



2018 Nebraska Wesleyan University Annual Security Report and Fire Safety Report



NEBRASKA
WESLEYAN
UNIVERSITY

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Section I: Introduction, Clery-Reportable Crime Definitions, and Geography

To Wesleyan community members (students, faculty, staff and guests)

Nebraska Wesleyan University's primary concern is the safety and security of all students, faculty, staff, campus guests and community members. The Nebraska Wesleyan University Annual Campus Security and Fire Safety Report is published each year to provide crime and fire statistics and information on safety and security-related services offered by Nebraska Wesleyan University, in compliance with the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act. This Annual Security Report (ASR) summarizes Nebraska Wesleyan University (NWU) campus safety and security programs, it contains policies and procedures designed to enhance personal safety and it discloses statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking, among other safety concerns.

The information provided in this report is designed to be a resource and to alert the campus community of the current programs, policies, and procedures related to crime awareness and reporting at NWU. This report also includes statistics for the previous three years concerning reported crimes that occurred on-campus, on property owned or controlled by NWU, and on public property within or immediately adjacent to and accessible from the campus.

We encourage all members of the NWU community to use this report as a guide and to take an active role in maximizing your personal safety, both on-campus and off-campus.

The Annual Security Report addresses Clery-reportable crimes that occur within a specific and designated geography for the University's campuses. NWU has designated the following individuals* as the campus Clery Compliance administrators who are responsible for maintaining the Daily Crime Log and analyzing and classifying crimes on campus, on public property, within or immediately adjacent to the campus, and in non-campus buildings or on property that Nebraska Wesleyan University owns or controls. This also includes the identification of Clery crimes for off-campus locations for school-sponsored trips.

*James Ruzicka-Director of Physical Plant

*Roxanne Styskal-Assistant Director of Physical Plant

*Maria Harder-Assistant VP of HR, Director of Title IX Services

Documentation of the Daily Crime Logs and Clery Geography are kept in the Physical Plant Security Office and HR office.

Clery-Reportable Crimes

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

Negligent Manslaughter: Killing of another person through gross negligence.

Sex Offenses: Any sexual act directed against another person, without 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. This offense includes the rape of both males and females.

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: 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: 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: Unlawful entry of a structure to commit a felony or a theft.

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

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.

Weapon Law Violations: 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, 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, growing, manufacturing, making, and use 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.

Referrals for Disciplinary Action: The referral of any person to any official who initiates a disciplinary action of which a record is kept, and which may result in the imposition of a sanction. Only referrals that are alleged violations of law and are not campus policy are put on the Clery report. The institution maintains a daily crime report where all crimes and incidents are recorded.

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

For the purposes of this definition—

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

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

- fear for his or her safety or the safety of others; or
- suffer substantial emotional stress

Hate Crimes: Any of the above crimes plus the four crimes listed below that manifest evidence that the victim/victims were intentionally selected because of the perpetrator's bias.

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

Categories of Bias:

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

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, e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

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 transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

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 a 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. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

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

Clery Geography

The Clery Compliance administrators review the Clery geography for both Omaha and Lincoln campuses on an annual basis. Per the Clery Act regulations, NWU discloses statistics for reported Clery Act crimes that occur (1) on campus, (2) on public property within or immediately adjacent to the campus, and (3) in or on non-campus buildings or property that NWU owns or controls.

"Controlled by" means NWU directly or indirectly rents, leases or has some other type of written agreement (including an informal one, such as a letter or an e-mail) for use of a building or property, or a portion of a building or property for use in educational activities.

Considerations for Trips to Off-Campus Locations

Field trips: NWU is not required to include statistics for crimes that occur on field trips at locations that NWU does not own or control.

Overnight, school-sponsored trips: When NWU sponsors students on an overnight trip, for example to see a play or for an athletic game, and rents hotel rooms, NWU must review the location under two criteria to determine if it meets Clery Geography rules.

Repeated use of a location for school-sponsored trips: If NWU sponsors students on an overnight trip every year and the students stay in the same hotel each year, NWU must include portions of the hotel in NWU's non-campus geography.

For example, students on an athletic team take a trip to Wartburg College and stay at the same hotel every year. NWU must include statistics for any crimes that occur in the rooms used by NWU students and any common areas used to access the rooms (lobby, elevators, etc.) for the times and dates at the hotel.

Short-stay "away" trips: If NWU sponsors short-stay "away" trips of more than one night for its students, all locations used by students during the trip, controlled by the institution during the trip, and used to support educational purposes should be treated as non-campus property.

An example is a three-week study trip to New York. Any classroom or housing space specified in an agreement between NWU and a third-party providing the space would be considered a non-campus property.

If NWU has entered into a written agreement with a third-party contractor to arrange housing and/or classroom space for a school-sponsored trip or study program (either domestic or foreign), it is assumed that the contractor is operating on behalf of NWU as an agent, putting NWU in control of this space.

If NWU (or a contracted third party) does not have an agreement for the space used, NWU is not in control of the space and NWU is not required to count it.

Another example, there are some situations, such as sports tournaments, for which the host institution makes all the housing arrangements for visiting students. In these situations, the visiting institutions do not have a written agreement for the use of space and are not required to disclose crime statistics for the housing in which their students are located. However, if NWU was the host institution, NWU would be responsible for disclosing crime statistics for the housing since they hold the agreement for the housing.

Study abroad programs: If NWU sends students to study abroad at a location or facility that NWU does not own or control, NWU does not have to include statistics for crimes that occur in those facilities.

However, if NWU rents or leases space for students in a hotel or student housing facility, NWU is in control of that space for the time period covered by the agreement. Host family situations do not normally qualify as non-campus locations unless NWU has a written agreement with the family which gives NWU some significant control over space in the family home.

Section II: Collection of Crime Statistics

The Clery Act requires NWU to collect and count crime statistics for Clery Crimes in a Daily Crime Log. Daily Crime Logs and crime statistics are kept in the Physical Plant Security Office, in paper form and electronically on SharePoint. The log is overseen by the Clery Compliance administrators:

James Ruzicka-Director of Physical Plant
Roxanne Styskal-Assistant Director of Physical Plant
Maria Harder-Assistant VP of HR, Director of Title IX Services

Crime logs are maintained on a daily basis. The Clery Act requires that NWU discloses crime statistics for a 3-year period of time for a complete overview. NWU maintains all crime statistics in accordance with the Clery Handbook for the Annual Security Report.

This report identifies all crimes committed during the calendar years of 2018, 2017, and 2016.

After all possible locations are reviewed for inclusion in the Clery Geography for either campus, NWU identifies all possible law enforcement agencies that may have crime statistics that are to be included in the report. Various methods are used to request or collect crime statistics including letters to law enforcement agencies, crime look up website research, and local law enforcement crime logs for campus addresses or property that is reasonably contiguous to NWU campus property.

NWU also submits the crime statistics from the Annual Security Report to the Department of Education, via an annual web-based data collection. Since the NWU Lincoln campus has on-campus student housing facilities, NWU will also submit the fire statistics for campus, which are included as a part of this report.

Section III: About Campus Security Authorities

Campus crime, incidents involving crime, arrests, and referral statistics are to be reported to the Clery Compliance administrators by CSAs (Campus Security Authorities). Campus Security Authorities are identified on a semester-by-semester basis to include designated campus officials in these four categories:

- Campus Security administrators
- Individuals responsible for monitoring the entrance into institutional properties including, but not limited to front desk workers at the Weary Center, the Library, or Admissions
- Individuals to whom students and employees might report criminal offenses including, but not limited to, student club or activity advisors, athletic coaches, athletic trainers, academic advisors, REC's, and Peer Assistants
- Officials of our institution with significant responsibilities for student and campus activities who have the authority and duty to take action or respond to incidents on behalf of the institution.

Examples of Campus Security Authorities include, but are not limited to, directors, department heads, designated staff, front desk workers, student housing staff, student discipline and student conduct officials, student advisors, student organization advisors, study-abroad supervisors, academic advisors, athletic coaches and trainers, local law enforcement agencies, campus victim advocate, and victims.

The University's Clinical Counselors and Minister inform their student clients of the voluntary and confidential procedure to report crimes to the Clery Compliance administrators in statistical format to be included in the ASR. A confidential procedure is in place to anonymously capture crime statistics disclosed confidentially through the NWU Campus Conduct Hotline:

cch@eiia.org

The Clery Compliance administrators review the list of Campus Security Authority individuals and update the list each semester. The list of Campus Security Authorities is located on the Clery Teams SharePoint site.

All employees have been notified via "All Employee" emails regarding how to report crimes to Campus Security, the Campus Security Authorities or the Clery Compliance administrators. NWU sends an email to employees identified as a Campus Security Authority as official notification of their responsibilities each semester. Beginning in 2019, NWU began providing online training through D. Stafford and Associates to all Campus Security Authorities.

As campus crimes are reported and collected in the NWU Physical Plant Security Office and documented in the Daily Crime Log, each incident is reviewed and analyzed for proper crime classification for Clery purposes.

Section IV: Collaboration with Law Enforcement Agencies

NWU makes a good-faith effort to collect crime statistics for all Clery Act crimes committed in applicable geographic locations from all law enforcement agencies with jurisdiction.

Lincoln law enforcement provides regular crime reports for all on-campus or public property adjacent to the campus to the Physical Plant Security Office. The NWU Security Office reviews the Lincoln crime reporting website for applicable dates, and cross-referencing campus incident reports against police crime reports.

The Omaha Police Department (OPD) is contacted for applicable crime reports and the NWU Assistant Director of the Physical Plant reviews the Omaha crime reporting website.

NWU collaborates with University departments to compile a list of all possible addresses and locations that could be identified as a Clery geography based on students traveling off campus.

The Clery Compliance administrators analyze the list to determine if each location should be included as a Clery geography.

The Clery Compliance administrators identify all possible law enforcement agencies that have jurisdiction over those locations and send a minimum of two letters per year requesting crime statistics for the appropriate addresses that have been identified as an includable Clery geography.

Section V: The Daily Crime Log Requirements

NWU maintains a Daily Crime Log in the Security Office at the Physical Plant in paper and electronic versions. Each incident or crime reported is included in the daily log detailing the nature of the crime, the date and time the crime occurred, the general location of the crime and the disposition of the complaint, if known.

NWU maintains paper copies of the Daily Crime Log and maintains a back-up of the Daily Crime Log in SharePoint.

The Daily Crime Log is overseen and administered by the Assistant Director of the Physical Plant. To assist with proper crime documentation within 48 hours, multiple Campus Security Authorities have been trained to enter daily crime statistics in the crime log. Trained Campus Security Authorities who enter data on the crime log include personnel in Residential Education, Title IX, and Student Conduct.

The public is notified of their access to the Daily Crime Log through information provided in the ASR, information at our security office, on the NWU website.

Any member of the public who would like access to the most recent 60-day period of the Daily Crime Log may request access to the log from the Assistant Director of the Physical Plant upon request during normal business hours. The Assistant Director will also make any portion of the log that is older than 60 days available within 2 business days of a request by the public.

NWU has the right to temporarily withhold information from entry on the Daily Crime Log only if there is clear and convincing evidence that the release of information would jeopardize an on-going investigation, jeopardize the safety of an individual, cause a suspect to flee or evade detection, or result in destruction of evidence.

Section VI: Emergency Response and Evacuation Procedures

Emergency Reporting of a Crime/Incident

Nebraska Wesleyan University advises all students, faculty, staff, campus guests and community members to report whenever they observe anything suspicious, believe they have discovered a crime, or come across a hazard which could cause harm to themselves or others to a Clery Compliance administrator or Campus Security Authority (CSA). Whether a victim or a witness of a crime, everyone has the responsibility to report criminal activity. If a crime occurs on or around campus, report it immediately to law enforcement or the Campus Security Office. At the Lincoln campus, the Lincoln Police Department has jurisdiction over reported crimes. At the Omaha campus office, the Omaha Police Department has jurisdiction over reported crimes. Individuals may report alleged criminal actions or emergencies that occur on the campus through any of the following means:

Dial 9-1-1 (LPD and OPD)

On the Lincoln campus

- Call Campus Security, 402-432-9238, available 24 hours per day
- Go to the Campus Security Office located in the Physical Plant.
- Use a blue light emergency telephone, located throughout the campus, to contact 9-1-1.
- Report to an identified Clery Compliance administrator or Campus Security Authority (CSA)

On the Omaha campus

- Call First National Bank Corporate Security, 402-602-3930, available 24 hours per day
- Report to an identified Clery Compliance administrator or Campus Security Authority (CSA)

If a crime is in progress or just happened, call 9-1-1 and report the situation to LPD or OPD. If time permits and based on the threat level, a reporting party can call Campus Security on either the Lincoln or Omaha campus.

As indicated above in the bulleted list, there are five emergency phones with a blue light on top throughout the Lincoln campus to call 9-1-1. They are located in the following areas: one on the northeast side of Rogers Fine Arts building, the southeast side of Knight Fieldhouse, the southwest side of Heim Hall, between Lucas Hall and Smith Curtis, and in parking lot #2. Please note that when using any on-campus land line you need to dial 9 first.

When calling to report a crime or incident, a reporter should be ready to give information such as a brief description of what occurred, when and where the incident occurred, if the suspect(s) have a weapon, the suspect(s) last known location, what did the suspect(s) look like (gender, race, age, height, weight, hair color/length, clothing, facial hair, tattoos/scars, etc.) and any other relevant information.

Emergency Response and Evacuation Procedures

After a crime or incident has been reported to the Campus Security Office, the Director of the Physical Plant or the Assistant Director of the Physical Plant will notify NWU's Crisis Core Communication team.

The Nebraska Wesleyan University Crisis Communication Core Team includes the Vice President of Finance & Administration, the Vice President of Student Life, the Director of the Physical Plant, the Assistant Director of the Physical Plant, and the Director of Public Relations.

