuse treatment program as a condition of employment,
4. Reported to authorities for criminal prosecution or other appropriate action,

5. Disciplined, up to and including termination of employment, and/or
6. Subject to any other appropriate action by the University.

Any Contractor or Visitor who engages in prohibited conduct listed above may be barred from further work for the University or from further participation in university-related activities as may be permitted by law. The University also may report the individual to authorities for criminal prosecution or other appropriate action.

Any Student who engages in prohibited conduct may be:

1. Referred to appropriate university personnel for assistance,
2. Required to complete successfully an Alcohol or drug abuse treatment program as a condition of continued attendance,
3. Reported to authorities for criminal prosecution or other appropriate action,
4. Subject to disciplinary penalties under the Regulations Governing Student Conduct, and/or
5. Subject to any other appropriate action by the University.

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### Federal Contract or Grant Employees

In addition to the other requirements of this policy, Employees engaged in the performance of (1) a federal agency grant or (2) a federal agency contract for procurement of property or services valued at \$25,000 or more must notify their supervisor or department head of a criminal drug statute conviction for a violation occurring in the Workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction from the Employee or otherwise receiving actual notice of the conviction.

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### Grievances

Any Employee or Student with a complaint relating to the application of this policy may seek redress through applicable university grievance or dispute resolution policies and procedures.

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### Confidentiality

The University will take reasonable measures to ensure individual privacy under this policy including, but not limited to, keeping all Alcohol and drug test results confidential to the maximum extent possible.

### **REASON FOR THIS POLICY**

This policy outlines the expectations for the university community regarding Alcohol and Controlled Substance use and informs Employees and Students of available assistance for substance dependency and/or abuse. The provisions of this policy are intended to comply with applicable local, state and federal law, including but not limited to, the United States Constitution, the Indiana Constitution, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, and the Americans with Disabilities Act of 1990.

## INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

This policy applies to all Students, Employees, Contractors and Visitors, including those who, by virtue of engaging in authorized university-related activities involving Controlled Substances, are regulated under federal or state laws imposing enhanced or more specific requirements than those set forth in this policy.

## EXCLUSIONS

There are no exclusions to this policy.

## RESPONSIBILITIES

### *Employees, Students, Contractors and Visitors*

- Adhere to the requirements of this policy.

### *Supervisors and Department Heads*

- Consult with Human Resources regarding Workplace inspections and suspicion testing.
- Consult with Human Resources prior to inquiring about Employee prescription drug use.

### *Human Resources*

- Refer Employees to available Alcohol and drug use resources upon request.
- Maintain procedures for Alcohol and drug testing related to Department of Transportation regulations, sponsored project contracts, and reasonable suspicion.
- Assist supervisors in determining appropriate application of this policy.
- **Annually notify Employees of the University's Alcohol-** and drug-free policy.

### *Student Affairs*

- Refer Students to available Alcohol and drug use resources upon request.
- **Annually notify Students of the University's Alcohol-** and drug-free policy.

### *Athletics Departments*

- **Maintain procedures for Alcohol and drug testing of Student athletes in accordance with the National Collegiate Athletic Association.**

### *Faculty and Staff*

- **Report concerns about a Student suspected misuse of Alcohol or use of Controlled Substances to the appropriate campus student affairs office.**

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## Definitions

All defined terms are capitalized throughout the document. Refer to the central Policy Glossary for additional defined terms.

**ALCOHOL** The intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols, including methyl or isopropyl alcohol.



**CONTRACTOR** Non-employees, including legal counsel, performing institutional services and functions. This includes, but is not limited to, independent contractors, consultants, individuals employed by outside employment agencies and individuals covered by the policy on Appointments for Personnel Not on Payroll (VI. B.3), as amended or superseded.

**CONTROLLED SUBSTANCE** Any substance including, but not limited to, pills, tablets, capsules, powders, leaves and liquids, whose use is prohibited by law. Examples include, but are not limited to, marijuana (THC), cocaine, opiates (heroin), phencyclidine (PCP), amphetamines (including methamphetamines), ecstasy, and prescription medications without a valid prescription.

**EMPLOYEE** All faculty members, staff members, temporary staff and Student employees.

**STUDENT** Any person taking one or more classes for academic credit.

**UNIVERSITY PREMISES** Any building, structure, vehicle, improved land or unimproved land, in whole or part, that is owned, used or occupied by Purdue University.

**VISITOR** An individual who is on University Premises or is participating in a university activity that is not an Employee, Contractor or Student. This includes, but is not limited to, sports spectators, audience members, volunteers, conference and event attendees, and individuals auditing educational programs.

**WORKPLACE** Any University Premises or other location where an Employee is engaged in university business.

## **DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS**

Purdue typically offers the following drug and alcohol abuse education programs:

**Office of Student Conduct and Care (OSCC) Programming** OSCC Offers Multiple Programs Addressing Drug and Alcohol Use.

**ATHLETE ORIENTATION PROGRAM** All athletes at Purdue University Fort Wayne attend a yearly educational orientation program that reviews the Code of Students Rights and Responsibilities – placing specific emphasis and discussion on alcohol and drug use – sexual assault, and harassment. Student organization officers and advisors attend a mandatory orientation where alcohol issues and policies are addressed.

**ATHLETIC TRAINING** Athletics annually presents regarding banned substances and where they may be found, as well as Athletics-specific policies.

**ALCOHOL AWARENESS PROGRAM** This program is presented to Resident Assistants (RAs) at the beginning of the fall semester by PUPD. The program includes a presentation regarding the dangers of alcohol consumption.

**DRUG RECOGNITION AND IDENTIFICATION** This program is presented by PUPD to RAs at the beginning of the fall semester. It provides education on a variety of drug-related topics – specifically, it includes how to identify specific drugs and individuals under the intoxicating effects of drugs.

**MASTODONS HERDS** This program, short for “Helping to Educate and Respond to Drinking Situations,” allows active bystanders to report emergency situations that arise from unsafe alcohol or drug misuse. To encourage reporting Purdue University Fort Wayne will waive charging a student with a violation of the Student Rights, Responsibilities, and Conduct if the reporting student calls for emergency assistance (911), stays with the student who is having a potential emergency situation, and complies with emergency officials by providing requested information. This practice will parallel and support the Indiana Lifeline law, Indiana Code 7.1-5-1-6.5.

**STUDENT ASSISTANCE PROGRAM** This program offers alcohol education and counseling upon request. Specifically, this is an alcohol education program done in conjunction with the Center for Healthy Living and OSCC, upon request. Screenings and assessments are offered for students and highlighted during Suicide Prevention Week, Mental Health Awareness Week, the Health Fair, and Drug and Alcohol Awareness Week.

**INTERNATIONAL STUDENT EDUCATION OSCC**, the Office of Civil Rights, and the Student Assistance Program all speak with international students about the alcohol and drug policies at the start of both the fall and spring semesters.

**RESIDENT ASSISTANCE (RA) TRAINING** RAs receive training in August on policies and drug- and alcohol-related warning signs. RAs then conduct training for their residents.

**BI-ANNUAL ALCOHOL NOTIFICATION LETTER** On August 25, 2024, Purdue University Fort Wayne sent all students a letter reminding them of the Purdue *Alcohol and Other Drug (AOD)* policy and legal law concerning alcohol. The letter includes a summary of material that meets the Department of Education requirements, as well as a link to the AOD website ([www.purdue.edu/aod/](http://www.purdue.edu/aod/)). Additionally, a notification letter was also sent to faculty and staff on December 4, 2024.

**MANDATORY UNIVERSITY RESIDENCES PROGRAMMING** All University Residence facilities are required to provide a Drug and Alcohol education program during the first six weeks of the fall semester.

**MANDATORY STUDENT ORGANIZATION PROGRAMMING** All student organization officers and advisors attend a mandatory orientation, at which alcohol policies and issues are addressed.

**LUNCH AND LEARN SEMINARS** Participants provide their own lunch and attend a free seminar over the lunch hour. These seminars are available to faculty, students, and staff, and cover a wide variety of alcohol and drug related topics, including mental health, personal safety, health and wellness, and other subjects of interest.

**UNITED EDUCATORS ONLINE ALCOHOL EDUCATION COURSE** This online program is offered to students and covers alcohol education, including blood alcohol content (BAC), dangers of high-risk drinking, and possible alternative drinking behaviors.

**CHOICES™** University Residences offers this 90-minute alcohol awareness program to students who have been sanctioned for violation of University Residences' alcohol policy. The program includes strategies to minimize and reduce the risk of harm associated with alcohol use. This course is offered as needed.

**BYSTANDER INTERVENTION PROGRAM** This program – more commonly known to address sexual assault and domestic abuse awareness (and discussed in more detail below) – also addresses alcohol abuse and teaches methods to safely intervene.

## **DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING**

### **PROHIBITION OF MISCONDUCT**

Purdue University proactively addresses dating violence, domestic violence, sexual assault, and stalking. These acts are not tolerated **and are a violation of both state law and Purdue University's** policies (Anti-Harassment Policy and/or Title IX Harassment Policy).

### **INDIANA STATE DEFINITIONS**

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#### **Domestic Battery: Indiana Code § 35-42-2-1.3**

- (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:
- (1) touches a family or household member in a rude, insolent, or angry manner; or
  - (2) in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member;
- commits domestic battery, a Class A misdemeanor.
- (b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:
- (1) The person who committed the offense has a previous, unrelated conviction:
    - (A) for a battery offense included in this chapter; or
    - (B) for a strangulation offense under IC 35-42-2-9.
  - (2) The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
  - (3) The offense results in moderate bodily injury to a family or household member.
  - (4) The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
  - (5) The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
  - (6) The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).
  - (7) The offense is committed against a family or household member:



- (A) who has been issued a protection order (as defined in IC 34-26-7.5-2) that protects the family or household member from the person and the protection order was in effect at the time the person committed the offense; or
- (B) while a no contact order issued by the court directing the person to refrain from having any direct or indirect contact with the family or household member was in effect at the time the person committed the offense.