Nebraska Wesleyan University's Crisis Communication Core Team will cooperate with local law enforcement in Lincoln and Omaha to address problems as they arise in order to help assess the need for a timely warning or emergency notifications. This team is responsible for initiating the execution of an emergency security and notification plan to a larger group called the Crisis Communication Team that is expanded with Administrative Council members to include the University President, the Provost, the Vice President of Enrollment Management, the Vice President for Advancement, and the University Minister.

Nebraska Wesleyan University has a Memorandum of Understanding (MOU) with Voices of Hope (VOH), the City of Lincoln on behalf of the Police Department (LPD), and Securitas Security Services USA, Inc. (Securitas), all located in Lincoln, Nebraska, and the Women's Center for Advancement (WCA) located in Omaha, Nebraska to implement a coordinated community response and to collaborate on developing an ongoing education and prevention

program for emergency situations. This MOU was developed to specifically address issues of gender-based violence.

In the event a crime or incident is determined to be an imminent threat to either campus community, an emergency notification will be issued by the Director of Public Relations through the **Wesleyan Alert System*** without delay. Wesleyan Alert System notifications are sent to faculty, staff, and students on both the Lincoln and Omaha campuses. Other methods of communication that may be used with the Wesleyan Alert System are e-mail/posters/social media/phones. In consultation with the Crisis Communication Core Team, the Director of Public Relations will determine methods of communication for disseminating emergency communication including email and social media to the larger community. The Crisis Communication Core Team works in cooperation with the Lincoln and Omaha Police Department to develop messages about situations that may warrant an emergency notification.

Please note an emergency notification may be withheld if it could compromise efforts for a favorable outcome. The campus will receive continued updates via the Wesleyan Alert System until the crisis concludes.

Emergency Evacuation Plan

Nebraska Wesleyan University has an immediate emergency evacuation plan. If there is an immediate threat to the health and safety of students or employees, occurring on the Lincoln campus, the Lincoln Police Department plus NWU Campus Security will manage the evacuation of people off campus. Evacuation procedures will include the use of the Wesleyan Alert System and the deployment of key players such as Residential Education, the Physical Plant Team, and the Risk Management Team.

At the Omaha campus, evacuation of students will be directed by the First National Bank Corporate Security and Omaha Police Department.

***Wesleyan Alert System**

The Wesleyan Alert System is Nebraska Wesleyan's urgent notification system that is used to communicate emergency notifications/responses, evacuations, timely warnings, and suspicious activities to all faculty, staff and students. The Wesleyan Alert System will send email messages to NWU email addresses. Students who have their cell phone numbers on file at the Registrar's Office and employees who have their cell phone numbers on file with the Human Resources office will receive the Wesleyan Alert. Students who need to add or update their cell phone number should update their information on WebAdvisor. Employees who need to add or update their cell phone number should contact Michelle Lyons mlyons@nebrwesleyan.edu To unsubscribe from the Wesleyan Alert System, simply text "stop" to the Wesleyan Alert System message that is received. If someone has opted out of the Wesleyan Alert System, in order to opt in one must request the change through their phone carrier. Questions and concerns can be directed to the Director of Public Relations, at 402-465-2185 or email solson@nebrwesleyan.edu. More information on the Wesleyan Alert System and security issues can be found on Nebraska Wesleyan University's web page at <http://www.nebrwesleyan.edu/about-nwu/campus-safety>

The Wesleyan Alert System is tested once each semester, using a randomized method of announced versus unannounced messaging. The Director of Public Relations schedules and documents each test. Messages are developed so that reporting parties are not personally

identified. The Crisis Communication Core Team works in cooperation with the Lincoln and Omaha Police Department to develop messages about situations that may warrant an emergency notification.

Emergency & Non-Emergency Reporting of a Crime/Incident

Lincoln Campus -

Community members are encouraged to report all crimes/incidents in a timely manner to one of the following:

- LPD at 911 or non-emergency at 402-441-6000
- Campus Security Office at 402-432-9238
- Clery Compliance administrator- James Ruzicka (Director of Physical Plant) at 402-219-1334, jruzicka@nebrwesleyan.edu
- Clery Compliance administrator- Roxanne Styskal (Assistant Director of Physical Plant) at 402-499-9815, rrs@nebrwesleyan.edu
- Clery Compliance administrator- Maria Harder (HR Director, Title IX Coordinator) at 402-465-2117, mharder@nebrwesleyan.edu

Omaha Campus –

Community members are encouraged to report all crimes/incidents in a timely manner to one of the following:

- First National Bank Corporate Security at 402-602-3930
- Omaha Police Department – at 911 or non-emergency at (402) 444-4877
- Clery Compliance administrator - James Ruzicka (Director of Physical Plant) at 402-219-1334, jruzicka@nebrwesleyan.edu
- Clery Compliance administrator- Roxanne Styskal (Assistant Director of Physical Plant) at 402-499-9815, rrs@nebrwesleyan.edu
- Clery Compliance administrator- Maria Harder (HR Director, Title IX Coordinator) at 402-465-2117, mharder@nebrwesleyan.edu

Clery Compliance administrators are required to record all crimes/incidents on the University's Daily Crime Log within 48 business hours. Reported crimes/incidents meeting the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act are disclosed in the ASR. Faculty and staff are required under the Act to report to the Campus Security Office all crimes or incidents they witness or learn of. The University Minister and the University Counselors will need to report aggregate crime numbers to include in the ASR statistics.

Confidential Reporting Procedures

If you are the victim of a crime/incident and do not want to pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Clery Compliance administrators can file a report on the details of the crime/incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University can keep an accurate record of the number of crimes/incidents, determine where there is a pattern of crimes/incidents regarding a specific location, method, or assailant and alert the campus community to potential danger. Confidential reports filed are counted and disclosed in the ASR for the University.

Confidential Reporting Options for Lincoln Students:

- Voices of Hope Campus Advocate: available by appointment; advocate@nebrwesleyan.edu; Voices of Hope 24/7 Support: 402-475-7273
- Counseling Services: located at 2641 N. 49th Street (49th & St. Paul Avenue). Counseling Services serves traditional undergraduate students and is open Monday-Friday from 8:00 a.m. to 5:00 p.m.; counseling@nebrwesleyan.edu; (402) 465-2464.
- University Ministries: located in Old Main - Room 105; ebousson@nebrwesleyan.edu; (402) 465-2222.

Confidential Reporting Options for Omaha Students:

- University Ministries: located in Old Main - Room 105; ebousson@nebrwesleyan.edu; (402) 465-2222.
- WCA (Women’s Center for Advancement): located at 3801 Harney St, Omaha, NE 68131; info@wcaomaha.org; Office Phone: (402) 345-6555; WCA 24/7 Support: 402-345-7273.

Confidential Resources for Lincoln and Omaha Employees:

- Directions EAP (Employee Assistance Program): located at 3930 South St, Ste. 101 in Lincoln, NE 68506; directionseap@directionseap.com; (402) 434-2900.
- University Ministries: located in Old Main – Room 105; ebousson@nebrwesleyan.edu; (402) 465-2222.
- Voices of Hope: located at 2545 N St., Lincoln, NE 68510; info@voicesofhopelincn.org; Office Phone: (402) 476-2110; Voices of Hope 24/7 Support: 402-475-7273.

Anonymous Reporting Option for Lincoln & Omaha:

- Campus Conduct Hotline, via email at cch@eiia.org

Fire Safety and Evacuation Drill Procedures

Lincoln Campus:

Once each semester, Nebraska Wesleyan’s Physical Plant team initiates an unannounced emergency evacuation drill for all academic buildings. A Physical Plant team member calls NECO (a fire protection company that monitors Nebraska Wesleyan’s fire panels from off-site) and Lincoln Fire Station #5 to notify them of the drill. Fire alarms are pulled at the same time when team members are instructed to do so [through communication via handheld radios]. Physical Plant team members pull the alarms, then leave the building. Once people start exiting the buildings, the Physical Plant team members re-enter to ensure everyone has left the building and that all fire equipment is working properly. When buildings have been cleared, the fire systems are reset, then people are allowed back in the buildings. When the drill is over, NECO and Lincoln Fire Station #5 are notified again. NWU evacuation plans and capabilities are reviewed by the NWU Risk Management group annually. If any issues arise, they are noted and reported to the proper authorities. All information about the drills are recorded and kept in the Campus Security office.

Omaha Campus:

The Omaha evacuation plans are managed by FNB Corporate Security and the Omaha Fire Department. Fire Drills are conducted at the Omaha campus twice per year. Staff are informed and trained on all designated emergency exits. There is a designated “captain” and a designated “sweeper” for each floor of the FNB building where the Omaha campus is located on the 7th floor. The “captain” is responsible for leading all the students and personnel out of the building using the designated evacuation route. The “sweeper” is responsible for clearing each room, shutting the doors, and ensuring no people are left in the building. The sweeper is

the last person to leave the 7th floor. All employees are trained to meet at a designated area outside of the building. The evacuation plan is overseen by the head of the FNB corporate security department to ensure the evacuation is completed efficiently and effectively.

Section VII: Criteria for Timely Warnings

Timely Warning Procedures

In the event a Clery crime (arson, aggravated assault, criminal homicide, robbery, sex offenses, illegal weapons possession, burglary, motor vehicle theft, or any crime determined to be a hate crime) that has already occurred is reported to the University or LPD, and that report has been determined to constitute a serious and continuing threat to the campus community, a timely warning will be issued through the Wesleyan Alert System. The timely warning will be communicated through email and text to all students, faculty, and staff as pertinent information is available. Persons reporting an incident warranting a timely warning are never identified.

A hard copy of the timely warning will be kept in the Campus Security Office along with a copy of the incident report explaining why the timely warning was issued.

Decision to Issue a Timely Warning

The decision to make a timely warning is made by the Crisis Communication Core Team. Timely warnings are issued through the Wesleyan Alert System by the Director of Public Relations. A timely warning must be issued when both of the following conditions are met: (1) the incident or crime is classified as a Clery crime, and (2) the incident or crime is considered by the University to represent a continuing threat to the safety of students or employees. The Crisis Communication Core Team works in collaboration with the Lincoln Police department and the Omaha Police department to assess the ongoing safety of campus based on crime in surrounding areas that may warrant timely warnings.

The University is currently developing a standardized assessment form for use with all incidents, crimes, risks, and threats to determine the need to issue a timely warning, to enhance our consistency in documentation.

Section VIII: Annual Security Report Distribution Requirements

The Annual Security Report (ASR) is prepared by the Clery Compliance administrators in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (20 USC 1092(f)). This report is prepared in cooperation with Clery Compliance administrators, Campus Security, Risk Management committee members, Title IX Coordinators, Human Resources, law enforcement agencies, various divisions of Student Life, and the Crisis Communication Core Team. Each entity contributes data, processes, and information from their campus perspective to demonstrate NWU's efforts and programs to comply with the Act. The ASR includes information about our campus geography, 3 years of crime statistics, information about how to report crimes, as well as our emergency response procedures, notification to campus stakeholders, and all relevant campus policies.

The ASR report can be found on the Nebraska Wesleyan University's Campus Security webpage at <https://www.nebrwesleyan.edu/inside-nwu/campus-safety>. Each year, on or before October 1st, an e-mail notification containing the university URL to access the online ASR and PDF copy of the ASR is sent to all enrolled students, faculty, and staff. New employees receive a paper copy of the report as a part of new hire orientation, along with the university URL to access the online ASR. A paper copy of the ASR will be provided to employees who do not have access to a computer as their regular job duties.

All prospective students and their parents can obtain a copy of the report from the Admissions Office in Smith Curtis (the main administration building). All prospective employees receive a link to the report on the Nebraska Wesleyan University's website. Information is also provided in the Student Handbook, which is distributed to students and employees in the fall semester by the Student Life Office and Mail Center.

NWU complies with the Clery Act providing information on how to access the ASR electronically and provides paper copies when requested to the following groups:

- Prospective employees receive notice of the ASR and the URL to the document during the on-campus interview process.
- New employees receive the ASR and the URL to the document during the New Hire Orientation.
- Current employees receive annual electronic notification. Paper copies are provided to employees who do not have access to a computer as part of their regular job duties.
- Prospective students receive notice of the ASR and the URL during the admission process.
- Current students receive annual electronic notification of the ASR.
- Visitors, guests, and community members have public access to the online copy of the ASR.

Policy Statements

NEBRASKA WESLEYAN UNIVERSITY

Sexual Misconduct and Sexual Harassment Policy

This policy applies to sexual misconduct of all forms, including sexual and gender-based harassment/bullying, sexual assault, intimate partner/relationship violence, sexual exploitation, and stalking.

Sexual harassment, sexual assault, intimate partner/relationship violence, sexual exploitation and stalking are broad terms intended to capture a spectrum of behavior labeled sexual misconduct. These terms are specifically defined in this document in Section V – Prohibited Conduct.

This policy is based on Title IX of the Education Amendments of 1972 (Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and corresponding guidance from the Department of Education.

I. Statement of Intent

Nebraska Wesleyan University (“University”) is committed to establishing and maintaining a community that is free from all forms of discrimination and illegal harassment. The University seeks to create an environment in which the greatest academic potential of students and professional potential of employees may be realized. In order to create and maintain such an environment, the University recognizes that all who work and learn at the University are responsible for ensuring that the community is free from illegal discrimination based on sex or gender, including sexual harassment, sexual assault, stalking, sexual exploitation, and intimate-partner violence. These behaviors threaten our learning, living, and work environments and are considered prohibited conduct for all University Students, Employees, and Third Parties.

When the University becomes aware of allegations of sexual misconduct, it will take prompt and effective remedial action. The Director of Title IX Services oversees the University’s response to all allegations of sexual misconduct. To make a report, contact titleix@nebrwesleyan.edu or connect with the appropriate staff member:

- Natasha Sutliff, Title IX Coordinator for Lincoln Students
- Amy Harrison, Title IX Coordinator for Omaha Students
- Maria Harder, Director of Title IX Services and Title IX Coordinator for Faculty and Staff

II. To Whom this Policy Applies

This policy applies to:

- **Employees:** Any person who works for the University in return for financial or other compensation. This includes full-time and part-time faculty, full-time and part-time staff, adjunct faculty, visiting faculty, and student employees.
- **Students:** Any person enrolled in courses at the University, both full-time and part-time, including study abroad and auditing courses, and pursuing undergraduate or graduate studies.

- **Student Organizations:** Any group of persons who have complied with the formal requirements for University recognition as an organization.
- **Third Parties:** Any person or entity providing services for the University or visiting the University. This includes, but is not limited to, contractors, vendors, visitors, guests, volunteers, or other third parties within the University's control.
- The University retains conduct jurisdiction over students who choose to take a leave of absence, withdraw or have graduated for any misconduct that occurred prior to the leave, withdrawal or graduation. If sanctioned, a hold may be placed on the student's ability to re-enroll and/or obtain official transcripts and/or graduate and all sanctions must be satisfied prior to re-enrollment eligibility. In the event of serious misconduct committed while still enrolled but reported after the accused student has graduated, the University may invoke the appropriate procedures and, should the former student be found responsible, the University may revoke that student's degree or impose other disciplinary sanctions.

This policy pertains to acts of Prohibited Conduct (defined in this document, Section V – Prohibited Conduct) committed by or against Students, Employees, and Third Parties when:

- The conduct occurs on University grounds or other property owned or controlled by the University;
- The conduct occurs in the context of a University employment or education program or University-sponsored activity, including, but not limited to, University-sponsored study abroad, school trips, research, on-line, or internship programs; or
- The conduct occurs outside the context of University employment or education program or activity but has an adverse effect or creates a hostile environment for students, employees, or third parties while on University grounds or other property owned or controlled by the University or in any University employment or education program or activity.

III. Notice of Non-Discrimination

Nebraska Wesleyan University provides equal educational and employment opportunities to all qualified persons in all areas of university operation, including scope and content of educational opportunities, and athletic participation, and decisions regarding faculty appointment, promotion, or tenure, without illegal regard to race, religion, age, sex, creed, color, disability, marital status, national or ethnic origin, gender identity or sexual orientation.

IV. Confidentiality and Privacy

The University is committed to protecting the privacy of all individuals involved in a report of sexual misconduct, whenever possible. Every effort will be made to protect the privacy of all individuals involved in a manner consistent with the need for a thorough review of the allegation.

Confidentiality exists in the context of laws that protect certain relationships, including relationships with mental health providers (and those who provide administrative services related to the provision of mental health care), counselors, victim advocates, and ordained clergy, all of whom may engage in confidential communications under Nebraska law. The University has designated individuals able to have confidential communications as "Confidential Employees."

Privacy means that information related to a report of sexual misconduct will be shared with Employees who "need to know" in order to assist in the assessment, investigation, and resolution of the report. All

Employees who are involved in the University's Title IX response receive specific training and guidance about safeguarding private information. All employees, other than Confidential Employees, are mandatory reporters under Title IX.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA), as outlined in the University's FERPA policy.

The University has the right to share appropriate information with Law Enforcement to ensure campus safety.

V. Prohibited Conduct

A. Sexual Harassment: any unwelcome conduct of a sexual nature or based on sex or gender, sexual orientation, gender identity, or gender expression, including acts of verbal, nonverbal, or physical aggression, intimidation, hostility, or bullying based on sex/gender or sex/gender-stereotyping, even if the acts do not involve conduct of a sexual nature. Sexually harassing behaviors differ in type and severity. Key determining factors are that the behavior is unwelcome, is sex- or gender-based, and is reasonably perceived as offensive and objectionable under both a subjective and objective assessment of the conduct. Sexual harassment involves one of the following conditions: hostile environment or quid pro quo.

Hostile Environment: conduct that has the purpose or effect of unreasonably interfering with an individual's work or academic performance, i.e., it is sufficiently serious, pervasive, or persistent as to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment under both an objective and subjective standard. A single, isolated incident of sexual harassment alone may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

Quid Pro Quo: occurs when it is stated or implied that an individual's submission to, or rejection of, conduct of a sexual nature is a condition of employment, evaluation of academic work, or involvement in any University program or activity.

B. Sexual Assault: any intentional sexual contact with another person without that person's consent; sexual contact with someone who they knew, or should have known, was incapacitated or otherwise mentally or physically incapable of resisting or appraising the nature of their conduct; or forcing or coercing another person to engage in sexual contact against their will. Sexual contact includes intentional contact with the intimate parts of another, causing another person to touch one's intimate parts, disrobing, or exposure of intimate parts without consent. Intimate parts may include the breasts, genitals, buttocks, groin, mouth, or any other part of the body that is touched in a sexual manner. Sexual contact also includes vaginal or anal penetration, however slight, with a body part (e.g. penis, tongue, finger, hand, etc.) or object, or oral penetration involving mouth-to-genital contact.

Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual assault or harassment in any form and does not diminish one's responsibility to obtain informed and freely given consent.

Related Sexual Assault Definitions

Coercion: the use of pressure to compel someone to initiate or continue sexual activity against their will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and

blackmail. A person's words or conduct are sufficient to constitute coercion if they inhibit another individual's freedom of will and ability to choose whether or not to engage in sexual activity.

Consent: an affirmative and willing agreement to engage in specific forms of sexual contact with another person. Consent requires an outward demonstration, through mutually understandable words or actions, indicating that an individual has freely chosen to engage in sexual contact. Consent cannot be obtained through the use of coercion or force or by taking advantage of the incapacitation of another individual.

Silence, passivity, or the absence of resistance does not constitute consent for sexual activity. If confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and clarifies the other's willingness to continue.

Consent can be withdrawn at any time. When consent is withdrawn, sexual activity must cease. Prior consent does not imply current or future consent; even in the context of an ongoing relationship, consent must be sought and freely given for each instance of sexual contact.

Force: the use or threat of physical violence or intimidation to overcome an individual's freedom to choose whether or not to participate in sexual activity. There is no requirement that a party physically resist the sexual advance or request, but resistance may be viewed as evidence of non-consent.

Incapacitation: the inability, temporarily or permanently, to give consent because the individual's mental and/or physical ability is diminished, and/or the individual is asleep, unconscious, or unaware that sexual activity is occurring. A person who is incapacitated lacks the ability to make informed, rational judgments and cannot consent to sexual activity.

Incapacitation may result from the use of alcohol and/or drugs. The impact of alcohol and other drugs varies from person to person.

C. Intimate Partner/Relationship Violence: any act of physical, sexual, or emotional violence or threatened act of violence in person, in writing, or electronically, against a person who is, or has been involved in, a sexual, dating, domestic, or other intimate relationship with that person. It may also take the form of threats, assault, property damage, or violence or threat of violence to one's self, one's sexual or romantic partner, one's family members or friends, or to the family members or friends of the sexual/romantic partner. It may involve one act or an ongoing pattern of behavior.

D. Sexual exploitation: violating the sexual privacy of another, or taking sexual advantage of another without consent, and that behavior does not otherwise constitute sexual assault.

Examples of sexual exploitation include, but are not limited to:

- Voyeurism – watching or taking pictures, videos, or audio recordings of another person in a state of undress or of another person engaging in a sexual act without the consent of all parties;
- Creating, disseminating, streaming, or posting pictures or video of another in a state of undress or of a sexual nature without the person's consent;
- Exposing one's genitals to another person without consent;
- Trafficking of another individual;
- Knowingly exposing another individual to a sexually transmitted infection without the other individual's knowledge and consent; or
- Inducing incapacitation or attempted incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

E. Stalking: when a person engages in a course of conduct or repeatedly communicates and/or commits acts toward another person, including following the person without proper authority, under circumstances that would cause a reasonable person to:

- (1) Fear for their safety or the safety of others; or
- (2) Suffer substantial emotional distress.

A course of conduct involves two or more acts that include, but are not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property.

Stalking includes cyberstalking, in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person.

F. Retaliation: any act or attempt to seek retribution from any individual or group of individuals involved in the report, investigation, and/or resolution of a sexual misconduct allegation. Retaliation can take many forms, including, but not limited to, continued abuse or violence, threats, exclusion, and intimidation. Any individual or group of individuals can engage in retaliation. Acts of Retaliation will be addressed as a separate violation of the Sexual Misconduct and Sexual Harassment Policy.

G. Failure to comply with the directives of a No Contact Order administered by the University.

VI. Reporting

There are multiple channels for reporting sexual misconduct. An individual may choose to report to the University, to law enforcement, to both, or neither. These reporting options are not exclusive. An individual may simultaneously pursue a criminal investigation and the University sexual misconduct resolution process. The Title IX Coordinator will support all parties involved in understanding and assessing all options. Questions should be directed to a Title IX Coordinator.

Reporting to the University: The University encourages anyone who becomes aware of an incident of sexual misconduct to promptly report the incident to a Title IX Coordinator. Mandatory reporters are required to report. While there is no time limit for reporting sexual misconduct to the University, the University's ability to respond may diminish over time, as evidence may erode, memories fade, and individuals may no longer be affiliated with the University. If an individual is no longer affiliated with the University, the University will provide reasonably appropriate remedial measures, assist individuals in identifying external reporting options, and take reasonable steps to eliminate sexual misconduct, prevent its recurrence, and remedy its effects.

Anonymous Reporting to the University: Individuals may report security concerns to the University through the University website by clicking on the link "Report a Concern", located at the bottom of every webpage. Reporting parties may choose to remain anonymous.

Please note, the University may be limited in its ability to respond to concerns reported anonymously.

Title IX Coordinators: Nebraska Wesleyan University has three Title IX Coordinators, each responding to specific members of the campus community. The Title IX Coordinators oversee Nebraska Wesleyan University's processes regarding the review, investigation, and resolution of reports of sexual misconduct. The Title IX Coordinators also ensure the University's compliance with Title IX. The Title IX Coordinators can be contacted by telephone, email, or in person during regular office hours.

- Natasha Sutliff, Title IX Coordinator for Lincoln Students – Smith-Curtis 330H; (402) 432-6925; titleix@nebrwesleyan.edu
- Amy Harrison, Title IX Coordinator for Omaha Students, Omaha Adult and Graduate Programs – Omaha Campus Room 103; (402) 827-3555; titleix@nebrwesleyan.edu

- Maria Harder, Title IX Coordinator for Faculty and Staff & Director of Title IX Services – Smith-Curtis 202E, (402) 465-2117; titleix@nebrwesleyan.edu

A "**Confidential Employee**" is an individual designated by the University to provide support to Students without being required to report to a Title IX Coordinator. The University has identified the Voices of Hope Campus Advocate, Counseling Services, and University Ministries as Confidential Employees.

When an individual shares information with a Confidential Employee or a community professional with the same legal protections, they cannot reveal the information to any third party except when an applicable law or court order requires or permits disclosure of such information. For example, information will be disclosed when: (1) the individual gives written consent for the disclosure; (2) there is concern that the individual will likely cause serious physical harm to self or others; or (3) the information concerns conduct involving suspected abuse or neglect of a minor.

Additionally, Confidential Employees must share non-identifying information related to crimes found in the Annual Security Report with a Clery Compliance Officer, as required by the Clery Act.

A "**Responsible Employee**" is any Employee who is not a Confidential Employee. They are considered mandatory reporters. A Responsible Employee is required to report to a Title IX Coordinator all relevant details (obtained directly or indirectly) about an incident of sexual misconduct that involves any Student, including dates, times, locations, and names of parties and witnesses, if known. Disclosure at public awareness events (e.g., "Take Back the Night") and certain research-based disclosures (i.e., where a Student is a subject in an Institutional Review Board-approved human subjects research project) will not trigger an individual investigation.

Reporting to Law Enforcement: Individuals have the right to notify or decline to notify law enforcement. In keeping with its commitment to take all appropriate steps to address and prevent sexual misconduct, the University encourages individuals to promptly report sexual misconduct to local law enforcement. The University will assist individuals in notifying law enforcement if they choose to do so.

To Contact Lincoln or Omaha Police:

- **911 (for emergencies)**
- **Lincoln Police Department** – To make a non-emergency police report, call the non-emergency line (402) 441-6000
- **Omaha Police Department** – To make a non-emergency police report, visit the OPD Headquarter 24/7 or a precinct office Monday – Friday 8 AM – 5 PM OPD Headquarters: 505 S. 15th Street, Omaha, NE 68102

Anonymous Reporting to Law Enforcement:

There are options to report a sexual assault to law enforcement anonymously. These processes vary depending on the police department receiving the report. Please note, law enforcement may be limited in their ability to respond to anonymous report of sexual assault.

Lincoln Police Department:

- To make an anonymous report of sexual assault to the Lincoln Police Department, visit <https://lincoln.ne.gov/city/police/anonfrm.htm> or call (402) 441-3866. Individuals can choose to report as much information as they would like.
- Victims who choose to receive a forensic examination by a sexual assault nurse examiner may request that the evidence be collected anonymously, meaning they can choose whether to report their name and other information to law enforcement.

Omaha Police Department:

- Victims who choose to receive a forensic examination by a sexual assault nurse examiner may request that the evidence be collected anonymously, meaning they can choose whether to report their name and other information to law enforcement.

VI. Confidential Resources

A Confidential Employee or other confidential resource will not disclose information about sexual misconduct without the reporting party's permission. Confidential Employees must share non-identifying information related to crimes found in the Annual Security Report, as required by the Clery Act.