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

- (1) The offense results in serious bodily injury to a family or household member.
- (2) The offense is committed with a deadly weapon against a family or household member.
- (3) The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.
- (4) The person has a previous conviction for a battery offense or strangulation (as defined in section 9 of this chapter) included in this chapter against the same family or household member.
- (5) The offense results in bodily injury to one (1) or more of the following:
  - (A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
  - (B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
  - (C) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(d) The offense described in subsection (a)(1) or (a)(2) is a Level 4 felony if it results in serious bodily injury to a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(e) The offense described in subsection (a)(1) or (a)(2) is a Level 3 felony if it results in serious bodily injury to a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

- (1) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
- (2) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

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#### Sexual Battery: Indiana Code § 35-42-4-8

(a) A person who, with intent to arouse or satisfy the person's own sexual desires or the sexual desires of another person:

- (1) touches another person when that person is:

(A) compelled to submit to the touching by force or the imminent threat of force; or  
(B) so mentally disabled or deficient that consent to the touching cannot be given; or  
(2) touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;  
commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:  
(1) it is committed by using or threatening the use of deadly force;  
(2) it is committed while armed with a deadly weapon; or  
(3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

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#### Rape; Restitution: Indiana Code § 35-42-4-1

(a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:

(1) the other person is compelled by force or imminent threat of force;  
(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring;  
(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given; or  
(4) the person disregarded the other person's attempts to physically, verbally, or by other visible conduct refuse the person's acts;  
commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:  
(1) it is committed by using or threatening the use of deadly force;  
(2) it is committed while armed with a deadly weapon;  
(3) it results in serious bodily injury to a person other than a defendant; or  
(4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) In addition to any other penalty imposed for a violation of this section, the court shall order the person to pay restitution under IC 35-50-5-3 for expenses related to pregnancy and childbirth if the pregnancy is a result of the offense.

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#### Intimidation: Indiana Code § 35-45-2-1

(a) A person who communicates a threat with the intent:  
(1) that another person engage in conduct against the other person's will;

(2) that another person be placed in fear of retaliation for a prior lawful act;

(3) of:

(A) causing:

(i) a dwelling, a building, or other structure; or

(ii) a vehicle; to be evacuated; or

(B) interfering with the occupancy of:

(i) a dwelling, building, or other structure; or

(ii) a vehicle; or

(4) that another person be placed in fear that the threat will be carried out, if the threat is a threat described in:

(A) subsection (c)(1) through (c)(5); or

(B) subsection (c)(7) through (c)(8);

commits intimidation, a Class A misdemeanor.

(b) However, the offense is a:

(1) Level 6 felony if:

(A) the threat is to commit a forcible felony;

(B) the subject of the threat or the person to whom the threat is communicated is a witness (or the spouse or child of a witness) in any pending criminal proceeding against the person making the threat;

(C) the threat is communicated because of the occupation, profession, employment status, or ownership status of a person or the threat relates to or is made in connection with the occupation, profession, employment status, or ownership status of a person;

(D) the person has a prior unrelated conviction for an offense under this section concerning the same victim; or

(E) the threat is communicated using property, including electronic equipment or systems, of a school corporation or other governmental entity; and

(2) Level 5 felony if:

(A) while committing it, the person draws or uses a deadly weapon;

(B) the subject of the threat or the person to whom the threat is communicated:

(i) is a judicial officer or bailiff of any court; or

(ii) is a prosecuting attorney or a deputy prosecuting attorney; and the threat relates to the person's status as a judicial officer, bailiff, prosecuting attorney, or deputy prosecuting attorney, or is made in connection with the official duties of the judicial officer, bailiff, prosecuting attorney, or deputy prosecuting attorney; or

(C) the threat is:

(i) to commit terrorism; or

(ii) made in furtherance of an act of terrorism.

(c) "Threat" means an expression, by words or action, of an intention to:

(1) unlawfully injure the person threatened or another person, or damage property;

(2) unlawfully subject a person to physical confinement or restraint;

(3) commit a crime;

(4) unlawfully withhold official action, or cause such withholding;



- (5) unlawfully withhold testimony or information with respect to another person's legal claim or defense, except for a reasonable claim for witness fees or expenses;
- (6) expose the person threatened to hatred, contempt, disgrace, or ridicule;
- (7) falsely harm the credit or business reputation of a person; or
- (8) cause the evacuation of a dwelling, a building, another structure, or a vehicle. For purposes of this subdivision, the term includes an expression that would cause a reasonable person to consider the evacuation of a dwelling, a building, another structure, or a vehicle, even if the dwelling, building, structure, or vehicle is not evacuated.

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### **Harassment; “Obscene Message”: Indiana Code § 35-45-2-2**

(a) A person who, with intent to harass, annoy, or alarm another person but with no intent of legitimate communication:

- (1) makes a telephone call, whether or not a conversation ensues;
- (2) communicates with a person by telegraph, mail, or other form of written communication;
- (3) transmits an obscene message, or indecent or profane words, on a Citizens Radio Service channel; or
- (4) uses a computer network (as defined in IC 35-43-2-3(a)) or other form of electronic communication to:

- (A) communicate with a person; or

- (B) transmit an obscene message or indecent or profane words to a person;

commits harassment, a Class B misdemeanor.

(b) A message is obscene if:

- (1) the average person, applying contemporary community standards, finds that the dominant theme of the message, taken as a whole, appeals to the prurient interest in sex;
- (2) the message refers to sexual conduct in a patently offensive way; and
- (3) the message, taken as a whole, lacks serious artistic, literary, political, or scientific value.

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### **Criminal Stalking: Indiana Code § 35-45-10-5**

(a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:

- (1) A person:

- (A) stalks a victim; and

- (B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:

- (i) sexual battery (as defined in IC 35-42-4-8);

- (ii) serious bodily injury; or

- (iii) death.

- (2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:

- (A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).
  - (B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).
  - (C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).
  - (D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).
  - (E) IC 34-26-6 (workplace violence restraining orders).
- (3) The person's stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.
- (4) The person's stalking of another person violates a no contact order issued as a condition of probation if the person has been given actual notice of the order.
- (5) The person's stalking of another person violates a protective order issued under IC 3114-16-1 and IC 34-26-5 in a paternity action if the person has been given actual notice of the order.
- (6) The person's stalking of another person violates an order issued in another state that is substantially similar to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.
- (7) The person's stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:
- (A) tribe;
  - (B) band;
  - (C) pueblo;
  - (D) nation; or
  - (E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U. S. C. 1601 et seq.);
- that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians if the person has been given actual notice of the order.
- (8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is pending in a court and the person has been given actual notice of the complaint.
- (9) The offense was committed or facilitated by the use of a tracking device.

(c) The offense is a Level 4 felony if:

- (1) the act or acts were committed while the person was armed with a deadly weapon; or
- (2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

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## Consent

**The state of Indiana does not have a statute defining “consent.”**

**Purdue University, however, defines “consent” in its Anti-Harassment Policy and Title IX Harassment Policy:**

**CONSENT/CONSENSUAL** Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is incapacitated or otherwise prevented from giving consent as a result of impairment due to a mental or physical condition or age. No consent exists when there is a threat of force or physical or psychological violence.

Although consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of consent.

The voluntary nature of consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

## **PREVENTION AND AWARENESS PROGRAMS**

Purdue University offers risk reduction, prevention, and awareness programs that target preventing and eliminating dating violence, domestic violence, sexual assault, and stalking. Programs include:

**“RESPECT BOUNDARIES: SEXUAL ASSAULT AWARENESS”** This is an online three-module prevention and risk reduction program that is required of all incoming students. New employees complete an in-person module during New Employee Orientation. Programming includes:

- Definitions of dating violence, domestic violence, sexual assault, and stalking,
- Dynamics of sexual assault and intimate partner violence, with emphasis on college-aged populations,
- Data of sexual assault victimization, including the role of alcohol,
- Services and resources available to victims,
- Strategies for primary prevention, and
- Bystander intervention strategies.

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## **Bystander Intervention**

Bystanders are individuals who observe or witness the conditions that perpetuate sexual, gender based, and intimate partner violence. Bystanders are not directly involved, but can choose to intervene and put an end to the abuse.

The goal of bystander intervention programs is to develop ways to increase awareness of sexual assault, hazing, and drug and alcohol abuse. Specifically, these skills include learning to observe and recognize warning behaviors and learning the appropriate skills to safely and effectively intervene (directly and indirectly).

Multiple Purdue prevention programs address bystander intervention. You may contact the departments below **on Fort Wayne’s campus to learn more or to schedule bystander training:**

- Office of Student Conduct and Care, Walb Student Union, Room #111, (260)481-6601
- Title IX Office, Kettler Hall, Room #144, (260)481-6840



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## Consent Training

Purdue University Fort Wayne provides education and advocacy programs to help prevent sexual assaults and create boundaries in both personal and intimate relationships. The following department:

- Office of Student Conduct and Care, Walb Student Union, Room #111, (260)481-6601
- Title IX Office, Kettler Hall, Room #144, (260)481-6840
- **The Women's Center, Walb Student Union, Room #120, (260)481-6028** provide the following workshops:

**ONE LOVE ESCALATION WORKSHOP** This is a film and post discussion to help students recognize red flags and warning signs of an unhealthy relationship.

**SEXUAL CONSENT WORKSHOP** This workshop covers violence, consent, and supporting a survivor.

### LAW ENFORCEMENT RECOMMENDATIONS FOR VICTIMS

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, PUPD recommends the following:

- **GET AWAY** Get to a safe place as soon as you can!
- **CALL 911** If the situation poses an immediate danger to you or someone else, alert the police as soon as possible by calling 911.
- **PRESERVE EVIDENCE** Preserving evidence that may assist with an investigation is crucial. This may also be helpful in obtaining a protection order. Even if you believe you do not want to report an incident, you should still attempt to preserve evidence because you may change your mind.
  - **Sexual Assault** In cases of sexual assault, do not bathe, douche, eat, drink, shower, use the toilet, brush teeth, wash your hands, or change clothing. If you must change clothing, place all of your clothing into a bag.
  - **Stalking** Evidence of stalking often includes technology, including voicemail, emails, social media postings, text messages, phone calls, etc.
- **DOCUMENT EVERYTHING** Take a moment to write down everything you remember about the incident, including descriptions of the perpetrator. Details are important! Also document evidence on your body, including taking photos of any injuries or bruising.
- **GET MEDICAL CARE AND SUPPORT** You should seek medical care as soon as possible, even if you do not have any visible injuries. Contact someone you trust to be with you for support. **This could be a friend, family member, Resident Assistant, or a specially trained victim's advocate.**

### PRIVACY AND CONFIDENTIALITY

Purdue University recognizes the importance of ensuring a victim's confidentiality. Purdue will keep confidential any accommodations, remedial, or protective measures provided to victims of dating violence, domestic violence, sexual assault, and stalking. This confidentiality is the greatest extent allowed by law and Purdue University policy.