Confidential Resources for Students:

- **Voices of Hope Campus Advocate:** can help students, staff, and faculty access on- and off-campus resources and can also support an individual who chooses to report to the Title IX Coordinator. The Voices of Hope Campus Advocate is available by appointment; advocate@nebrwesleyan.edu; Voices of Hope 27/4 Support: 402-475-7273
- **Counseling Services:** is located at 2641 N. 49th Street (49th & St. Paul Avenue). Counseling Services serves traditional undergraduate students and is open Monday-Friday from 8:00 a.m. to 5:00 p.m.; counseling@nebrwesleyan.edu; (402) 465-2464.
- **University Ministries:** is located in Old Main - Room 105; ebousson@nebrwesleyan.edu; (402) 465-2222.
- **WCA (Women's Center for Advancement):** provides free and confidential support to survivors of domestic violence, sexual assault, and stalking; the WCA is located at 3801 Harney St, Omaha, NE 68131; info@wcaomaha.org; Office Phone: (402) 345-6555; WCA 24/7 Support: 402-345-7273.

Confidential Resources for Employees:

- **Directions EAP (Employee Assistance Program):** is located at 3930 South St, Ste. 101 in Lincoln, NE 68506; directionseap@directionseap.com; (402) 434-2900.
- **University Ministries:** is located in Old Main – Room 105; ebousson@nebrwesleyan.edu; (402) 465-2222.
- **Voices of Hope:** provides free and confidential support to empower those who have experienced relationship violence, sexual assault, or abuse; Voices of Hope is located at 2545 N St., Lincoln, NE 68510; info@voicesofhopelincn.org; Office Phone: (402) 476-2110; Voices of Hope 24/7 Support: 402-475-7273.

VII. Remedial and Protective Measures

The University offers a wide range of resources for Students and Employees to provide support and guidance throughout the initiation, investigation, and resolution of a report of sexual misconduct. The University will offer reasonable and appropriate measures to protect a reporting party and facilitate their continued access to University employment or education programs and activities. These measures may be both remedial (designed to address their safety and well-being and continued access to educational or employment opportunities) or protective (involving actions that may impact the Respondent). The University may also provide, when possible and in the best interest of both parties, reasonable and appropriate measures to the Respondent to facilitate their access to University employment and education programs and activities.

The University will keep private any remedial and protective measures provided under this policy to the extent practicable and will promptly address any violation of the remedial and protective measures. The Title IX Coordinator has the discretion to determine the appropriateness of any remedial and protective measure based on all available information and is available to meet with a reporting party or

Respondent to address any concerns about the provision of remedial and protective measures. Examples of remedial and protective measures can be found in the Procedures for Addressing Sexual Misconduct and Sexual Harassment (for students or faculty/staff).

VIII. Resolution

The University has the responsibility to address sexual misconduct based on Title IX and Clery Act regulations and may take disciplinary action against a Respondent who is a current Student or Employee. Disciplinary action against a Respondent will be taken through one of the University's resolution procedures. Because the relationship of students, staff, and faculty to the University differ in nature, the procedures that apply when seeking disciplinary action necessarily differ as well. Each of the procedures, however, is guided by the same principles of fundamental fairness and respect for all parties, which require notice, an equitable opportunity to be heard, and an equitable opportunity to respond to a report under this Sexual Misconduct and Sexual Harassment Policy. All staff involved with the Sexual Misconduct and Sexual Harassment resolution processes, including investigators and adjudicators, receive annual training.

Any question of interpretation of the Sexual Misconduct and Sexual Harassment Policy will be referred to the Director of Title IX Services. The Director of Title IX Services will consult with the University President, whose interpretation is final.

IX. Additional Information

This document is thoroughly reviewed on an annual basis and may be updated periodically for accuracy and clarity. The most current version can be found on the Title IX page of the University's website.

The NWU Board of Governors approved this policy on September 7th, 2019. Incidents of sexual misconduct committed on or after this date will be subject to this version of the policy.

NEBRASKA WESLEYAN UNIVERSITY

Procedures for Addressing Student Sexual Misconduct and Sexual Harassment

These procedures apply to sexual misconduct of all forms, including sexual and gender-based harassment, sexual assault, intimate partner/relationship violence, sexual exploitation, and stalking.

Sexual harassment, sexual assault, intimate partner/relationship violence, sexual exploitation and stalking are broad terms intended to capture a spectrum of behavior labeled sexual misconduct. These terms are specifically defined in this document in Section III – Definitions. All behavior referenced as sexual misconduct is considered Prohibited Conduct and will be addressed utilizing these procedures.

Hereinafter, Nebraska Wesleyan University will be referred to as “the University”.

I. To Whom These Procedures Apply

These procedures apply to Students, defined as any person enrolled in courses at the University, both full-time and part-time, including study abroad and auditing courses, and pursuing undergraduate or graduate studies. This policy pertains to acts of sexual misconduct committed by or against Students when:

- The conduct occurs on University grounds or other property owned or controlled by the University;
- The conduct occurs in the context of a University employment or education program or activity, including, but not limited to, University-sponsored study abroad, research, on-line, or internship programs; or
- The conduct occurs outside the context of University employment, education program, or activity but has adverse effects or creates a hostile environment for students, employees or third parties while on University grounds or other property owned or controlled by the University or in any University employment, education program, or activity.

Group Violations:

A Student Organization and its officers and membership may be held collectively and individually responsible when violations of this policy by the organization or its member(s):

- Take place at organization-sponsored or co-sponsored events, whether sponsorship is formal or tacit;
- Have received the consent or encouragement of the organization or of the organization’s leadership; or
- Were known or should have been known to the membership or its officers.

There is no minimum number of members who must be involved in a violation of the Sexual Misconduct and Sexual Harassment Policy for disciplinary action to be taken against the Student Organization. In order to decide whether the Student Organization is accountable for the misconduct of individual members, it must be determined whether it is likely that the individuals would have acted if they were not members of the group; if the group, either directly or indirectly, encouraged the behavior; or if the behavior was intentionally ignored.

The process to address sexual misconduct involving ~~students and~~ staff, faculty, or third parties are detailed in the Procedures for Addressing Faculty and Staff Sexual Misconduct and Sexual Harassment.

II. Supports

Title IX Coordinator for Lincoln Students: Natasha Sutliff, Smith Curtis 330H, (402) 432-6925, titleix@nebrwesleyan.edu

Title IX Coordinator for Omaha Students: Amy Harrison, Omaha Campus - Room 103, (402) 827-3555, aharriso@nebrwesleyan.edu or titleix@nebrwesleyan.edu

The Title IX Coordinators oversee the University's assessment, investigation, and resolution of reports of sexual misconduct, ensuring compliance with Title IX and other relevant state and federal laws. The Title IX Coordinators can be contacted by telephone, email, or in person during regular office hours.

The Title IX Coordinators are:

- Responsible for oversight of the assessment, investigation, and resolution of all reports of sexual misconduct;
- Knowledgeable and trained in relevant state and federal laws and University policy and procedures;
- Available to provide information to any individual about the courses of action available at the University, both informally and formally;
- Available to assist any University community member in responding appropriately to reports of sexual misconduct;
- Responsible for oversight of sexual violence prevention education and employee training;
- Responsible for monitoring full compliance with all requirements and timelines specified in the reporting and complaint procedures; and
- Responsible for compiling annual reports.

Confidential Resources

A Confidential Employee or other confidential resource will not disclose information about sexual misconduct without the reporting party's permission. Confidential Employees must share non-identifying information related to crimes found in the Annual Security Report, as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics (Clery Act).

Confidential Resources:

- **Voices of Hope Campus Advocate:** can help students, staff, and faculty access on- and off-campus resources and can also support an individual who chooses to report to the Title IX Coordinator. The Voices of Hope Campus Advocate is available by appointment; advocate@nebrwesleyan.edu; Voices of Hope 27/4 Support: 402-475-7273
- **Counseling Services:** is located at 2641 N. 49th Street (49th & St. Paul Avenue). Counseling Services serves traditional undergraduate students and is open Monday-Friday from 8:00 a.m. to 5:00 p.m.; counseling@nebrwesleyan.edu; (402) 465-2464.
- **University Ministries:** is located in Old Main – Room 105; ebousson@nebrwesleyan.edu; (402) 465-2222
- **WCA (Women's Center for Advancement):** provides free and confidential support to survivors of domestic violence, sexual assault, and stalking; the WCA is located at 3801 Harney St, Omaha, NE 68131; info@wcaomaha.org; Office Phone: (402) 345-6555; WCA 24/7 Support: 402-345-7273.

III. Definitions

Advisor of Choice: an individual selected by a Complainant or Respondent to assist them during any part of the process, including the Reporting, Assessment, Investigation, Hearing, and Appeal process. An Advisor of Choice may be a faculty or staff member, student, parent, community member, victim advocate, or an attorney.

Complaint: a formal accusation against an individual for violation of the University's Sexual Misconduct and Sexual Harassment Policy.

Complainant: an individual or group of individuals who files a sexual misconduct Complaint. The Director of Title IX Services may serve as the complainant in the event a victim of sexual misconduct does not wish to be named as a complainant, but the misconduct presents an imminent threat to campus safety.

Confidential Employee: an individual designated by the University to provide support to Students without being required to report to a Title IX Coordinator.

Day: University working day, not including Saturday, Sunday, or University holidays.

Employees: any person who works for the University in return for financial or other compensation. This includes full-time and part-time faculty, full-time and part-time staff, adjunct faculty, visiting faculty, and student employees.

Investigators: trained University-appointed faculty or staff members who, in allegations of sexual misconduct or sexual harassment, conduct an investigation, and prepare an official written report (the Investigative Report).

Reporting Party: an individual or group of individuals who reports information to the Title IX Coordinator about an incident of sexual misconduct. A reporting party may be the person who experienced the sexual misconduct, a Responsible Employee, a friend of someone who has experienced sexual misconduct, or someone who has otherwise been made aware of an incident of sexual misconduct.

Respondent: an individual or group of individuals who is the subject of a sexual misconduct report or Complaint.

Responsible Employee: all employees not designated as confidential by the University; Responsible Employees are required to report the relevant details about an incident of sexual misconduct they learn of to the Title IX Coordinator. They are considered mandatory reporters under Title IX.

Student: any person enrolled in courses at the University, both full-time and part-time, including study abroad, auditing courses, and pursuing undergraduate or graduate studies.

Student Conduct Appellate Panel: three faculty and staff members appointed by the President of the University to consider an appeal from a Complainant or Respondent in Complaints of sexual misconduct that involve only students.

Student Conduct System Administrator: the Vice President for Student Life or their designee who oversees the implementation of student conduct related policies and procedures and provides training to the Student Conduct Board, including the Title IX Review Panel, Title IX Hearing Panel, and Student Conduct Appellate Panel.

Student Organization: any group of persons who have complied with the formal requirements for University recognition as an organization.

Third Parties: any person or entity providing services for the University or visiting the University. This includes, but is not limited to, contractors, vendors, visitors, guests, volunteers, or other third parties within the University's control.

Title IX Assessment Report: a record of the relevant details as reported to the Title IX Coordinator during the Title IX Assessment, including factors related to any threat of imminent danger or ongoing safety concerns for the campus.

Title IX Review Panel: a group of three faculty and staff members (at least one faculty member and one staff member) who review the Investigative Report, determine a finding of “responsible” or “not responsible”, determine any sanctions, or refer the matter to the Title IX Hearing Panel for further review.

Title IX Hearing Panel: a group of five faculty and staff members assigned to review the Investigative Report; interview Complainants, Respondents, and witnesses; and examine other available information as part of a Title IX Hearing. Hearing Panels members will determine a finding of “responsible” or “not responsible” and determine sanctions, when applicable.

Witness: an individual who personally sees or perceives a detail or event and is willing to attest to that detail. Information from witnesses whose sole purpose is to provide character information will not be considered as part of an investigation.

IV. Reporting

There are multiple channels for reporting sexual misconduct. A Reporting Party may choose to report to the University, to law enforcement, to both, or neither. These reporting options are not exclusive. A Reporting Party may simultaneously pursue a criminal investigation and the University sexual misconduct resolution process. The Title IX Coordinator will support Reporting Parties in understanding and assessing all options. All questions should be directed to the Title IX Coordinator.

Reporting to the University: The University encourages anyone who becomes aware of an incident of sexual misconduct to promptly report the incident to a Title IX Coordinator. Responsible Employees are Mandatory Reporters and must report all known incidents. While there is no time limit for reporting sexual misconduct to the University, the University’s ability to respond may diminish over time, as evidence may erode, memories fade, and students may no longer be affiliated with the University. If an individual is no longer a Student or affiliated, the University will provide reasonably appropriate remedial measures, assist the Reporting Party in identifying external reporting options, and take reasonable steps to eliminate sexual misconduct, prevent its recurrence, and remedy its effects.

Making a Report vs. Filing a Complaint:

Making a report is defined as notification of an incident of sexual misconduct to a Title IX Coordinator by any Reporting Party. A report may be accompanied by a request for resources, no further action, remedies-based resolution, and/or initiation of the formal Complaint process by filing a Complaint. At the time a report is made, the Reporting Party does not have to decide whether or not to file a Complaint. The University recognizes that not every individual will be prepared to file a Complaint and individuals are not expected or required to pursue a specific course of action.

The University will make a reasonable effort to respect the wishes of the person who experienced sexual misconduct. However, if the reported incident constitutes an imminent or ongoing threat to campus safety based on the assessment of the Title IX Coordinator, a report may become a formal Complaint. In this event, the Director of Title IX Services may serve as the Complainant.