The Clery Act requires collecting statistics and publishing a Daily Crime Log. However, neither these collected statistics, nor the Daily Crime Log will include information that could lead to the victim's public identity. This information is strictly confidential.

## **VICTIM RIGHTS, RESOURCES, AND ACCOMMODATIONS**

There are several rights and support services to which Purdue University students and employees are entitled. These resources are provided upon request, no matter what – regardless if the incident occurred on- or off-campus, and even if no report is made to the police.

**WRITTEN INFORMATION** Several entities on Purdue's campus will provide victims with written information about available services – both on- and off-campus – including counseling, health, mental health, victim advocacy, and legal assistance. The entities that can provide this written information include:

- PUPD, Support Services Building, 260-481-6827
- Title IX Office, Kettler Hall, Room #144, 260-481-6840
- Human Resources (HR), Kettler Hall, Room #139, 260-481-6840
- Office of Student Conduct and Care (OSCC), Walb Student Union, Room #111, 260-481-6601

Many of the entities that provide the written information about available services actually provide services, too:

- Center for Healthy Living, Walb Student Union, Room #234, 260-481-5748
- Counselling and Psychological Services (CAPS), 765-494-6995, PUSH Room #246
- Center for Student Counseling, Kettler Hall, Room #G02, (260) 481-6200

**OSCC** Staff members in the Office of Student Conduct and Care provide a variety of services to students, including victim assistance and counseling about personal concerns.

**CONFIDENTIAL MEDICAL FACILITIES** There are facilities both on- and off-campus that provide confidential medical care to victims:

- Center for Healthy Living, Walb Student Union, Room #234 (260)481-5748
- DuPont Hospital, 2520 East DuPont Rd, (260)416-3000
- Lutheran Hospital, 7950 W. Jefferson Blvd, (260)435-7001
- Parkview Randallia Hospital, 2200 Randallia, (260)373-4000
- Parkview Regional Medical Center, 11109 Parkview Plaza, (260)266-1000
- Saint Joe Hospital, 702 Vn Buren St, (260)425-3000
- Veterans Hospital, 2121 Lake Avenue, (260)426-5431
- Lutheran Hospital Stelhorn- 6515 Stelhorn Rd, 260-425-4200

**NO-CONTACT DIRECTIVES** Purdue University can issue no-contact directives that prohibit a respondent from contacting you. For information and assistance, contact the Title IX Coordinator (Kettler Hall, Room #144, (260)481-6840) or OSCC (Walb Student Union, Room #111, (260)481-6601).

## SEXUAL OFFENDER REGISTRY

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sexual offenders enrolled at or employed by institutions of higher education. The **CSCPA's intent is to extend to campus the protection of other sexual** offender registries. Pertinent information can be viewed online:

- Indiana Sex and Violent Offender Registry, [www.indianasheriffs.org](http://www.indianasheriffs.org)
- National Sex Offender Public Website, [www.nsopw.gov](http://www.nsopw.gov)
- Megan's Law Information for Indiana, [www.klaaskids.org/megans-law/indiana/](http://www.klaaskids.org/megans-law/indiana/)

## DISCIPLINARY POLICIES AND PROCEDURES GOVERNING HARASSMENT, DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff, and students that is positive and free from all forms of harassment.

Complaints of dating violence, domestic violence, sexual assault, stalking, and other forms of harassment may be resolved pursuant to one of two separate Purdue University policies: Antiharassment Policy or Title IX Harassment Policy.

Both policies seek to encourage faculty, staff, and students to report and address incidents of harassment. Additionally, the procedures within both policies are prompt, fair, and impartial – from the initial investigation to the final result.

## DEFINITIONS

The following definitions are referenced in the Anti-Harassment Policy, the Procedures for Resolving Complaints of Discrimination and Harassment, the Title IX Harassment Policy, and/or the Procedures for Resolving Complaints of Title IX Harassment:

**ADVISOR** An individual selected by the Complainant or the Respondent to accompany the Party to any interview or meeting under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Hearing Advisor.

**COMPLAINANT(S)** A person or persons (1) employed by, consulting with or contracting with the University or (2) participating in or attempting to participate in a Purdue University program or activity who is making a complaint under the Informal Resolution Process or the Formal Resolution Process.

**CONSENT/CONSENSUAL** Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is incapacitated or otherwise prevented from giving consent as a result of impairment due to a mental or physical condition or age. No consent exists when there is a threat of force or physical or psychological violence.



Although consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of consent.

The voluntary nature of consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

**DATING VIOLENCE** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

**The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.**

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.

**DAYS** Calendar days.

**DOMESTIC VIOLENCE** Violence committed:

1. by a current or former spouse or intimate partner of the victim,
2. by a person with whom the victim shares a child in common,
3. by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
4. by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Indiana, or
5. **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.**

**ELIGIBLE DESIGNEE** An individual to whom the Chancellor, Associate Vice President for Civil Rights or Dean of Students delegates their authority under these Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

**FORMAL COMPLAINT** (*Procedures for Resolving Complaints of Discrimination and Harassment or Title IX Harassment*) A complaint filed pursuant to the *Procedures for Resolving Complaints of Discrimination and Harassment*, or a document filed by a Complainant or signed by the Title IX Coordinator under the *Procedures for Resolving Complaints of Title IX Harassment*. In the case of Title IX Harassment, the complaint must allege Title IX Harassment against a named Respondent(s) and request that the University investigate the allegations. See Section I of the Title IX Procedures.

**FORMAL RESOLUTION PROCESS** (*Procedures for Resolving Complaints of Discrimination and Harassment or Title IX Harassment*) The process for resolving complaints of discrimination, harassment, or Title IX Harassment, as set forth in Section I of the applicable Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a determination as to whether one or more University Policies has been violated, and, as appropriate, the imposition of sanctions and remedial measures. In cases involving Title IX Harassment, the process also includes a Hearing.

**HARASSMENT** Conduct towards another person or identifiable group of persons that is so severe, pervasive, or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

Use of the term harassment includes all forms of harassment, including stalking, racial harassment and sexual harassment.

**HEARING** The formal live meeting during which the Parties, witnesses and other participants appear virtually with technology enabling participants simultaneously to see and hear each other. Evidence is presented and witnesses are heard.

**HEARING ADVISOR** An individual selected by the Complainant or the Respondent to accompany the Party to the Hearing and conduct cross examination of witnesses under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Advisor. If a Party does not have a Hearing Advisor, the University will provide someone who is not an attorney to serve in this role.

**HEARING OFFICER** The individual responsible for administering the Hearing and issuing decisions concerning responsibility and sanctions, if applicable, in Title IX Harassment matters. The **Hearing Officer cannot be a University Investigator in a matter or the University's Title IX Coordinator.**

**INCAPACITATED/INCAPACITATION** A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing consent (e. g., to understand the “who, what, where, why and how” of their sexual interaction). Such incapacitation may be caused by alcohol or other drug use, sleep, or unconsciousness. Intoxication is not equivalent to incapacitation.

**INFORMAL COMPLAINT** A complaint made pursuant to the Procedures.

**INFORMAL RESOLUTION PROCESS** The process for resolving complaints of discrimination and/or harassment set forth in the Procedures. The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement.

**INVESTIGATION REPORT** A written report prepared by the University Investigator(s) that fairly summarizes relevant evidence.

**MANDATORY REPORTERS** Individuals employed by the University who hold a title of or equivalent to President, Chancellor, Vice President, Vice Chancellor, Vice Provost, Dean, Department Head and Associate Vice President for Civil Rights, as well as all employees in supervisory or management roles, and other staff who have authority and responsibility to initiate corrective measures on behalf of the University.

**PARTY/PARTIES** The Complainant and Respondent(s) in a Title IX Harassment matter.

**RACIAL HARASSMENT** Conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, color, national origin or ancestry and is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

The University is strongly committed to providing a safe and harassment-free environment for members of those groups that have historically been, and are still likely to be, at greatest risk of harassment for reasons of prejudice.

**REGULATIONS GOVERNING STUDENT CONDUCT** The rules and procedures that govern student conduct and disciplinary action as set forth by each campus.

**RELATIONSHIP VIOLENCE** Any physical, sexual and/or psychological harm against an individual by a current or former intimate or romantic partner. Intimate or romantic partners may be dating, cohabitating, married, separated or divorced, and may be of the same or opposite sex.

**RESPONDENT(S)** The person or persons (1) who has been reported to be the perpetrator of conduct that could constitute Title IX Harassment, or (2) whose conduct is the subject of concern.

**RETALIATION** Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against any person or group for reporting or complaining of, assisting participating

**SEXUAL ASSAULT** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. As indicated in the National Incident Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."



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

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

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

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

**SEXUAL EXPLOITATION** Any act that exploits someone sexually. Examples include, but are not limited to:

- **Exposing one's own or another person's intimate parts without consent;**
- Recording video or audio of, photographing, or disseminating or transmitting intimate or sexual utterances, sounds or images without consent of all parties involved;
- Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the consent of all parties involved; and
- Engaging in any form of voyeurism.

**SEXUAL HARASSMENT** includes:

- A. Any act of sexual violence.
- B. Any act of sexual exploitation; or
- C. Any unwelcome sexual advance, request for sexual favors or other written, verbal or physical conduct of a sexual nature when:
  1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University program or activity.
  2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University program or activity; or
  3. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University program or activity.

**SEXUAL VIOLENCE** Any non-consensual sexual act, including but not limited to rape, sexual assault, sexual battery and sexual coercion. Sexual violence also includes relationship violence. Examples of sexual violence include, but are not limited to:

- **Non-consensual sexual contact: touching, with any body part or object, another person's intimate parts** (e.g., genitalia, groin, breast, buttocks), whether clothed or unclothed.
- **Non-consensual sexual intercourse:** oral, anal and/or vaginal penetration, to any degree and with any body part or object; and

- Compelling a person to touch their own or another person's intimate parts without consent.

**STALKING (*Anti-Harassment Policy*)** Any knowing or intentional course of conduct involving repeated or continued following, threatening or intimidating another person by telephone, mail, electronic communication, social media, in person, or by any other action, device or method when such conduct 1) would cause a reasonable person to suffer substantial emotional distress or fear of bodily injury or death, and 2) actually causes such person substantial emotional distress or fear of bodily injury or death.

**STALKING (*Title IX Harassment Policy*)** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

For the purposes of this definition:

**Course of conduct** means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or **interferes with a person's property**.

**Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.

**Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**SUPPORTIVE MEASURES** Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. **Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's educational environment, or deter sexual harassment.** Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. 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 Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

**TITLE IX COORDINATOR** A University employee who is responsible for the implementation of the University's Title IX Harassment Policy.

**TITLE IX HARASSMENT** Conduct on the basis of sex that satisfies one or more of the following:

- A University employee conditioning education benefits on participation in unwelcome sexual conduct (i. e., quid pro quo);
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive and **objectively offensive that it effectively denies a person equal access to the University's** educational programs or activities; or
- Sexual assault, dating violence, domestic violence, or stalking.

**UNIVERSITY** Any campus, unit, program, association or entity of Purdue University, including but not limited to Purdue University Fort Wayne, Purdue University Northwest, Purdue University West Lafayette, Purdue Cooperative Extension Service and Purdue Polytechnic Institute Statewide.

**UNIVERSITY-INITIATED INVESTIGATION** An investigation initiated by the University in the absence of a Formal Complaint submitted by a Complainant.

**UNIVERSITY INVESTIGATOR** A person appointed to investigate a Formal Complaint. Any individual designated to conduct an investigation must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance. A University Investigator may be a University employee or an external professional.

## **ANTI-HARASSMENT POLICY**

This policy addresses harassment in all forms, including harassment toward individuals for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression. Additionally, the Anti-Harassment Policy may cover dating violence, domestic violence, sexual assault, and stalking.

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### Statement of Policy

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment.

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment. This policy addresses Harassment in all forms, including Harassment toward individuals (a) for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender



expression or (b) based on actual or perceived shared ancestry or ethnic characteristics, and citizenship or residency in a country with a dominant religion or distinct religious identity and their association with this national origin/ancestry. This includes, for example, conduct towards another person or identifiable group of persons that is determined to have been motivated by Antisemitism, Islamophobia, Christianophobia or any other hatred, prejudice or discrimination against a particular religious belief. The University will not tolerate Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

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### Reporting and Addressing Harassment

This policy seeks to encourage faculty, staff, and students to report and address incidents of Harassment. The Procedures for Resolving Complaints of Discrimination and Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Harassment.

Retaliation against faculty members, staff members or students for reporting or complaining of Harassment, for assisting or participating in the investigation of a complaint of Harassment, or for enforcing this policy is strictly prohibited.

The University reserves the right to investigate circumstances that may involve Harassment in situations where no complaint, formal or informal, has been filed. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the University has initiated an investigation in the absence of a formal or informal complaint.

To determine whether a particular act or course of conduct constitutes Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of Harassment, a serious incident, even if isolated, can be sufficient.

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### Academic Freedom and Freedom of Speech

Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

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### Violation of Policy and Sanctions

Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion

from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Violence or Sexual Exploitation. Therefore, students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Violence or Sexual Exploitation.

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### False Allegations, Statements, and Evidence

This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Making a good faith report of discrimination or Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility is not sufficient on its own to conclude that any individual made a materially false statement in bad faith.

### Retaliation Prohibited

The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in an investigation or proceeding under this policy.

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### Education and Prevention

The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking.

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### Coordination with Other University Policies

This policy augments, but does not supersede, other University policies covering discrimination. Although Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

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## Reason for This Policy

This policy is designed to prevent and sanction incidents of Harassment within the Purdue University community. The University believes that Harassment, which is a form of discrimination, is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with both state and federal laws and regulations, including but not limited to:

- Age Discrimination Act of 1975,
- Age Discrimination in Employment Act of 1967,
- Americans with Disabilities Act of 1990, as amended,
- Equal Pay Act of 1963,
- Genetic Information Nondiscrimination Act of 2008,
- Immigration Reform and Control Act of 1986,
- Indiana Civil Rights Act of 1971,
- Pregnancy Discrimination Act,
- Sections 503 and 504 of the Rehabilitation Act of 1973,
- Title VI of the Civil Rights Act of 1964, as amended,
- Title VII of the Civil Rights Act of 1964, as amended,
- Uniformed Services Employment and Reemployment Rights Act of 1994,
- VEVRAA, Section 4212
- Jeanne Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013.

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## Individuals and Entities Affected by This Policy

All Purdue University community members.

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## Exclusions

Title IX Harassment matters are addressed under the *Title IX Harassment Policy (III.C.4)* and the *Procedures for Resolving Complaints of Title IX Harassment*.

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## Responsibilities

### *Vice President for Ethics and Compliance*

- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Harassment for all campuses and operations within the Purdue University system.



- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking within the University system.

#### *Chancellors*

- Maintain an educational and employment environment free from Harassment.

#### *Vice Presidents, Vice Chancellors, Vice Provosts and Deans*

- Maintain an educational and employment environment free from Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Harassment.

#### *Title IX Coordinators*

- Oversee the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence on their respective campuses involving students, staff, faculty, consultants and contractors.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts and periodic reviews of climate and culture for their respective campuses.

#### *Mandatory Reporters*

- Report all incidents of discrimination, Harassment or retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

#### *Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment*

- Report all incidents of Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Harassment or complaints of Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

### *Individuals Who Believe They Have Experienced or Witnessed Harassment*

- Report the incident as described in the Procedures for Resolving Complaints of Discrimination and Harassment.

## **PROCEDURES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT**

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### Introduction

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, whether on or off campus, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of harassment and/or discrimination, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps before the determination of the final outcome of an investigation.

There are both informal and formal processes for resolving complaints of discrimination and harassment. A Complainant may elect to invoke either the Informal or Formal Resolution Process. If the Complainant finds that initial informal efforts are unsatisfactory, the Complainant may then seek formal resolution. A Complainant is not required to proceed with informal resolution before seeking formal resolution.

The University has an obligation to respond to information of which it becomes aware, whether **received directly or indirectly. That is, the University's obligation may be triggered by a direct** disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

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### Scope

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination committed against a student, employee, consultant, independent contractor, or a person participating in or attempting to participate in a program or **activity of Purdue University under the University's Policies on Anti-Harassment** and (the

**“Policies”). These Procedures apply to sexual misconduct matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence and Stalking, in addition to all other forms of prohibited discrimination and harassment. Title IX Harassment matters are addressed under Title IX Harassment and the Procedures for Resolving Complaints of Title IX Harassment.**

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, volunteers, campus visitors or persons participating in or attempting to participate in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, employees or both at the sole option of the University.

These Procedures govern conduct that occurs on and/or off campus or that impacts the educational or work experience of a member of the Purdue community. In particular, off-campus conduct is subject to these Procedures if 1) the conduct occurred in the context of an education program or activity of the University, or 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity.

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### Resources for Resolving Complaints

**University community members may bring inquiries and complaints about discrimination and/or harassment to the Campus Civil Rights Office, Office of the Dean of Students or the Vice President for Ethics and Compliance. The management of all complaints of discrimination and/or harassment, regardless of where they are initially received, and the implementation of these Procedures is the responsibility of the Vice President for Ethics and Compliance. Any question of interpretation regarding these Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.**

In addition, University community members may bring inquiries and complaints about Sexual Violence, Relationship Violence, Sexual Exploitation or Stalking to the Title IX Coordinator. Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment policy.

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### General Provisions

#### Delegation

The Chancellor, Dean of Students and Associate Vice President for Civil Rights may delegate their authority under the Procedures to an Eligible Designee.

#### *Requests for Anonymity or No Action*

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the



Vice President for Ethics and Compliance shall evaluate such request and notify the individual of **the University's response to their request.**

**The University will honor the Complainant's request to the extent possible based on a careful** balancing of the request with any legal reporting requirements, the risk of harm to any individual and the University's duty to maintain a safe and non-discriminatory environment for all.

**If the University honors the request for anonymity, the University's ability to meaningfully** investigate the incident and pursue disciplinary action against a Respondent may be limited. The University will take other appropriate steps to eliminate any such discrimination or harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate remedial measures to the Complainant and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a University Initiated Investigation and potential disciplinary action if there is an individual or public safety concern and sufficient independent information exists to establish that one or both of the Policies has been violated.

The Vice President for Ethics and Compliance will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

### *Interim Measures*

The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and to facilitate the Complainant's continued access to University employment or education programs and activities.

**These measures may be both remedial (designed to address a Complainant's safety and well-being** and continued access to educational opportunities) and protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these

Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process.

The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

### *Advisor or Support Person*

Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

### *Time Frames*

The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident as soon as possible.

Informal Complaints must be filed with a Campus Civil Rights Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident.

Formal Complaints must be filed with a Campus Civil Rights Office within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days of the incident of discrimination or harassment. Where the discrimination or harassment is of an ongoing nature, a Formal Complaint must be filed within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days from the most recent incident.

To file an Informal or Formal Complaint, a Complainant must complete a Complaint Information Form online, in person or via electronic mail.

The 120-day deadline to file a complaint does not apply to University-Initiated Investigations, and the University will accept reports of discrimination or harassment at any time.

When extenuating circumstances warrant, a Chancellor, Dean of Students or the Associate Vice President for Civil Rights, as the case may be, has the authority and discretion to extend any of the time limits contained in these Procedures for good cause except those relating to the filing of complaints or the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Procedures. In the event that good cause exists for the investigation and resolution to exceed this time frame, the University will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

Notwithstanding the foregoing, a complaint relating to alleged discrimination or harassment **occurring during a Complainant's employment by or enrollment as a student of the University must be properly filed within 10 days following termination of the Complainant's employment with the University or within 30 days following the Complainant's graduation, last date of enrollment, or other separate as a student, as the case may be.**

#### *Expectation Regarding Participation by the Parties*

All employees and students have an obligation to cooperate in the conduct of these Procedures. Failure to do so may result in disciplinary action. In the event that a Complainant chooses not to participate in an interview or declines to provide information requested by the University Investigator, the Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss the complaint if there is no independent information upon which to proceed. The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide written notice of such dismissal to the Complainant(s) and the Respondent(s). In the event that a Respondent chooses not to participate in an interview or declines to provide information requested by the University Investigator, the University Investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent. Where the complaint or the circumstances involve potential criminal conduct, however, a party may choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

In the event that an impacted party chooses not to participate in an interview or declines to provide information requested by the University Investigator in connection with a University-Initiated Investigation, the Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss the University-Initiated Investigation.