To ensure victims of sexual misconduct are informed of their rights and options, Responsible Employees will be required to report the relevant details (obtained directly or indirectly) about an incident of sexual misconduct that involves any student as a complainant, respondent, and/or witness. This includes dates, times, locations, and names of parties and witnesses if known. The Title IX Coordinator will contact the victim(s) to provide information and ask how they wish to proceed.

Filing a Complaint is defined as the request to initiate the University's formal investigative and disciplinary process. The decision to file a Complaint may be made at any time.

To make a report or file a Complaint, please contact the appropriate resource:

- **Title IX Coordinator for Lincoln Students:** Natasha Sutliff, Smith Curtis 330H, (402) 432-6925, titleix@nebrwesleyan.edu
- **Title IX Coordinator for Omaha Students:** Amy Harrison, Omaha Campus - Room 103, (402) 827-3555, aharriso@nebrwesleyan.edu or titleix@nebrwesleyan.edu

Amnesty:

- **For Complainants:** The University provides amnesty to victims who may be hesitant to report to University officials because they fear that they themselves may be accused of minor policy violations, such as underage drinking, at the time of the incident.
- **For Those Who Offer Assistance:** To encourage Students to offer help and assistance to others, the University pursues a policy of amnesty for minor violations when Students offer help to others in need. At the discretion of the Vice President for Student Life, or designee, amnesty may also be extended on a case-by-case basis to the person receiving assistance.
- **For Those Who Report Serious Violations:** Students who are engaged in minor violations but who choose to bring related serious violations by others to the attention of the University are offered amnesty for their minor violations.
- **For Those Who Witness Serious Violations:** Students who witness serious violations by others are offered amnesty for any minor violations if they are called on as a witness to a serious violation but will not be provided amnesty if they participated in, facilitated or condoned the misconduct through a failure to act.

In any of the circumstances listed above, an educational conference related to the minor violations may occur, but no conduct proceedings or record will result.

Abuse of amnesty requests can result in a decision by the Vice President for Student Life, or designee, not to extend amnesty to the same person repeatedly.

Reporting to Law Enforcement: Reporting Parties have the right to notify or decline to notify law enforcement. Police have legal authority to criminally investigate reports of sexual assault, domestic abuse, and stalking, collect evidence, make arrests, and assist in seeking emergency protective measures. In keeping with its commitment to take all appropriate steps to address and prevent to sexual misconduct, the University encourages individuals to promptly report sexual misconduct to local law enforcement. The University will assist Reporting Parties in notifying law enforcement if they choose to do so.

To Contact Lincoln or Omaha Police:

- **911 (for emergencies)**
- **Lincoln Police Department:** To make a non-emergency police report, call the non-emergency line or visit a team station Monday-Friday between 8:00 AM and 4:00 PM.
 - LPD Non-Emergency Line: (402) 441-6000
- **Omaha Police Department:** To make a non-emergency police report, visit the Omaha Police Department Headquarters 24/7 or a precinct office Monday-Friday between 8:00 AM and 5:00 PM.
 - Omaha Police Department Headquarters: 505 S 15th Street, Omaha, NE 68102

Anonymous Reporting to Law Enforcement:

There are options to report a sexual assault to law enforcement anonymously. These processes vary depending on the police department receiving the report. Please note, law enforcement may be limited in their ability to respond to anonymous report of sexual assault.

Lincoln Police Department:

- To make an anonymous report of sexual assault to the Lincoln Police Department, visit <https://lincoln.ne.gov/city/police/anonfrm.htm> or call (402) 441-3866. Individuals can choose to report as much information as they would like.
- Victims who choose to receive a forensic examination by a sexual assault nurse examiner may request that the evidence be collected anonymously, meaning they can choose whether to report their name and other information to law enforcement.

Omaha Police Department:

- Victims who choose to receive a forensic examination by a sexual assault nurse examiner may request that the evidence be collected anonymously, meaning they can choose whether to report their name and other information to law enforcement.

V. Remedial and Protective Measures

The University offers a wide range of resources for Students to provide support and guidance throughout the initiation, investigation, and resolution of a report of sexual misconduct. The University will offer reasonable and appropriate measures to protect a Reporting Party and facilitate their continued access to University employment or education programs and activities. These measures may be both remedial (designed to address their safety and well-being and continued access to educational or employment opportunities) or protective (involving actions that may impact the Respondent). The University may also provide, when possible and in the best interest of both parties, reasonable and appropriate measures to the Respondent to facilitate their access to University employment and education programs and activities.

The University will keep private any remedial and protective measures provided under this policy to the extent practicable and will promptly address any violation of the remedial and protective measures. The Title IX Coordinator has the discretion to determine the appropriateness of any remedial and protective measure based on all available information and is available to meet with a Reporting Party or Respondent to address any concerns about the provision of remedial and protective measures. Remedial and protective measures may include but are not limited to: the issuing of a No Contact Order, change of work assignment, change of living space, interim suspension, change of class schedule, and/or security escort.

VI. Title IX Assessment

Upon receipt of a report, the Title IX Coordinator will conduct an initial Title IX Assessment. The first step of the assessment will typically include a preliminary meeting between the Reporting Party and the Title IX Coordinator. The purpose of this meeting is to gain a basic understanding of the nature and circumstances of the report; it is not intended to be a full investigative interview. The Reporting Party will also receive information about resources, rights, procedural options, and remedial and protective measures.

The Reporting Party may bring an Advisor of Choice to this meeting. When the Advisor of Choice is an attorney, the Title IX Coordinator must be given 2 days advance notice. The Advisor of Choice cannot direct questions or comments to the Title IX Coordinator, but they may consult with the student they are assisting. The Title IX Coordinator will not allow an Advisor of Choice's presence to inhibit their ability to gather information.

During the Title IX Assessment, the Title IX Coordinator will:

- Assess the nature of the reported misconduct to determine if the conduct is a violation of the Sexual Misconduct and Sexual Harassment Policy;

- Address the immediate physical safety and emotional well-being of the Reporting Party and University community;
- Notify the Reporting Party of the range of remedial and protective measures, including options for changes in living, academic, and working situations;
- Provide the Reporting Party with information about on- and off-campus resources;
- Determine if concerns exist for discrimination or harassment based on other protected classes;
- Explain the University's policy for privacy and prohibiting retaliation, as described in the Sexual Misconduct and Sexual Harassment Policy;
- Explain the difference between confidential and non-confidential supports and resources;
- Assess the reported conduct for the need of a timely warning notice required under federal law;
- Determine if a pattern of evidence or other similar conduct by Respondent exists;
- Determine if any issues of academic freedom exist, which may be reviewed by the Provost or designee;
- Enter non-identifying information about the report into the University's Daily Crime Log if the report includes a Clery-reportable crime;
- Record the Reporting Party's preferred course of action and determine whether it is necessary to file a Complaint; and
- Provide the Reporting Party with a written explanation of their rights and options, listed in document: Rights and Options After Filing a Complaint.

The Title IX Coordinator will document all information provided by the Reporting Party during a Title IX Assessment in the Title IX Assessment Report. The purpose of this report is to record the relevant details as reported to the Title IX Coordinator and will be shared with the Investigator and Student Conduct System Administrator should a Title IX Complaint be filed.

The University will make a reasonable effort to respect the wishes of the person who experienced sexual misconduct. However, if the reported incident constitutes an imminent or ongoing threat to campus safety based on the Title IX Coordinator's assessment, a report may become a formal Complaint. In making this decision, the Title IX Coordinator will consider, but is not limited by, the following factors: whether the person who experienced sexual misconduct has requested that no formal action be taken; whether they want to participate in additional steps; the severity and impact of the sexual misconduct or sexual harassment; whether the University can undertake any action without their participation; whether there exists a pattern of sexual misconduct; the existence of independent evidence; the existence of relational power differentials; and any legal obligation to proceed based on the nature of the conduct, including sexual misconduct involving minors.

Where a Reporting Party requests that a name or other identifiable information not be shared with the Respondent and/or that no formal action be taken, the University may be limited in its ability to fully respond to the matter. The University will balance the Reporting Party's requests with its responsibility to provide a safe and non-discriminatory environment for all University community members and to afford the Respondent fundamental fairness.

At the conclusion of the Title IX Assessment, the Title IX Coordinator will determine whether to refer the report for remedial and protective measures and/or if a Title IX Complaint will be filed. Participation in the sexual misconduct resolution process is voluntary and the remedial and protective measures are available at any time.

The Title IX Coordinator will document each report of sexual misconduct and will review and retain copies of all reports or documentation generated as result of sexual misconduct. These records will be kept private to the extent permitted by law.

VII. Sexual Misconduct Complaint and Investigation

Once a Complaint is filed, the Title IX Coordinator will meet with the Respondent. The purpose of this meeting is to inform them of the Complaint, provide an overview of the sexual misconduct resolution process, and explain the University's policy for privacy and prohibiting retaliation, as described in the Sexual Misconduct and Sexual Harassment Policy. This meeting is not intended to be a full investigative interview. The Respondent will also receive information about resources, rights, procedural options, and remedial and protective measures.

The Respondent may bring an Advisor of Choice to this meeting. When the Advisor of Choice is an attorney, the Title IX Coordinator must be given 2 days advance notice. The Advisor of Choice cannot direct questions or comments to the Title IX Coordinator, but they may consult with the student they are assisting. The Title IX Coordinator will not unduly allow an Advisor of Choice's presence to inhibit their ability to gather information.

Before the start of an investigation, the Title IX Coordinator will simultaneously send written notice of the Complaint to the Complainant and Respondent. At this time, the Title IX Coordinator will also set up an informational meeting between the Student Conduct System Administrator and Complainant and Respondent, separately. The Student Conduct System Administrator will provide detailed information about the resolution process, including the right to decide whether or not to participate in the process.

The Title IX Coordinator will send a copy of the Title IX Assessment Report to the Investigator and Student Conduct System Administrator to provide basic information about the nature of the sexual misconduct as described by the Reporting Party to the Title IX Coordinator during the Title IX Assessment.

The Investigator will contact the Complainant, Respondent, and relevant witnesses to schedule an interview. The Investigator is solely responsible for all aspects of the investigation. The University has designated staff and faculty members as Investigators of sexual misconduct Complaints; Investigators receive training annually. At its discretion, the University may also include or assign trained external investigators of its choosing.

The Complainant and Respondent may bring an Advisor of Choice to their interview. When the Advisor of Choice is an attorney, the Investigator must be given 2 days advance notice. The Advisor of Choice cannot direct questions or comments to the Investigator, but they may consult with the student they are assisting. The Investigator will not unduly allow an Advisor of Choice's presence to inhibit their ability to gather information. If a Respondent refuses to participate in the investigation or chooses not to answer certain questions from the Investigator, the investigation will continue nonetheless, and decisions will be made without the requested participation from or information from the Respondent.

The Investigator will conduct a thorough, impartial, and unbiased investigation. All individuals will be treated with appropriate compassion and respect, and in a manner considerate of their privacy. An investigation may include multiple meetings with the Investigator. The Investigator will make a reasonable effort to complete the investigation within 30 days, but this time frame may be extended depending on the complexity of the circumstances of each case. Scheduling, University closures, or holidays may affect this timing as well.

An investigation will typically include interviews of the Complainant, Respondent, and any relevant witnesses provided by either party or discovered during the investigation, and other individuals who may have relevant information about the reported conduct and/or the parties involved. The Investigator will prepare a written summary of each interview. All those interviewed will have an opportunity to review their interview summary for accuracy and submit modifications or additional information.

The Investigator will seek to obtain relevant communications between the parties, including text messages, email, photos, social media posts, screen shots, etc. The Investigator may also require access to campus facilities, including residence halls, to gather information. The Complainant and Respondent will have an equal opportunity to provide statements, submit additional information, and/or identify witnesses who may have relevant information. The Complainant, Respondent and any

witnesses shall not destroy evidence, including but not limited to the deletion of texts, emails, photos, etc.

In cases where alcohol and/or other intoxicants are a factor, evaluating incapacitation will require an assessment of whether a Respondent should have been aware of the Complainant's incapacitation based on an objective and subjective evaluation of the Complainant's behavior when viewed from the perspective of a sober, reasonable person in the Respondent's position. Evidence of incapacitation may require evaluating normal and abnormal behaviors of all parties involved.

An investigation may also require an evaluation of whether consent for sexual behavior was given. An essential element of consent is that it be freely given. Freely given consent might not be present, or may not even be possible, in relationships of a sexual or intimate nature between individuals where one individual has power, supervision or authority over another.

In evaluating whether consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a complainant affirmatively uses words or actions indicating a willingness to engage in sexual contact, free from intimidation, fear, or coercion; whether a reasonable person in the respondent's position would have understood such person's words and acts as an expression of consent; and whether there are any circumstances, known or reasonably apparent to the Respondent, demonstrating incapacitation or fear.

Once the Investigator has gathered all relevant information, the investigator will prepare a summary of all information provided during interviews with the Complainant, Respondent, and witnesses. Both the Complainant and the Respondent may review this report (with witness names redacted) and will have the opportunity to share any resulting follow-up responses or information with the Investigator.

At the conclusion of the investigation, the Investigator will prepare a report setting forth the facts gathered and will make a recommendation of finding to be considered by the Title IX Review Panel. Along with interview summaries, written statements, and other information the University deems relevant, the Investigator may also include in the report prior allegations of, or findings of responsibility for, similar conduct by the Respondent. The Investigator will use a 'preponderance of the evidence' standard (i.e., that it is more likely than not that sexual misconduct or sexual harassment occurred) when evaluating Complaints and recommending findings.

The final Investigative Report will be forwarded to the Title IX Coordinator and the Student Conduct System Administrator. Upon receipt of the investigative report, the Student Conduct System Administrator will notify all parties that the investigation is complete and provide information about next steps in the process.