All University community members are expected to provide truthful information in any report or proceeding under these Procedures. Any person who knowingly makes a false statement in connection with the initiation or resolution of a complaint or University-Initiated Investigation under these Procedures may be subject to appropriate discipline. Making a good faith report of discrimination or harassment that is not later substantiated is not considered a false statement.

#### *Special Circumstances in the Event of Conflict of Interest or Bias*

In the event that a complaint concerns the conduct of the Associate Vice President for Civil Rights or the Dean of Students (or the Associate Vice President for Civil Rights or Dean of Students has



a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Associate Vice President for Civil Rights or Dean of Students pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor (or the Vice President for Ethics and Compliance or a Chancellor has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance or such Chancellor pursuant to these Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures. In the event that the President or other member of senior administration is a Respondent under these Procedures, the University may, in its sole discretion, modify these Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

In the event that a Complainant (or impacted party in the case of a University-Initiated Investigation) or a Respondent has concerns that a University Investigator or decision maker under these Procedures cannot conduct an unbiased review or render a determination free from bias, such individual may report such concerns to the Vice President for Human Resources, who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns must be reported promptly or will be considered waived. In reaching such decision, the Vice President for Human Resources will consider whether a reasonable person would believe bias exists.

#### *Coordination with Law Enforcement*

A Complainant may seek recourse under these Procedures and/or pursue criminal action. Neither **law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of** any criminal prosecution, is determinative of whether a violation of University Policy has occurred. Proceedings under these Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant regarding support, options for resolution and the implementation of interim remedial measures to address concerns regarding safety and wellbeing. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

#### *Requests by Individuals with Disabilities*

Purdue University is committed to providing equal access under these Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

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## Reporting Options and Resources for Sexual Misconduct

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence, whether as a Complainant, a Respondent or a third party, will have equal access to support consistent with their needs and available University resources.

A first step for any Complainant or third-party witness may be choosing how to proceed following an incident of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and/or Relationship Violence. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assist either party in the event that a report and/or resolution under the Policies or the Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

### *Confidential Resources*

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

**It is important to understand that other University employees involved in the University's sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be REQUIRED to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator.**

### *Non-Confidential Campus Reporting Resources and Mandatory Reporters*

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team.

In contrast to the designated campus or community professionals described above under **“Confidential Resources,”** who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are REQUIRED to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a **member of the campus Title IX and Sexual Misconduct Team (“mandatory reporters”).** Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such

incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have the authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the parties, if known.

### *Privacy*

The privacy of the parties will be respected and safeguarded at all times. All University employees **who are involved in the University's Title IX and sexual misconduct response receive specific** training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of **individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review,** investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

### *Release of Information*

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U. S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information will be released from proceedings under the Policies or the Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

### *Reporting to Law Enforcement*

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that also may be crimes under state criminal statutes. The University will **assist a Complainant, at the Complainant's request, in contacting local law enforcement and will** cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.



### *Anonymous Reporting*

Any individual may make an anonymous report concerning an act of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence. A report can be made without **disclosing one's own name, identifying the Respondent or requesting any action**. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at [www.purdue.edu/hotline/](http://www.purdue.edu/hotline/) or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

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### *Counseling, Advocacy, and Support Services*

The University is committed to providing a number of support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue University provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services. The Title IX Coordinator and professional staff within the Office of the Dean of Students is available to assist students with the imposition of interim remedial and protective measures, including the following:

- Coordination of services,
- Academic adjustments, including processing absence notifications,
- Housing reassignments and assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the law enforcement process, including in-person attendance at meetings **with law enforcement and/or the prosecutor's office,**
- Assistance in obtaining no-contact directives within the University, and
- Assistance in obtaining a protective order through the local court system.

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### *Informal Resolution Process*

#### *Filing an Informal Complaint*

To file an Informal Complaint, a Complainant must submit the Complaint Information Form online, in person or via electronic mail. The Complaint Information Form must be submitted to the Campus Civil Rights Office within 120 days of the incident of discrimination or harassment

or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. The Campus Civil Rights Office can provide assistance in completing the Complaint Information Form. Participation in the Informal Resolution Process is voluntary, and a Complainant may ask to conclude the process at any time. The Campus Civil Rights Office will take steps to ensure the privacy of the Complainant and Respondent during the Informal Resolution Process to the extent maintenance of privacy does not interfere with the University's obligation to address allegations of discrimination and/or harassment.

The initial assessment of Informal Complaints, as described in section H.2 below, will be completed as follows:

- a. For Purdue University West Lafayette (including Indianapolis and statewide technology locations), by the Associate Vice President for Civil Rights;
- b. For Purdue University Fort Wayne and Purdue University Northwest, by the Chancellor for matters with faculty or staff Respondents and by the Dean of Students for matters with student Respondents.

### **Jurisdiction/Dismissal**

Within five days following receipt of the Informal Complaint, the Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Informal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall dismiss the Informal Complaint, and that decision shall be final. The Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal.

### ***Processing of Informal Complaints***

In consultation with the Chancellor, Associate Vice President for Civil Rights or Dean of Students, as the case may be, the Campus Civil Rights Office may take appropriate steps to resolve the Informal Complaint. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about equal opportunity or harassment; verbal or written reprimands; or other interventions or actions aimed at ending the discrimination or harassment, preventing its recurrence, and addressing its effects.

**Prior to completing the Informal Resolution Process, and/or upon the Complainant's request in writing,** a Chancellor, the Dean of Students or the Associate Vice President for Civil Rights may determine that no purpose is served by pursuing the Informal Resolution Process and may refer the Complaint to the Formal Resolution Process.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal from the Informal Resolution Process, and that decision shall be final. Subject to the provisions in Section E (Time Frames) above, the Complainant may elect to file a Formal Complaint within 10 days following the conclusion of the Informal Resolution Process.

#### *Conclusion of the Informal Resolution Process*

The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint; (2) a resolution of the Informal Complaint by agreement of the parties; or (3) initiation of the Formal Resolution Process.

The Campus Civil Rights Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Civil Rights Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

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### Formal Resolution Process

#### *Filing a Formal Complaint*

Subject to the time frames identified in Section E above, a Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Formal Complaint Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Civil Rights Office can provide assistance in completing the Formal Complaint Form.

The initial assessment of Formal Complaints, as described in section I.4 below, will be completed as follows:

- a. For Purdue University West Lafayette (including Indianapolis and statewide technology locations), by the Associate Vice President for Civil Rights.
- b. For Purdue University Fort Wayne and Purdue University Northwest, by the Chancellor for matters with faculty or staff respondents and by the Dean of Students for matters with student Respondents.

Where initiated to a full investigation, Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Where initiated to a full investigation, Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor



(or designee) or the Associate Vice President for Civil Rights pursuant to Sections I and J of these Procedures.

### *Notification of Formal Complaint and Response*

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Associate Vice President for Civil Rights will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Associate Vice President for Civil Rights made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Associate Vice President for Civil Rights. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, **a copy of the Respondent(s)'s response** will be provided to the Complainant.

### *University-Initiated Investigation*

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall: (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Associate Vice President for Civil Rights and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section L.

### *Jurisdiction/Dismissal*

Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

- a. A Complainant notifies the Chancellor, Dean of Students or Associate Vice President for Civil Rights in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- b. The Respondent is no longer enrolled in or employed by the University; or
- c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal, and that decision shall be final.

### *Investigation of Formal Complaints*

In the **event that the Formal Complaint is not dismissed, a copy of the Respondent(s)' response**, if any, will be provided to the Complainant. The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided with the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Associate Vice President for Civil Rights.

### *Investigation Report and Evidence*

Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-

Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Associate Vice President for Civil Rights. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will **include the University Investigator's determination of whether a violation of one or both of the Policies has occurred.** The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

#### *Determination*

**No earlier than 10 days and no more than 15 days from receipt of the University Investigator's** report, the Chancellor, Dean of Students or Associate Vice President for Civil Rights will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Associate Vice President for Civil Rights from the Advisory Committee consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, **members of the panel shall be furnished with a copy of the University Investigator's report and** copies of any complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Associate Vice President for Civil Rights and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Associate Vice President for Civil Rights, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

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#### **Sanctions and Remedies**

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Associate Vice President for Civil Rights. In the event of a disagreement between the Associate Vice President for Civil Rights and the designated Vice President or Dean, the Associate Vice President for Civil Rights will refer the disagreement to the Provost for resolution.



In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include **the rationale, a description of the parties' appeal rights and any changes in the outcome before it becomes final.** The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

Failure to abide by the sanctions imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions, up to and including expulsion or termination from the University.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Associate Vice President for Civil **Rights shall be accepted into evidence at the faculty member's termination hearing without the necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.**

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

## Retaliation Prohibited

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

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## Appeal

The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Associate Vice President for Civil Rights and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall **constitute the University's final action.**

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## Filing with External Agencies

Any person may file a complaint with the Indiana Civil Rights Commission, the U. S. Equal **Employment Opportunity Commission** or the **U. S. Department of Education's Office for Civil Rights**. Information regarding filing charges with any of these agencies may be obtained from the Office for Civil Rights on the West Lafayette campus.

## TITLE IX HARASSMENT POLICY

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### Statement of Policy

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Title IX Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrates its intellectual and ethical leadership by reaffirming its strong position against Title IX Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by Title IX Harassment.

Title IX Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Title IX Harassment. This policy addresses Title IX Harassment toward individuals for reasons of sex, sexual orientation, gender identity and/or gender expression. The University will not tolerate Title IX Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

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### Jurisdiction

This policy applies to the programs and activities of Purdue University in the United States, to conduct that takes place on the campus or on property owned or controlled by the University in the United States, at University-sponsored events in the United States, or in buildings located in the United States that are owned or controlled by a Recognized Student Organization.

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### Reporting and Addressing Title IX Harassment

This policy seeks to encourage faculty, staff and students to report and address incidents of Title IX Harassment. The *Procedures for Resolving Complaints of Title IX Harassment*, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Title IX Harassment.

The University reserves the right to investigate circumstances that may involve Title IX Harassment in situations where the impacted party declines to file a Formal Complaint. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the Title IX Coordinator has filed a Formal Complaint.

To determine whether a particular act or course of conduct constitutes Title IX Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the



questioned behavior. Such behavior must be so severe, pervasive and objectively offensive that it effectively denies an individual equal access to a program or activity of the University.

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### Academic Freedom and Freedom of Speech

Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

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### Violations of Policy and Sanctions

Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Assault, Dating Violence, Domestic Violence or Stalking. Therefore, students who provide information regarding Sexual Assault, Dating Violence, Domestic Violence or Stalking will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Assault, Dating Violence, Domestic Violence or Stalking.

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### False Allegations, Statements, and Evidence

This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Title IX Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility alone is not sufficient to conclude that any individual made a materially false statement in bad faith.

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## Retaliation Prohibited

The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX Harassment investigation, proceeding or hearing.

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## Education and Prevention

The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking.

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## Coordination with Other University Policies

This policy augments, but does not supersede, other University policies covering discrimination or harassment. Although Title IX Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain harassing or discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

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## Reason for This Policy

This policy is designed to prevent and sanction incidents of Title IX Harassment within the Purdue University community. The University believes that Title IX Harassment is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with Title IX of the Education Amendments of 1972.

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## Individuals and Entities Affected by This Policy

All Purdue University community members.

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## Exclusions

There are no exclusions to this policy.

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## Responsibilities

### *Vice President for Ethics and Compliance*

- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Title IX Harassment for all campuses and operations within the Purdue University system.

- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking within the University system.

#### *Chancellors*

- Maintain an educational and employment environment free from Title IX Harassment.

#### *Vice Presidents, Vice Chancellors, Vice Provosts and Deans*

- Maintain an educational and employment environment free from Title IX Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Title IX Harassment.

#### *Title IX Coordinators*

- **Coordinate the University's efforts related to the intake, investigation, resolution and implementation of supportive measures to stop, remediate and prevent Title IX Harassment prohibited under this policy on their respective campuses involving students, staff, faculty and persons participating in or attempting to participate in a program or activity of the University.**
- Oversee the investigation and resolution of all reports of sexual misconduct on their respective campuses involving students, staff, faculty consultants and contractors under the Anti-Harassment policy, as amended from time to time.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Assault, Dating Violence, Domestic Violence or Stalking.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts, and periodic reviews of climate and culture for their respective campuses.

#### *Mandatory Reporters*

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

#### *Administrators, Supervisors, and Individuals and Offices Designated As a Resource for Assistance with Title IX Harassment*

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Title IX Harassment or complaints of Title IX Harassment brought



to their attention that involve University faculty, staff or students under their administrative jurisdiction.

### *Individuals Who Believe They Have Experienced or Witnessed Title IX Harassment*

- Report the incident as described in the [Procedures for Resolving Complaints of Title IX Harassment](#).

## **PROCEDURES FOR RESOLVING COMPLAINTS OF TITLE IX HARASSMENT**

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### **Introduction**

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Title IX Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of Title IX Harassment, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps and/or providing Supportive Measures before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

There are both formal and informal processes for resolving complaints of Title IX Harassment; however, the informal process is not available unless a Formal Complaint has been filed.

The University has an obligation to respond to information of which it becomes aware, whether **received directly or indirectly. That is, the University's obligation may be triggered by a direct** disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

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### **Scope**

These Title IX Procedures outline the resolution processes that will be used to investigate and/or resolve a report of Title IX Harassment committed against a student, employee, or a person

participating in or attempting to participate in a program or activity of Purdue University under **the University's policy on the Title IX Harassment**. These Title IX Procedures apply to allegations of conduct on the basis of sex addressed by the University in accordance with its obligations under **Title IX of the Education Amendments of 1972 ("Title IX")**.

**These Title IX Procedures incorporate the regulations governing educational institutions' Title IX obligations, as promulgated by the Department of Education's Office for Civil Rights. Other harassment and discrimination not covered by Title IX are addressed under the University's policies on Anti-Harassment and on and the Procedures for Resolving Complaints of Discrimination and Harassment. If a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented.**

For these procedures to be applicable, all of the following conditions must be met:

1. The alleged Title IX Harassment occurred on a University premises or property, at a **University-sponsored event, or in buildings owned or controlled by the University's** recognized student organizations; or if the alleged conduct took place outside the aforementioned locations, it effectively deprived someone of **access to the University's** educational program, or the Title IX Coordinator determines that the conduct affects a substantial University interest.
2. **The Respondent is a member of the University's community.**
3. At the time of filing a Formal Complaint, the Complainant was participating in or attempting to participate in an education program or activity of the University.
4. The alleged misconduct occurred after August 14, 2020.

If any of the above conditions are not met, and if a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented if applicable. For reports in which the alleged misconduct occurred before August 14, 2020, the University will apply the policy definitions of misconduct that were in effect at the time of the alleged misconduct.

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### Resources for Resolving Complaints of Title IX Harassment

Inquiries and complaints about Title IX Harassment, including, but not limited to, inquiries and complaints about Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking may be brought to the Title IX Coordinator. Information about the Title IX Coordinator for each campus is available in the Title IX Harassment Policy.

The management of all complaints of Title IX Harassment, regardless of where they are initially received, and the implementation of these Title IX Procedures is the responsibility of the Title IX Coordinator.

Any question of interpretation regarding these Title IX Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

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## General Provisions

### *Presumption of Innocence and Burden of Proof*

The University administers these Title IX Procedures with the presumption that the Respondent is not responsible for the alleged Title IX Harassment unless and until the Respondent is determined to be responsible for a violation of the Title IX Harassment Policy by a preponderance of the evidence. The University has the burden of proof to establish each element of any alleged Title IX Harassment Policy violation by the Respondent.

### *Delegation*

The Title IX Coordinator may delegate their authority under these Title IX Procedures to an Eligible Designee.

### *Requests for Anonymity or No Action*

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Formal Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Title IX Coordinator shall evaluate such request and notify **the individual of the University's** response to their request.

**The University will honor the Complainant's request to the extent possible based on a careful** balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, federal law prohibits the University from pursuing disciplinary action against a Respondent. The University will, however, take other appropriate steps to eliminate any such Title IX Harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate Supportive Measures and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a Formal Complaint signed by the Title IX Coordinator if there is an individual or public safety concern and sufficient independent information exists to establish that the Title IX Harassment Policy has been violated.

The Title IX Coordinator will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.



### *Advisor*

Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party's Hearing Advisor. In the event that an attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

### *Time Frames*

The University encourages prompt reporting. Persons who have experienced or witnessed harassment are encouraged to report the incident to the Title IX Coordinator as soon as possible. There is no time limitation on reporting an allegation to the Title IX Coordinator, however, unreasonable filing delays could result in the dulling of memories and a loss of relevant evidence and witness testimony. **If the Respondent is no longer subject to the University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be limited. Delays in filing shall not affect the Complainant's eligibility for Supportive Measures** from the University.

When extenuating circumstances warrant, the Title IX Coordinator has the authority and discretion to extend any of the time limits contained in these Title IX Procedures for good cause except those relating to the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Title IX Procedures. In the event that good cause exists for the investigation and resolution to exceed these time frames, the University will notify all Parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the Parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

### *Expectations Regarding Participation*

All University community members are expected to provide truthful information in any report or proceeding under these Title IX Procedures. Any person who, in bad faith, makes a false statement or submits false information in connection with the initiation or resolution of a Formal Complaint under these Title IX Procedures may be subject to appropriate discipline. Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility, alone, is not sufficient to conclude that any individual made a materially false statement in bad faith.

### *Formal Complaints Involving University Officers and/or Administrators with Responsibilities Under These Title IX Procedures*

In the event that a complaint concerns the conduct of the Title IX Coordinator or Hearing Officer (or the Title IX Coordinator or Hearing Officer has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Title IX Coordinator or Hearing Officer pursuant to these Title IX Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance (or the Vice President for Ethics and Compliance has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance pursuant to these Title IX Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Title IX Procedures. In the event that the President or other member of senior administration is a Respondent under these Title IX Procedures, the University may, in its sole discretion, modify these Title IX Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

### *Conflicts of Interest and Bias Concerns*

Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.

In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

### *Coordination with Law Enforcement*

A Complainant may seek recourse under these Title IX Procedures and/or pursue criminal action. **Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of the University's Title IX Harassment Policy has occurred.** Proceedings under these Title IX Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will

nevertheless communicate with the Complainant and Respondent regarding Supportive Measures, options for resolution, and concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

### *Requests by Individuals with Disabilities*

Purdue University is committed to providing equal access under these Title IX Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

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## Reporting Options and Resources for Title IX Harassment

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Title IX Harassment whether as a Complainant or a Respondent will have equal access to Supportive Measures.

A first step for any Complainant may be choosing how to proceed following an incident of Title IX Harassment. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either Party in the event that a report and/or resolution under the Title IX Harassment Policy or these Title IX Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

### Confidential Resources

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

**It is important to understand that other University employees involved in the University's sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be REQUIRED to share a report of Title IX Harassment with the Title IX Coordinator.**

### *Non-Confidential Campus Reporting Resources and Mandatory Reporters*

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Title IX Harassment. All University community



members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator.

In contrast to the designated campus or community professionals described above under **“Confidential Resources,”** who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are REQUIRED to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator. Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the Parties, if known.

### *Privacy*

The privacy of the Parties will be respected and safeguarded at all times. All University employees **who are involved in the University’s Title IX response receive specific training and guidance about** safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is **limited to those University employees who “need to know” in order to assist in the active review,** investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

### *Release of Information*

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U. S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Title IX Harassment Policy or the Title IX Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

### *Reporting to Law Enforcement*

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for Title IX Harassment that also may be crimes under state criminal statutes (see legal definitions on the [Title IX website](http://www.purdue.edu/vpec/ocr/title-ix) at [www.purdue.edu/vpec/ocr/title-ix](http://www.purdue.edu/vpec/ocr/title-ix)). The University will **assist a Complainant, at the Complainant's request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.**

### *Anonymous Reporting*

Any individual may make an anonymous report concerning an act of Title IX Harassment. A report **can be made without disclosing one's own name, identifying the Respondent or requesting any action.** Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at [www.purdue.edu/hotline](http://www.purdue.edu/hotline) or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

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### *Counseling, Advocacy and Support for Students*

The University is committed to providing a number of support services to University community members. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue University provides its students with professional staff who can assist students who have been involved in a Title IX Harassment incident or participated in a resolution process under these Title IX Procedures with academic and advocacy/support services. The professional staff within the Office of the Dean of Students are available to assist students with Supportive Measures, including the following:

- Coordination of services,
- Academic adjustments, including processing absence notifications,
- Assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the law enforcement process, including in-person attendance at meetings **with law enforcement and/or the prosecutor's office, and**
- Assistance in obtaining a protective order through the local court system.