VIII. Title IX Review Panel

The Title IX Review Panel is responsible for reviewing the investigative report, determining responsibility, and, if necessary, assigning sanctions. The panel will be composed of three staff or faculty members (at least one staff and one faculty member) from the Student Conduct Board who have received specialized training in issues related to sexual misconduct. The Title IX Review Panel will reflect diversity in the gender of its members, when possible, and will not have a conflict of interest or prejudice for or against either the Complainant or the Respondent.

While reviewing the Investigative Report, the panel members may ask the investigator questions about details included in the report. The Student Conduct System Administrator will be present to answer questions related to policies and disciplinary procedures. If no additional information is needed, the Title IX Review Panel will determine the finding of "responsible" or "not responsible", based on a preponderance of the evidence presented and in consideration of the Investigator's recommendation. Title IX Review Panel members must arrive at a unanimous decision when determining findings. The Student Conduct System Administrator will prepare a written summary of this meeting.

If a finding is made by unanimous decision, the Title IX Review Panel will determine sanction(s), if necessary, taking into consideration any remedy the Complainant may have requested.

In the event the Respondent is a Student Organization, individual determinations of responsibility will be made, and sanctions may be assigned collectively and/or individually, depending on the circumstances of the Complaint. Sanctions will be proportionate to the involvement of each individual and the organization.

If the Title IX Review Panel determines that additional information is needed, or if the panel fails to arrive at a unanimous decision, the Student Conduct System Administrator will convene a Title IX Hearing.

The Complainant, Respondent, and Title IX Coordinator will be notified of the outcome of the Title IX Review Panel by the Student Conduct System Administrator. This information will be delivered in person as well as in writing.

In order to comply with laws protecting the privacy of education records and to provide a process for the consideration of relevant evidence free of intimidation or pressure, documentation related to the Title IX resolution process, including, but not limited to, the Title IX Assessment Report, Investigative Report, written testimony, oral testimony, other evidence introduced, or any written summary of the deliberations, will not be disseminated except as authorized or required by law. The University will maintain these records for seven years from the date of the incident, or indefinitely in cases involving a sanction of suspension or expulsion.

IX. Title IX Hearing

The Title IX Hearing Panel is responsible for reviewing the Investigative Report, hearing oral testimony, determining responsibility, and, if necessary, assigning sanctions in situations when the Title IX Review Panel cannot render a finding due to lack of information or does not come to a unanimous decision. The Title IX Hearing Panel will be composed of five faculty and staff members of the Student Conduct Board who have received specialized training in issues related to sexual misconduct. The Title IX Hearing Panel will not have a conflict of interest or prejudice for or against either the Complainant or the Respondent. In cases in which a full hearing panel cannot be assembled in a timely manner, or where a potential conflict of interest prevents the assembly of a full hearing panel, trained former members of the Student Conduct Board may be asked to serve on a temporary basis.

The Student Conduct System Administrator will notify the Complainant and Respondent of the Title IX Hearing and convene the Title IX Hearing Panel. The hearing will be closed to the public. Present at the hearing will be the Title IX Hearing Panel, the Student Conduct System Administrator, and the Investigator. In addition, University Counsel may be present. The Complainant and Respondent may be present during the hearing; however, they have the right to decline to appear or participate. The Complainant and Respondent will appear before the panel separately and will not have the right to be present during the other's interview.

In addition, the Complainant and Respondent may each have one Advisor of Choice present to support and assist them during the Title IX Hearing. The Advisor of Choice may be an attorney. The Advisor of Choice cannot participate directly in the hearing and cannot direct questions or comments to the Title IX Hearing Panel or be present during the interviews of any witnesses, but they may consult with the student they are assisting. The Student Conduct System Administrator will not allow an Advisor of Choice's presence to inhibit the parties' open testimony or the conduct of the hearing. The Advisor of Choice must sign the Role of Advisor of Choice form and return it to the Student Conduct System Administrator no less than two days in advance of the hearing.

The Title IX Hearing Panel will always interview the Complainant before the Respondent. If the Complainant chooses not to appear before the panel, the panel reserves the right to render a finding based on evidence submitted.

The Title IX Hearing Panel will then interview the Respondent. If the Respondent chooses not to appear before the panel, the panel reserves the right to render a finding based on evidence submitted.

If deemed necessary, after interviewing the Complainant and Respondent, the Title IX Hearing Panel has the discretion to interview witnesses who, in the judgment of the Panel, can provide information relevant to the reported misconduct that is not clearly provided in the Investigator's report. Neither the Complainant nor Respondent has the right to be present during witness interviews or have access to statements made by witnesses during the hearing. The Hearing Panel has the discretion to disclose to either party information gained from witnesses if, in its judgment, such disclosure would further the purpose of the proceeding. The Hearing Panel shall keep witnesses' names confidential. The Hearing Panel may request subsequent interviews with the Complainant, Respondent, or witnesses. There will be a single record, kept in the form of an audio or video recording, of all interviews before the Title IX Hearing Panel. This record is the sole property of the University; no other parties are permitted to record the proceedings.

Once the Title IX Hearing has concluded, the Title IX Hearing Panel will begin post-hearing deliberations. The Panel will review the evidence gathered and determine a finding of "responsible" or "not responsible" based on a preponderance of the evidence. The final determination will be based on a majority decision of the Title IX Hearing Panel. The Student Conduct System Administrator will prepare a written summary of the deliberations their Findings, Conclusions, and Sanctions, if any. There will be no audio or video recording of the post-hearing deliberations.

Should the Hearing Panel render a finding of "responsible", Hearing Panel members will assign sanctions. In the event the Respondent is a Student Organization, individual determinations of responsibility will be made, and sanctions may be assigned collectively and/or individually, depending on the circumstances of the Complaint. Sanctions will be proportionate to the involvement of each individual and the organization.

In order to comply with laws protecting the privacy of education records and to provide a process for the consideration of relevant evidence free of intimidation or pressure, documentation related to the Title IX resolution process, including, but not limited to, the Title IX Assessment Report, Investigative report, written testimony, oral testimony, other evidence introduced, or any written summary of the deliberations, will not be disseminated to third parties or law enforcement, except as required by law. The University will maintain these records for seven years from the date of the incident, or indefinitely in cases involving a sanction of suspension or expulsion.

X. Notice of Findings

The Student Conduct System Administrator will prepare a notice of findings containing the following information: the name of the Respondent, whether the Respondent has been found "responsible" or "not responsible" of violating the Sexual Misconduct and Sexual Harassment Policy, a rationale for the finding, any sanctions imposed, and how to initiate the appeal process. Both the Respondent and Complainant will receive written notice of findings not more than five days following the decision of the Title IX Review Panel or Title IX Hearing Panel. In most circumstances, the notice of findings will also be delivered in person.

XI. Sanctions

Sanctions for student violations of the Sexual Misconduct and Sexual Harassment Policy are listed in the Student Code of Conduct, Section 8, page 24. The full range of sanctions, up to and including expulsion, may apply to any violation of the Sexual Misconduct and Sexual Harassment Policy. Sanctions will be determined by the Title IX Review Panel or Title IX Hearing Panel.

XII. Appeals

A Complainant or Respondent may choose to appeal either the findings of the Review or Hearing Panel, or a sanction imposed by the Review or Hearing Panel. The Student Conduct Appellate Panel reviews appeals and makes decisions to uphold either the appeal or the decision of the Title IX Review or Hearing Panel. The Appellate Panel will be composed of three staff or faculty members (at least one staff and one faculty member) appointed by the President of the University. Members of the Student Conduct Appellate Panel will serve two-year terms and can be reappointed. The Student Conduct System Administrator will see that any new appointees receive appropriate training and resources to fulfill this role.

A Complainant or Respondent may submit one appeal. An appeal must address all concerns related to the findings and/or sanctions determined by the Title IX Review or Hearing Panel. Appeals must be submitted to the Student Conduct System Administrator within five days of receipt of the Notice of Findings. The electronic form to submit the appeal can be found here:

https://cm.maxient.com/reportingform.php?NebrWesleyanUniv&layout_id=10

Subject to the approval of the Student Conduct System Administrator, this period may be extended if new information, sufficient to alter a decision is discovered.

Grounds for an appeal are limited to one or more of the following purposes:

- To determine whether the investigation, Title IX Review Panel, and/or Title IX Hearing Panel deliberations were conducted fairly and in accordance with the University's procedures;
- To determine whether the Complainant was given a reasonable opportunity to prepare and present information that the Sexual Misconduct and Sexual Harassment policy was violated, and whether the Respondent was given a reasonable opportunity to prepare a response to the Complaint;
- To determine whether the facts presented were sufficient to establish a finding based on a preponderance of the evidence;
- To determine whether the sanction(s) imposed were proportionate to the misconduct; and/or
- To consider new information, sufficient to alter a decision or other relevant facts not brought out in the original proceedings, because the person appealing did not know such information and/or facts at the time of the original Title IX Review Panel and/or Title IX Hearing Panel deliberations.

Upon receipt of an appeal, the Student Conduct System Administrator will convene the Student Conduct Appellate Panel and will deliver to panel participants the appeal, the Investigative Report, verbatim record of the Title IX Hearing (if applicable), the Title IX Assessment Summary, and any other written materials submitted at the deliberations/hearing.

The Student Conduct Appellate Panel will review all available documentation. Based on the information provided, the Appellate Panel may:

- Affirm the findings and/or sanctions determined by the Title IX Review or Hearing Panel;
- Reverse the findings and/or modify the sanctions determined by the Title IX Review or Hearing Panel; or
- Return the matter with written guidance to the Student Conduct System Administrator for reconsideration by the panel who rendered the original finding.

The case will also be referred back to panel who rendered the original finding when there is new information that may significantly impact the outcome of the Complaint.

Once the Appellate Panel has completed their review, the Student Conduct System Administrator will forward the appeal file to the President of the University, who may reverse, affirm, modify or provide post relief of a previous finding. The President will prepare a document stating their decision. The President's decision is final and binding. The President will notify the Student Conduct System Administrator when the review is complete and notifications may be sent to the Complainant and Respondent. The document prepared by the President will be provided to the Complainant, Respondent, Student Conduct System Administrator and Title IX Coordinator.

The Student Conduct System Administrator will notify the Complainant, Respondent, and the Title IX Coordinator of the outcome of the appeal. This document will include the reasoning for the Appellate Panel and/or President's decision.

The Student Conduct System Administrator will make a reasonable effort to complete the appeal process within 15 days, but this time frame may be extended depending on the complexity of the circumstances of each case. Scheduling, University closures, or holidays may affect this timing as well.

XIII. Additional Information

Students who leave the University before a conduct complaint is resolved may be prohibited from future enrollment and have a hold placed on their University transcript until the matter is resolved.

This document is thoroughly reviewed on an annual basis and may be updated periodically for accuracy and clarity. The most current version can be found on the Title IX webpage of the University's website.

The NWU Board of Governor's approved these procedures on September 7th, 2019. Incidents of sexual misconduct committed on or after this date will be subject to this version of procedures.

Response to Reports

Response to Reports of VAWA (Violence Against Women Act) Crimes

Nebraska Wesleyan University has programs to prevent sexual misconduct including sexual assault, domestic violence, dating violence and stalking. As outlined in the Reporting section of the Sexual Misconduct and Sexual Harassment Policy, an individual who wishes to make a report of sexual misconduct is encouraged to make a report directly to the Title IX Coordinator. Specific trained individuals at the Lincoln and Omaha locations have been assigned as Title IX Coordinators who will be responsible to gather sensitive information dealing with sexual misconduct. In every report of sexual misconduct, the Title IX Coordinator will conduct a Title IX Assessment. At the conclusion of the Title IX Assessment, in consideration of the Complainant's wishes and the safety of the campus community, the report may be referred for remedial and protective measures and/or a Title IX Complaint may be filed. Remedial measures address a Complainant's safety and well-being and continued access to educational and employment opportunities. Protective measures involve action against a respondent.

At the conclusion of the Title IX Assessment, the Title IX Coordinator will determine whether to refer the report for remedial and protective measures and/or file a Title IX Complaint. An investigation does not necessarily initiate a Title IX Hearing. Even if an Investigation is not pursued, the University has the discretion to take interim measures that ensure Complainant and campus safety.

The Title IX Coordinator will notify the Respondent in writing within 5 days when the University seeks action that would impact the Respondent, such as protective measures that restrict the Respondent's movement on campus and/or the initiation of an investigation.

The University will inform the Complainant and the Respondent that retaliation is prohibited by law under the Violence Against Women Act (VAWA) and University policy and that the University will take strong responsive action to protect the safety of any individual. If the University determines that retaliation has occurred, it will not be tolerated and will result in disciplinary action.

The Title IX Coordinator will document each report or request for assistance in resolving a case involving charges of sexual misconduct or harassment, whether by the Complainant or a third party and will review and retain copies of all reports generated as a result of investigations. These records will be kept confidential to the extent permitted by law.

Response to Reports of Sexual Misconduct or Violence

Nebraska Wesleyan University will not tolerate sexual misconduct or violence in any form. Any University community member who believes they have been a victim of sexual misconduct or violence are encouraged to report their complaint to any of the Title IX Coordinators listed below.

- Natasha Sutliff, Title IX Coordinator for Lincoln Students, Located at Smith-Curtis Office 330H. Cell Phone – 402-432-6925
- Amy Harrison, Title IX Coordinator for Omaha Students, Located at 14010 FNB Parkway, Suite 700, Omaha, NE Office Phone – 402-827-3555
- Maria Harder, Director of Title IX Services and Title IX Coordinator for Faculty and Staff, Located at Smith-Curtis Office 202E, Office Phone – 402-465-2117

The University is committed to protecting the privacy of all individuals involved in a report of sexual misconduct or harassment. In any report under this policy, every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review of the allegation.

There are multiple channels for reporting Prohibited Conduct. A Complainant may choose to report to the University, to law enforcement, to both, or to neither. These reporting options are not exclusive. Complainants may simultaneously pursue criminal and disciplinary action. The University will support Complainants in understanding and assessing these options. The University also urges anyone who becomes aware of an incident of Prohibited Conduct to report the incident immediately to the University by contacting a University Title IX Coordinator by telephone, email, or in person during regular office hours at their respective locations, email addresses, and/or phone numbers.

There is no time limit for reporting Prohibited Conduct to the University under this policy, however, the University's ability to respond may diminish over time, as evidence may erode, memories fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

Making a Report vs. Filing a Complaint: Making a report is defined as notification of an incident of sexual misconduct to a Title IX Coordinator by any reporting person. A report may be accompanied by a request for resources, no further action, remedies-based resolution, and/or initiation of a formal complaint process by filing a Complaint.

Filing a Complaint is defined as the request to initiate the University's formal disciplinary process. At the time a report is made, a Complainant does not have to decide whether or not to file a Complaint. The University recognizes that not every individual will be prepared to file a Complaint with the University or to law enforcement, and individuals are not expected or required to pursue a specific course of action. Choosing to make a report and deciding how to proceed after making the report can be a process that unfolds over time. To the extent possible, the University will respect an individual's autonomy in making these decisions and provide support that will assist each individual in making that determination.

A report may become a formal Complaint, either initiated by the Complainant or the University, depending on the outcome of the Title IX assessment. After a Title IX Assessment, if the Title IX Coordinator deems it appropriate, a formal investigation can be initiated by the University or requested by the Complainant.

The Investigator(s) will conduct a thorough, impartial, and unbiased investigation. All individuals will be treated with appropriate compassion and respect and in a manner considerate of individual privacy concerns.

In evaluating Complaints, the Investigator(s) will use a 'preponderance of the evidence' standard (i.e., that it is more likely than not that sexual misconduct or sexual harassment occurred).

Upon the conclusion of the investigation, the report will be forwarded to the Title IX Coordinator and the Student Conduct System Administrator responsible for initiating disciplinary resolution

proceedings. Upon receipt of the investigative report, the Student Conduct System Administrator will notify all parties that the investigation is complete and provide information about next steps in the process.

Remedial and Protective Measures as Part of the University Response to Reports of Sexual Misconduct

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 Prohibited Conduct. The University will offer reasonable and appropriate measures to protect a Complainant and 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) or protective (involving action against a Respondent). The University may also provide, when possible and in the best interest of both parties, reasonable and appropriate measures to the Respondent to facilitate the Respondent's access to University employment and education programs and activities.

Remedial measures are available regardless of whether a Complainant pursues a Complaint or investigation under this policy. The University will keep private any remedial and protective measures provided under this policy to the extent practicable and will promptly address any violation of the remedial and protective measures. The Title IX Coordinator has the discretion to determine the appropriateness of any remedial and protective measure based on all available information and is available to meet with a Complainant or Respondent to address any concerns about the provision of remedial and protective measures. Examples of remedial and protective measures include:

- Access to support services
- No Contact Orders
- Arranging for medical services
- Providing escort on campus
- Academic support services
- Rescheduling of exams and assignments
- Alternative course completion options
- Changes in class schedule
- Changes in Student's campus housing
- Change in work schedule or job assignment
- Limit responding party's access to University facilities
- Voluntary withdrawal
- University-imposed leave or separation for responding party

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling's, Crimes against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974 states that NWU provides the link to the State Sex Offender's list. That link is: <https://sor.nebraska.gov/>. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by the State concerning registered sex offenders may be obtained. Convicted sex offenders employed by or enrolled as a student at any institution of higher education are also required to provide notice of their status to that institution.

The Campus Sexual Violence Elimination Act (Campus SaVE Act of 2013, amended to the Jeanne Clery Act as a companion to Title IX.

Immediate Medical Attention After an Incident of Sexual Violence or Intimate Partner Violence

A person who has experienced an act of sexual violence or intimate partner violence is encouraged to go to the nearest emergency department to seek medical attention. Doing so will also allow the person the opportunity to participate in a forensic examination to collect physical evidence.

Forensic examinations are conducted by Sexual Assault Nurse Examiners (SANE) who are specially trained to care for persons who have experienced sexual violence and intimate partner violence, address their medical needs, and collect physical evidence. A SANE's first priority is to care for a person's medical needs; a forensic examination will be conducted only after the medical needs of the patient have been addressed.

The exam may involve taking pictures of injuries, swabbing for evidence collection, and performing a pelvic exam. The SANE will explain each step of the exam; the patient has the right to stop the exam at any time, decline any part of the exam, and ask questions about the exam. Patients will be treated for potential sexually transmitted infections. The SANE will provide education on signs/symptoms to watch for and the importance of following up with a primary care provider.

Once an individual arrives at the emergency department and requests a forensic examination, the following will occur:

- The emergency department staff will notify an Advocate from Voices of Hope and Omaha students will defer to hospital personnel for advocacy resources. A person can request an Advocate if one has not been called prior to their interview and examination.
- An Advocate is specially trained to provide support and information about resources to address long-term safety needs. An Advocate can also be present during an exam if the person would like the advocate present.
- The emergency department will notify the Lincoln Police Department when an act of sexual violence or intimate partner violence is reported to emergency department staff. The person receiving care may choose whether or not to make a police report.
- Please note it is possible to file an anonymous report of sexual assault to the Lincoln Police Department. Filing an anonymous report allows a person more time to decide whether or not to participate in a criminal investigation.
- Anonymous reports are assigned a number that is noted on the forensic examination kit. An anonymous report will not result in an investigation unless the person later decides to make a formal report to law enforcement.
- A person interested in filing an anonymous report and participating in a forensic examination must first obtain an anonymous reporting number. Upon arriving at the emergency department, the person will provide this number to hospital staff.
- Obtaining an anonymous reporting number can be done by calling the Lincoln Police Department Non-Emergency Line (402-441-6000), or by visiting the Lincoln Police Department Website: <http://www.lincoln.ne.gov/city/police/anonfrm.htm>

If a person wishes to receive a forensic examination, the following steps are recommended to help preserve physical evidence:

- Visit a hospital within 72 hours of a sexual assault
- DO NOT change clothing. Bring extra clothes to the emergency department if possible. Otherwise, emergency department staff will provide you with a change of clothing. If you have changed your clothes, put the clothes that were worn when the assault occurred—including underwear—in a paper bag and bring with you to the emergency department.
- DO NOT shower or bathe.
- DO NOT brush your teeth, drink fluids, eat or smoke.
- Put any other article that may contain evidence (such as sheets, towels, washcloths, etc.) in a paper bag and bring it to the emergency department.

Note: The above steps are recommendations to help preserve physical evidence. A person may still receive a forensic examination if the above recommendations are not followed. If more than 72 hours have passed since the assault occurred, a person may still receive a forensic exam and is encouraged to seek medical treatment.

Sexual Misconduct Prevention Programs

Nebraska Wesleyan University strives to create a culture that is free from sexual harassment, sexual violence, intimate partner violence, and stalking. Violence prevention programs are provided to incoming students during New Student Orientation and are provided to all students throughout the year. The goals of Nebraska Wesleyan University's violence prevention programs are to increase understanding of the dynamics of sexual violence, intimate partner violence, and stalking, and to increase awareness of safe, positive options for bystander intervention.

Programs for Incoming Students:

All incoming traditional undergraduate students are asked to complete the online module, U Got This. This interactive program informs students of Nebraska Wesleyan University's sexual misconduct policies, provides information about the dynamics of sexual violence, and educates students on safe options for intervening when they notice warning signs of sexual violence, intimate partner violence, and stalking.

In addition, incoming traditional undergraduate students participate in Sex Signals, a live program that provides information about the power and control dynamics of sexual violence, issues related to gender-based discrimination, and safe options for intervening as a bystander. At the beginning of this program, the Title IX Coordinator, counseling staff, and victim advocate address all incoming students to provide awareness about how to report sexual misconduct and the option for students to seek support from confidential resources on campus.

Adult undergraduate students and graduate students on the Lincoln and Omaha campuses receive this information as part of their new student orientation.

Ongoing Programs:

At Nebraska Wesleyan University, students are continuously provided with opportunities to gain an understanding of sexual violence, dating violence, and stalking, and to practice skills to intervene and stop these acts of violence.

Nebraska Wesleyan University uses a sexual violence prevention and education program developed by Voices of Hope. The program is designed to engage audiences in a discussion about issues related to sexual violence and violence prevention. Program objectives include:

providing participants with information about campus and community resources; providing education about consent, sexual assault, intimate partner violence, and stalking; allowing participants to practice safe, positive methods of bystander intervention.

At the Omaha satellite campus, Women's Center for Advance literature covering sexual violence and violence prevention is prominently posted at the Omaha campus, educational materials are provided during new student orientation, and students are provided education & contact information about title IX.

Students, staff, and faculty also participate in a variety of efforts to bring awareness to the issues of sexual violence, intimate partner violence, and stalking. These efforts include screenings of films that discuss the impact of sexual violence (such as *The Hunting Ground*), classroom-based discussions about sexual violence prevention, and participation in Lincoln's End Rape on Campus march.

Safe and Positive Options for Bystander Intervention:

Sexual violence is a preventable crime. Nebraska Wesleyan University is committed to creating a culture that is free from sexual violence. Should a Nebraska Wesleyan University staff, faculty, or student notice warning signs that indicate an act of sexual violence, intimate partner violence, or other concerning behavior may occur, they are encouraged to take the following steps:

1. **Assess for Safety:** It is not always safe for a bystander to intervene in a situation. When an incident involves physical violence, one or both parties are unknown to the bystander, threats are exchanged, or the bystander feels the situation may be dangerous, the situation is likely unsafe. **If students, staff, or faculty witness a situation they feel is unsafe, they are urged to get to a safe location, call 911, and make note of any observations.**
2. **Intervene Directly:** If it is safe to do so, a bystander can directly intervene by checking in with the victim and offering to get help.
3. **Intervene Indirectly:** If it is safe to do so, a bystander can indirectly intervene by seeking assistance from a support person on campus who can address the issue.

Nebraska Wesleyan University recognizes that sexual violence is never the fault of the victim and that sexual violence prevention requires a community-wide approach. Safety of students, staff, and faculty is the university's top priority. There are a few steps that members of campus can take in order to increase their personal safety. These include:

- Possessing a knowledge of campus and community resources for reporting sexual violence and seeking confidential support (see "Response to Reports of Sexual Misconduct or Violence" on page 7 and "Confidential Support Services" on page 8);
- Knowing the number for campus security (402-432-9238);
- Being aware of surroundings while on campus and in the community; and
- Promptly reporting any concerning behavior to campus security authorities so that it can be addressed in a timely manner.

Response to Reports of Sexual Harassment

It is the policy of Nebraska Wesleyan University that no member of the community may sexually harass another. Sexual harassment is a form of sexual discrimination. It is the responsibility of all members of the Nebraska Wesleyan community to understand, prevent and combat sexual harassment. Any activity perceived as sexual harassment should be reported. Unwanted sexual

advances, requests for sexual favors, verbal/physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is either an implicit or explicit condition of an individual's education/employment, (2) submission to or rejection of such conduct is used as a basis for academic/employment decisions affecting the individual or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's academic/work performance, creates an intimidating/hostile/offensive educational/work environment. Any person found in violation of this policy may be subject to disciplinary actions.

Persons who feel they have been subjected to acts of sexual harassment should refer such acts to one of the persons listed below.

- Natasha Sutliff, Title IX Coordinator for Lincoln Students
- Amy Harrison, Title IX Coordinator for Omaha Students
- Maria Harder, Director of Title IX Services and Title IX Coordinator for Faculty and Staff

Response to Reports of Personal Harassment

It is the policy of Nebraska Wesleyan University to be committed to freedom of speech and expression as published in the Student Code of Conduct. As a liberal arts University and an academic community, we affirm the rights of our community members to freedom of expression. We also affirm the right of community members to an academic and campus living environment in which acts of personal harassment are not tolerated. Conduct which abuses or degrades another person including (but not limited to) bullying, threats, intimidation, verbal/physical abuse, stalking, coercion or hateful behavior is inconsistent with the mission and values of the University and is unacceptable.

Any person found in violation of this policy may be subject to disciplinary actions. For complete confidential and anonymous reporting, you can call the Campus Hotline at 1-866-943-5787.

- Maria Harder, Director of Title IX Services/Title IX Coordinator for Faculty and Staff, 402-465-2117
- Sarah Kelen, VP of Student Life, 402-465-2113
- Janelle Andreini, Assistant Dean for Student Success and Campus Community, 402-465-2414
- Brandi Sestak, Assistant Dean for Student Success & Residential Education, 402-465-7579
- Any Peer Assistant, Residence Hall Director or any Campus Employee as a "Responsible Employee"

Campus Safety Information

Although Nebraska Wesleyan deals with the possibility of crimes through various measures, prevention and the reporting of crimes are ultimately the individual's responsibility. Various programs designed to aid students to learn safe personal living habits are provided in the residential facilities and the Greek Houses.

The University will inform its students, faculty and staff of confirmed incident(s) that could threaten their health and/or safety. The type of communication and its delivery will depend upon the circumstances of the incident.

NWU Security

NWU employs a security agency to provide security for students, faculty, staff and facilities. Their purpose is to be the “eyes” and “ears” of our campus, and to assist LPD.

Having security personnel is a proactive measure with the intent to prevent crimes. In conjunction with students’ own precautions, Security can be an immediate resource in preventing crime.

Security staff are trained in crime prevention, fire prevention, safety, patrol techniques, first aid and public relations. Each also receives training on campus to familiarize him or herself with the facilities and procedures.