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## Informal Resolution Process

After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.

The Informal Resolution Process is not available in matters in which a student is a Complainant and a faculty or staff member is a Respondent.

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## Formal Resolution Process

### *Filing a Formal Complaint*

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.

The Formal Complaint should contain the following:

- a. The identities of the Parties involved, if known;
- b. The date of the alleged incident, if known;
- c. The location of the alleged incident, if known; and
- d. A description of the conduct that is alleged to violate the Title IX Harassment Policy.

### *Notification of Formal Complaint and Response*

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

- a. An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures;
- b. A copy of the Formal Complaint;



- c. The identities of the Parties involved, if known;
- d. The date of the alleged incident, if known;
- e. The location of the alleged incident, if known;
- f. The conduct that is alleged to violate the Title IX Harassment Policy;
- g. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures;
- h. The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
- i. The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source;
- j. The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University's Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide that **"dishonesty in connection with any University activity" constitutes conduct for which** students may be subject to informal action or disciplinary sanctions; and
- k. A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal.

In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.

The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

### *Mandatory Dismissal*

The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

- a. Fail to constitute Title IX Harassment, or
- b. **Occur outside the University's** jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably practicable. A mandatory dismissal does **not preclude action under the University's policies on Anti-Harassment** or on Equal Opportunity and Equal Access or the Regulations Governing Student Conduct.

A mandatory dismissal may be appealed in accordance with the Title IX Procedures.

### *Discretionary Dismissal*

The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

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

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of **the dismissal. Such a dismissal does not preclude action under the University's policies on Anti-Harassment or on Equal Opportunity and Equal Access or the Regulations Governing Student Conduct.**

A discretionary dismissal may be appealed in accordance with the Title IX Procedures.

### *Investigation of Formal Complaints*

In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties:

- a. The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s) written response will be provided to the Complainant.
- b. A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.
- c. A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired;
- d. The name of the University Investigator(s) assigned to the matter;
- e. A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defenders groups;
- f. Guidance regarding Supportive Measures, if applicable; and
- g. A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may

consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:

- a. Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties,
- b. Provide equal opportunity for Parties to present witnesses and other inculpatory and exculpatory evidence,
- c. Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence, and
- d. Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

#### *Investigation Report and Evidence*

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both inculpatory and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses.

Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

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#### Hearing

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, **without fee or charge to that Party, a Hearing Advisor of the University's choice to conduct cross-examination** on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.



At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time, and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.

**At the hearing, each Party's Hearing Advisor will conduct cross-examination** of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party's Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.

**Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior** are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the **Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.**

The Hearing Officer cannot draw an inference about the determination regarding responsibility **based solely on a Party's or witness's absence from the live Hearing or refusal to answer cross-examination or other questions.**

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### Determination, Sanctions and Remedies

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery.

That written determination shall include:

1. An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated.
2. A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held.
3. Findings of fact supporting the determination.
4. Conclusions regarding the application of the Title IX Harassment Policy to the facts.
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
6. Any sanctions the University imposes on the Respondent.
7. Any remedies provided to the Complainant designed to restore or preserve access to the **University's education program or activity.**

8. A determination of whether the Formal Complaint was knowingly false or malicious; and
9. **The University's procedures and permissible bases for Parties to appeal.**

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost, or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.

Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

Failure to abide by the sanctions imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions, up to and including the expulsion or termination from the University.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence **at the faculty member's termination hearing without the necessity of the Complainant testifying** as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

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### Retaliation Prohibited

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

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### Appeal

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

1. Procedural irregularity that affected the outcome of the matter.
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2)



decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

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### Filing with External Agencies

Any person may file a complaint with the Indiana Civil Rights Commission, the U. S. Equal Employment Opportunity Commission or the U. S. Department of Education's Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office for Civil Rights on the West Lafayette campus.

## SANCTIONS

Sanctions imposed pursuant the Title IX Harassment Policy may not be appealed or made the subject of a grievance under any other University policy.

Sanctions for violations of the Anti -Harassment Policy and Title IX Harassment Policy differ for students and employees.

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### Students

Possible sanctions for students include:

- Verbal or written warning
  - Restrictions
  - Exclusion from certain locations on campus
  - Exclusion from certain campus activities and/or organizations
  - Probation
  - No-contact directives
  - Educational sanctions
  - Community service
  - Degree deferral
  - Probated suspension
  - Suspension
  - Expulsion
  - Other sanctions as determined by the Dean of Students
- 

### Faculty and Staff

Possible sanctions for employees include:

- Reassignment of teaching or other responsibilities
- Letter of reprimand
- Removal of graduate faculty certification
- Suspension
- Leave of absence without pay
- Denial of merit pay increase
- Demotion

- Probation
- **Personal liability for any damages, settlement costs, and/or expenses, including attorney's fees incurred by Purdue**
- Termination
- Other sanctions as determined by the appropriate Vice President, Vice Chancellor, Vice Provost, or Dean

## VICTIM SERVICES

Purdue University provides written notification to all students and employees of existing services available for victims, both within the institution and within the Greater Lafayette community.

Several University entities – including Purdue University Police Department, the Vice President for Ethics and Compliance, Office of Student Conduct and Care, Human Resources, the Center for Advocacy, and Response and Education (CARE) – provide written notification to all student and employee victims of dating violence, domestic violence, sexual assault, and stalking. The written notification describes existing services of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within Purdue University and in the general community.

Such accommodations will be provided upon request, so long as accommodations are reasonably available – regardless of whether the victim chooses to report the crime to campus or local law enforcement. Written information about the rights, options, and services available to victims of dating violence, domestic violence, sexual assault, or stalking is provided to all students and employees who report such incidents.

Purdue University is committed to providing support services to Purdue community members affected by sexual harassment, sexual violence, sexual exploitation, stalking, and/or relationship violence.

Additionally, Purdue University provides its students with access to professional staff who can assist those subjected to sexual harassment, sexual violence, sexual exploitation, stalking, and/or relationship violence. These professional academic, advocacy, and support services include:

- Academic adjustments, including processing absence notifications and schedule changes;
- Housing reassignments and assistance with emergency housing placement;
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support;
- Support during the law enforcement process, including in-person attendance at meetings **with law enforcement and/or the prosecutor's office;**
- Assistance in obtaining no-contact directives through Purdue;
- Assistance in obtaining a protective order through the local court system;
- Changing working situations; and
- Changing transportation to/from Purdue.

## MISSING STUDENT NOTIFICATION POLICY

In the event that any student is missing for more than 24 hours, PUPD must be notified. If a Resident Assistant (RA) or other University personnel is notified of a missing student, that individual must report the missing student immediately to PUPD.

All students living in on-campus housing have the option to identify a contact person(s) to be contacted by Purdue University within 24 hours, if PUPD determines the student to be missing. Each student may designate an emergency contact(s) with University housing at the beginning of the school year. At any time during the year, students may amend an emergency contact(s) listing at the front desk of their residence hall. This emergency contact information will be registered confidentially, will be accessible only to authorized University officials, and will not be disclosed – except to law enforcement in furtherance of a missing person investigation.

If a student is under 18 years of age and not emancipated, Purdue University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any contact person designated by the student.

Unless a local law enforcement agency was the entity that made the determination that a student is missing, Purdue University will notify the local law enforcement agencies surrounding campus within 24 hours of the determination that the student is missing.

## ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act – enacted on August 14, 2008 – requires all academic institutions that maintain on-campus housing facilities to produce an Annual Fire Safety Report. This Report must outline fire safety practices, standards, and all on-campus fire-related statistics. Producing an Annual Fire Safety Report has also been a requirement of the Clery Act since 2010.

## FIRE-RELATED DEFINITIONS

The following definitions are specified in 34 CFR § 668.49 and are used within this Annual Fire Safety Report, specifically within the Fire Statistics for Student Housing:

**FIRE** Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

**CAUSE OF FIRE** The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

**FIRE DRILL** A supervised practice of a mandatory evacuation of a building for a fire.

**FIRE-RELATED INJURY** Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting to rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters, or any other individuals.



**FIRE RELATED DEATH** Any instance in which a person (1) is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting to rescue, or escaping from the dangers of a fire; or (2) dies within one year of injuries sustained as a result of the fire.

**FIRE SAFETY SYSTEM** Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

**VALUE OF PROPERTY DAMAGE** The estimate value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

The following definition is specified in the Higher Education Opportunity Act.

**ON CAMPUS STUDENT HOUSING** A student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.

#### **FIRE DEPARTMENT SERVICE**

The Fort Wayne Fire Department provides all fire-related services to the Purdue University Fort Wayne campus. In the event of an emergency, contact 911. For non-emergency calls, contact the department at 260-481-6827.

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#### **Fire Log**

PUPD maintains a fire log that is open to the public to view during regular business hours, 8 am to 4pm. The fire log tracks any fire that occurred in an on-campus student housing facility. The log specifically tracks the nature of each fire-related incident, as well as the date, time, and location. Any entry to the fire log will be made within two business days of Purdue learning of a qualifying fire-related incident.

#### **RESIDENCE HALL FIRE DRILLS**

All Purdue residences routinely conduct at least one announced fire drill per semester. Fire drills are conducted in all on-campus residence halls to allow residents to become familiar with and practice evacuation drills. All residents must comply with the conditions of the fire drill. These drills are to be completed within the first 10 days of the semester.

Any problems or mechanical malfunctions encountered during the drill are reported to Facilities for immediate rectification.

In 2024, student housing buildings each conducted zero (0) fire drills for the academic year.

Not all of the Purdue owned apartment-style residences have fire alarm systems, but instead, those residences have freestanding smoke alarms. Likewise, not all of the apartments that Purdue leases for students have full fire alarm systems. At the beginning of each semester, RAs in all apartment-style residences discuss and prepare fire emergency plans with the residents.

## **FIRE SAFETY EDUCATION**

Housing administrative staff provides fire safety education to Resident Assistants (RAs) in August, prior to the start of the academic year. This is held again in January for any new RA staff. RA fire safety education and training includes:

- Fire prevention,
- What to do in the event of a fire, including: fire evacuation procedures during an active fire alarm, and fire evacuation routes– including two ways to exit from individual rooms,
- How to report a fire, and
- First response – what to do before EMT staff arrive.

RAs meet with all residents on their assigned floor during move-in to discuss fire safety, fire alarms, and evacuation routes.

Employee training is presented during the New Employee Orientation program. Employees in Resident Halls participate in fire drills.

Additional fire safety education is always available for students, faculty, and staff upon request.

## **FIRE SAFETY INSPECTIONS**

During the academic year, periodic safety inspections are conducted by residence hall staff personnel. Students are notified in advance of inspections, and they are urged to participate.

Additionally, the Fort Wayne Fire Department conducts annual fire and life safety inspections of all residential facilities.

After inspections, a letter will be issued to any student if a violation is found in his or her room. The letter will detail what is expected to become compliant. If violations are not corrected after an unannounced re-inspection, the student will be subject to disciplinary action.

Common inspection violations include:

- Improper extension cords and multi-tap electric units without a breaker,
- Items stored less than 18 inches from a sprinkler head,
- Blocking electrical panels,
- Blocking egress (exit) pathways,
- Evidence of open flames, including candles, incense, or tobacco products,
- Evidence of possession of and/or cooking with unauthorized cooking appliances,
- Covering a door with paper or other combustible material,
- Use of modified or damaged electrical wiring, devices, and/or appliances,
- Possession of a portable heater,

- Evidence of tampering with a smoke detector, including removing the battery,
- Use of halogen lighting/lamps,
- Unsafe lofting/raising of beds, including beds without guardrails, and
- Possession of string lights, twinkle lights, or holiday lights.

## RESIDENTIAL HOUSING FIRE SAFETY POLICIES

Purdue's residential housing policies are in place to minimize the risk of fire and to keep all residents as safe as possible.

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### Prohibited Items

**Certain electrical appliances** are dangerous and increase the risk of fire in residential housing. For that reason, certain appliances are prohibited in student rooms, including:

- Electric blankets/bed warmers,
- Irons,
- Sun lamps,
- Halogen lights,
- Soldering equipment,
- Portable space heaters,
- Grills, and
- Electrical cooking equipment like George Forman grills and air fryers.

Additionally, **open flames** are not permitted in residential housing. This includes candles, matches, lighters, incense, and fireworks.

**Smoking** in residential housing is strictly prohibited. Smoking is permitted only in designated outdoor smoking areas.

**Battery or gasoline motorized equipment** is prohibited from residential housing, including but not limited to, self-balancing scooters and hover boards.

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### Decorations

Certain decorations are fire hazards, and therefore, are prohibited in residential housing:

- **Decorative material which will ignite and allow flames to spread** over the surface or will allow burning particles to drop when exposed to a match flame test. The flame test will be applied to a piece of decorative material removed from the display and tested in a safe place. Plastic bags, garbage bags, and plastic tarps are examples of materials that fail the flame test and should not be used in decorations. Non-flame retardant materials may be treated with flame retardant, and satisfactory match flame test results may allow for treated materials to be used as decorations.
- **Decorations that obstruct fire alarms, operation of automatic sprinkler heads, or exits.**
- **Extremely flammable materials** including baled or loose hay or straw, split bamboo, cane poles, pasteboard walls or partitions.
- **Light and highly combustible paper products**, like paper napkins, toilet tissue, and paper tissue.
- **Temporary wooden walls and partitions.**



- **Haunted houses or mazes.**

The following types of materials are recommended for use in decorations and displays:

- Commercially flame-proofed crepe paper,
- Commercially flame-proofed fabrics,
- Commercially flame-proofed pomps (napkin sized),
- Flame-proofed corrugated paper,
- Latex base paints,
- Water color paints or water mixed powder paints, and
- Poster paints.

## **FIRE EVACUATION PROCEDURES**

Evacuation simply means moving persons from a (potentially) dangerous place to a safe place. **Purdue's fire evacuation procedures include all of the steps along the way: from initially reporting a fire, to what to do once you have exited the building.**

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### Reporting a Fire

**Pull the nearest fire alarm** to notify the building's occupants to evacuate and exit the building immediately.

**If you hear a fire alarm**, leave the building immediately. A fire nearby may not be noticeable by sight or smell. Everyone is expected to exit a building immediately upon hearing a fire alarm. Students who fail to leave the building during a fire alarm activation or fire drill may be disciplined. In-session classes must cease and evacuate.

If involved with hazardous research or a dangerous procedure, shut down equipment or processes that could cause a secondary fire if left unattended.

**Report the fire to others in the building as you are exiting.**

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### Exit the Building

**Know your emergency exit routes**, but also be prepared to use an alternate route if necessary. Evacuation route maps are posted in each resident room, showing the closest egress route and assembly area outside. Additionally, each residential community has a building emergency plan that outlines evacuation procedures and shelter locations. The building emergency plan is available from the facility manager or online from the emergency preparedness website: <https://www.pfw.edu/sites/default/files/documents-2023/02/EMERGENCY%20HANDBOOK%20B2-9-23.pdf>

**Walk calmly but quickly** to the nearest emergency exit. Keep to the right side of hallways and stairwells as you exit.

**Do not use elevators.** Use the stairs. If you are trapped in the building, try to reach a stairwell or stay by a window and attract the attention of emergency responders.

**Do not delay!** It is permissible to take a coat, keys, purse, cellphone, and other critical personal items with you when evacuating, but in the case of a fire, it is important not to delay evacuation. This means do not take additional time finding items to take.

**Assist those who need help**, but do not put yourself at risk attempting to rescue trapped or injured individuals. Note the location of anyone trapped or injured, so you can report this to emergency personnel once outside.

**Close doors** as rooms are entirely vacated.

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### Once Safely Outside

**Call 911** from a safe location after exiting the building. All fires must be reported to PUPD, even if the fire has already been extinguished. Non-emergency reports (evidence that something was burned, for example) may be made to the PUPD business line, 260-481-6827.

If possible, also report the location of the fire to a staff member or the main office of the building.

If the fire is no longer a danger, contact Residential Life staff to report the incident for a potential investigation. This notification also allows the incident to be included in the Annual Fire Safety Report statistics.

**Remain outside** until roll is taken and further instructions are given.

**Do not re-enter the building until instructed** by fire or police, via the “All Clear” instruction.

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### False Reporting and Tampering

False reporting of a fire (or other emergency) is unlawful. Purdue prohibits unauthorized use of or tampering with emergency safety equipment. Interference with and/or non-adherence to emergency evacuation procedures is unlawful. Tampering with emergency equipment and/or safety equipment can result in disciplinary sanctions and/or arrest. Blocking any open fire door, locked door, or passing through any door where security alarms are actively alerting is prohibited.

## PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

November 2024 all fiber network for the fire system were upgrade and preplaced. This includes all on campus residential housing units.

## FIRE SAFETY SYSTEMS

Below are the fire prevention systems for the **campus'** residential facilities.

## FIRE SAFETY SYSTEMS

RESIDENTIAL BUILDING	ALARM PANEL	SMOKE DETECTION	SMOKE ALARMS	AUDIBLE HORNS	VISUAL STROBES	SPRINKLER SYSTEM	FIRE PUMP	PULL STATION	FIRE EXTINGUISHERS
A	X	X	X	X	X	X		X	X
B	X	X	X	X	X	X		X	X
C	X	X	X	X	X	X		X	X
D	X	X	X	X	X	X		X	X
E	X	X	X	X	X	X		X	X
F	X	X	X	X	X	X		X	X
G	X	X	X	X	X	X		X	X
H	X	X	X	X	X	X		X	X
I	X	X	X	X	X	X		X	X
J	X	X	X	X	X	X		X	X
K	X	X	X	X	X	X		X	X
L	X	X	X	X	X	X		X	X
M	X	X	X	X	X	X		X	X
Clubhouse	X	X	X	X	X	X		X	X
Holiday Inn	X	X	X	X	X	X		X	X

## 2022-2024 Purdue University Fire Statistics for Student Housing

### FIRE STATISTICS

RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
Building A	2022	1	1	Cooking	0	0	\$0-\$99	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	0	0	0	0	0	0	0
Building B	2022	0	0	0	0	0	0	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	0	0	0	0	0	0	0
Building C	2022	1	1	Cooking	0	0	\$0-\$99	3
	2023	0	0	0	0	0	0	3
	2024	1	1	Cooking	0	0	\$0-\$99	0



FIRE STATISTICS								
RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
Building C	2024	1	2	Dryer fire	0	0	\$2,500.00	0
Building D	2022	0	0	0	0	0	0	3
	2023	0	0	0	0	0	0	3
	2024	1	1	Oven	0	0	\$0-\$99	0
Building E	2022	0	0	0	0	0	0	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	1	1	Cooking	0	0	\$0-\$99	0
Building E	2024	1	2	Cooking	0	0	\$0-99	0
Building F	2022	0	0	0	0	0	0	3
	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
Building G	2022	1	1	Cooking	0	0	\$0-\$99	3
	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
Building H	2022	0	0	0	0	0	0	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	0	0	0	0	0	0	0
Building H	2022	0	0	0	0	0	0	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	NA	NA	NA	NA	NA	NA	NA
Building I	2022	0	0	0	0	0	0	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	0	0	0	0	0	0	0
Building J	2022	0	0	0	0	0	0	3
	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
Building K	2022	0	0	0	0	0	0	3
	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0

## FIRE STATISTICS

RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
Building L	2022	0	0	0	0	0	0	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	1	1	Cooking	0	0	\$0-\$99	0
Building M	2022	1	1	Cooking	0	0	\$0-\$99	3
	2023	1	1	Cooking	0	0	\$0-\$99	3
	2024	1	1	Dryer Fire	0	0	\$2500.00	0
Clubhouse	2022	0	0	0	0	0	0	3
	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
Holiday Inn	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	1	1	Kitchen Fire	0	0	\$0-\$99	3
	2024	0	0	0	0	0	0	0



## Indiana University Public Safety



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