Security carries a cellular phone 402-432-9238 to take calls. Security’s duties are twofold: to protect students and other persons, and to protect University property. Their responsibilities include: securing buildings, checking offices, classrooms, noticing signs of break-ins, patrolling campus grounds, off campus properties owned by NWU and parking lots, providing an escort when requested, and reporting security related maintenance requests.

NWU is under the jurisdiction of LPD’s Northeast Team. LPD Officers have the right and the obligation to come onto campus property. Security is independent of LPD and state police agencies; however, they provide reports of crime and may call the LPD for service as conditions warrant. LPD communicates to the University on a timely basis any criminal activity engaged in by our students.

Lincoln Fire Department (LFD) responds to all fire and rescue calls to the campus and is authorized to investigate and prosecute incidents regarding false fire alarms, fire extinguisher tampering and any fires of suspect origin.

Campus escort service

Security can escort students, faculty and staff on campus 24 hours a day 7 days a week. Security will escort the individual as he/she is available. More information about the program can be obtained through the Physical Plant.

Missing person

If a person has not been seen by a roommate, classmate, faculty member, family member or other campus staff in a reasonable amount of time, their absence may be cause for concern.

If a member of the NWU community has reason to believe that a student is missing, whether or not the student resides on campus, efforts will be made to locate the student to determine their

state of health and well-being through collaboration with LPD, Campus Security and Residential Education. If a student resides on campus, either Campus Security or the residential education coordinator will conduct a welfare check into the student's room. If the student resides off campus, Campus Security will work with local police to request a welfare check. University officials will also attempt to determine the student's whereabouts through contact with friends, faculty or on-campus employers of that student verifying class attendance, work schedules, organizational or academic meetings.

If located, verification of the student's state of health and intention of returning to a campus routine is made. When appropriate a referral to Counseling Services will be made.

If not located, notification will be made to the emergency contact provided by the student within 24 hours of receiving the initial report. If the student resides off campus emergency contacts and family will be encouraged to report the situation to the appropriate law enforcement agency.

Suzanne's Law requires law enforcement to notify the national Crime Information Center when someone between the ages of 18 and 21 is reported missing (Federal law as of 2003 and part of the national "Amber Alert.")

Students are encouraged to register an emergency contact in case they are determined missing. Students living on campus should register their emergency contact person with the Residential Education Office. Students residing off campus should inform the Registrar's Office of their emergency contact.

Greek housing security

The fraternity and sorority chapter houses on the perimeter of the campus are not operated by Nebraska Wesleyan University; however, Greek chapter houses meeting approved University Housing standards are considered to be approved housing. The 1990 Campus Security Act includes these facilities within the jurisdiction of the Act. Members should familiarize themselves with the safety and security procedures for their individual chapter houses. Members who detect any physical structures that present a safety or security risk should report them to the house manager, chapter president, or house director. Members should follow the procedures for emergencies established by each chapter; generally, these are to call 911 for life-threatening situations and to report criminal activity to the Lincoln Police Department. The University's security guards are not authorized to provide services to the interiors of Greek chapter houses.

Access to Greek chapter houses is restricted to members and their invited guests.

Campus safety violation fines

To protect the safety of all NWU students, visitors and other community members, individuals who operate vehicles on the campus beyond approved drives and individuals who are on the roof of any campus building will be automatically assessed a \$300 fine. In addition, these individuals may be subject to further disciplinary action under the Code of Student Conduct.

Outdoor recreational activities

To ensure the safety of all members and guests of the NWU community, students, faculty and staff are asked to be considerate of others while engaging in any recreational or sporting activity on the campus. Any sporting or recreational activity being conducted must not interfere

with any classroom activity or present a safety hazard to others on the campus. Additionally, the use, possession or storage of hover boards or similar devices on this campus is not permitted.

Weapons

Possession, storage or use of any type of firearms or weapons including, but not limited to knives, paintball guns, B.B. and air guns, or explosive material of any kind, including but not limited to fireworks and flammable liquids are not allowed on University property or in Greek Houses. Firearms or other weapons confiscated by Nebraska Wesleyan officials will be turned over to the Lincoln Police Department for appropriate disposal and the student will be referred to the Student Conduct Board.

Access to Campus Facilities

Residential Facilities Security

The following descriptions are the University's efforts to provide a residential environment sensitive to student safety and security. No systems, however, can guarantee individual safety. Everyone must exercise personal caution and accept individual responsibility for the safety of their person and property:

- Each facility has a REC (Residential Education Coordinator) who is a member of the professional staff, assigned to and/or living in the facility. In most instances, several PAs (Peer Assistants) who are students also live on-site.
- PAs make rounds of Plainsman, -, Centennial, Pioneer, Johnson, Heim /White Suites and the Townhouses each evening. PAs do safety checks of outside doors and first floor windows to ensure they are locked, and screens are on windows.
- All resident halls are secured 24 hours a day. Only the residents of each building or commuter students participating in the Connect to Campus Program can enter using an electronic fob access system.
- There are some student housing apartments that do not have fob systems: 5240, 5400 and 5448 Madison; 2800 N 54th and 5204 Madison (a theme house).
- All rooms and or apartments have "coded" keys. If a room key is lost, the finder will not know the room number or the building of the key. Once a key is reported lost or stolen, the "core" of the lock can be readily changed to prevent entry by the person who found the key; thus, the coded keys have a two-step protection system.
- A cellular phone is attended by a Student Life staff member on duty 24/7.
- Emergency lighting will come on if there is a power loss in the hallways and stairways. Each facility has fire alarms, extinguishers, smoke/heat detectors and sprinkling systems on each floor.
- Most room doors have a peephole to enable residents to establish identity before admitting anyone.
- Security cameras are at most residential facility entrances as well as at other locations throughout campus.

General Facilities Security

Campus buildings have regularly scheduled operating hours. These hours which are posted on the external front doors of each building are maintained to protect everyone and the equipment in them. The hours are subject to change during holidays, down times and to accommodate special activities. Should emergencies arise, alterations to posted hours may be necessary.

Employees, students and visitors are asked to leave each building when the facility closes. If someone needs to stay after hours, they must have the appropriate permission by contacting NWU Security at (402) 432-9238. Employees and students should always carry an official University photo identification card.

Building/Office Hours

Lincoln Nebraska Wesleyan University – 5000 Saint Paul Avenue

<u>Building</u>	<u>Days</u>	<u>Opens:</u>	<u>Closes:</u>
Elder Theatre	Monday-Friday	7:00 AM	11:30 PM
	Saturday, Sunday	9:00 AM	11:00 PM
Elder Gallery	Tuesday - Friday	10:00 AM	4:00 PM
	Saturday, Sunday	1:00 PM	4:00 PM
Costume Library	Monday-Friday	3:30 PM	5:30 PM
Lucas Hall	Monday-Friday	7:00 AM	10:00 PM
	Saturday, Sunday	9:00 AM	10:00 PM
Old Main	Monday-Friday	7:00 AM	10:00 PM
	Sunday	6:00 PM	10:00 PM
Olin Hall of Science	Monday-Thursday	7:00 AM	11:30 PM
	Friday	7:00 AM	5:30 PM
Rogers Fine Arts	Monday-Sunday	7:00 AM	10:00 PM
Smith-Curtis Administration Building	Monday-Thursday	7:00 AM	11:30 PM
	Friday	7:00 AM	5:30 PM
Cochran-Woods Library	Monday-Thursday	7:45 AM	12:00 AM
	Friday	7:45 AM	5:00 PM
	Saturday	12:00 PM	6:00 PM
	Sunday	12:00 PM	12:00 AM
Weary Center	Monday-Thursday	6:15 AM	11:00 PM
	Friday	6:15 AM	7:00 PM
	Saturday	12:00 PM	5:00 PM
	Sunday	1:00 PM	9:00 PM
Weary Pool	Monday, Wednesday	11:00 AM	10:00 PM
	Tuesday, Thursday	6:15 AM	8:00 AM
	Tuesday, Thursday	11:00 AM	10:00 PM
	Friday	11:00 AM	7:00 PM
	Saturday	12:00 PM	4:30 PM
	Sunday	1:00 PM	7:00 PM
Burt Hall South	Monday-Thursday	7:30 AM	11:30 PM
	Friday	7:30 AM	5:30 PM
Roy G. Story Student Center	Monday-Thursday	7:00 AM	11:30 PM
	Friday	7:00 AM	9:00 PM
	Saturday	8:30 AM	9:00 PM
	Sunday	11:00 AM	11:30 PM
Residential Education	Monday-Friday	8:00 AM	12:00 PM
		1:00 PM	5:00 PM
Resident Halls	Locked 24 hours a day, Access only with Fob		
Counseling/Marketing Bldg. (2641 North 49 th)	Monday - Friday	8:00 AM	5:00 PM
Acklie Hall of Science	Monday-Thursday	7:30 AM	11:30 PM
	Friday	7:30 AM	10:00 PM
	Sunday	6:00 PM	10:00 PM

Omaha – Nebraska Wesleyan University

– located on the 7th Floor of the First National Bank Building

10410 FNB Parkway	Monday-Friday	8:00 AM	5:00 PM
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Contact Numbers

Smith Curtis Building

Mail Center/Copy Center: Print, Telecom, & Mail Services Supervisor X2121

1st floor west classrooms, faculty offices suites

Computer Service: Administrative Assistant X2341

Registrar's Office: Assistant to the Registrar X2238

Admissions Office: Administrative Assistant for University X2142

Advancement Office: Administrative Assistant to the Vice President X2127

Academic Affairs: Administrative Assistant to the Vice President X2107

Computer Services: Manager of Administrative Computers X2256

Olin Hall of Science

First floor: Staff Assistant-Physics Department X2246

Chair of the Physics Department (alternate) X2253

Second floor: Staff Assistant-Biology X2445

Chair of the Biology Department (alternate) X2451

Third floor: Staff Assistant-Chemistry Department X2257

Chair of the Chemistry Department (alternate) X2181

Lucas Building

Art Department: Chair of the Art Department X2228

Staff Assistant-Art Department (alternative) X2273

Student Center

Sodexo: (upper level) X2295

PrairieWolves Bookstore: Manager (lower level) X2294

Old Main

First floor: Secretary to the Humanities Division X2343

Second/third floors: Staff Assistant to the University's Ministries X2222/2434

Heating Plant: Team Leader X2320

Maintenance: Office Manager X2321

Fine Arts Building

Staff Assistant to the Music Department X2269

Speech and Theatre Building

Staff Assistant to the Communication and Theatre Department X2395

Library

Library Circulation Desk/Library Assistant for Public Service X2400

Weary Center

Assistant Athletic Director X2355

Director of the Weary Center (alternative) X2370

Residence Halls

Manager of Housing Operations X2161

Alcohol and Drugs Policy for Students

Because of the serious problems related to the use of alcoholic beverages and controlled substances, and because this practice can lead to a loss of effectiveness in human life and does not contribute to the teaching-learning process, the Nebraska Wesleyan community reaffirms its position of serious concern about and opposition to the use of alcoholic beverages and/or controlled substances in this college environment. The Nebraska Wesleyan community urges that all of its members exercise mature judgment and social responsibility when making decisions regarding the use of alcoholic beverages and other drugs. This University community further denounces and prohibits the sale, possession, distribution or use of illegal drugs by students, faculty or staff. The University urges the members of this academic community to become actively engaged in drug and alcohol education, prevention and treatment programs where appropriate.

While the Board of Governors recognizes the rights of students to be protected from intrusive drug testing, the Board acknowledges that substance abuse or illegal drug usage may hinder a student's performance (academic, athletic or other), health, or safety. Additionally, the Board recognizes that such abuse or use may adversely affect the interests of the University community. As such, it is the determination by the Board of Governors that Nebraska Wesleyan is authorized to implement appropriate procedures to protect the interests of the students and the University community. Such procedures may include the implementation of a screening process or the request for an evaluation from a qualified professional to determine the seriousness of the problem. In the implementation of these procedures, Nebraska Wesleyan is committed to protect the due process and privacy rights of students.

Violations of law and/or violations of the Code of Student Conduct shall be adjudicated by the proper student conduct bodies.

Enforcement of Alcohol and Drugs Policy

In implementing this policy, the following guidelines will be followed:

1. The laws of the State of Nebraska pertaining to the possession and use of alcoholic beverages shall be followed specifically. This means that it is a violation of the alcohol policy for students under the legal drinking age (21 years of age) to consume or possess alcoholic beverages on campus. It is also illegal for a person under the age of 21 to be present at gatherings where alcohol is present.
2. The laws of the State of Nebraska pertaining to the unlawful possession, use or distribution of illegal drugs and controlled substances shall be followed specifically. Violations will be referred to the Student Conduct Board and/or local authorities. If a person's behavior simultaneously violates a University regulation and the civil law, the University may take disciplinary action independent of that taken by civil authorities.
3. Neither the college nor any group which owes its existence to Nebraska Wesleyan, whether officially or unofficially, formally or informally, will be permitted to use any organizational funds held by the institution for the purchase of any kind of alcoholic beverage, without approval of the Administration.
4. Nebraska Wesleyan University cannot accept responsibility for the conduct of individuals while they are off campus and cannot regulate businesses which sell alcoholic

beverages to individuals while they are off campus. The management of off-campus businesses which sell alcohol shall be responsible for checking identification when alcoholic beverages are purchased or consumed by members of the University community off campus.

Nebraska Wesleyan University organizations may not provide alcoholic beverages at off-campus functions. No alcoholic beverages of any kind will be permitted at any on-campus function involving any students, faculty, administrators, board members, alumni or other persons on the Nebraska Wesleyan University grounds or in any area other than in areas approved in Residence Halls and Greek Houses without approval from the Nebraska Wesleyan Administrative Council. All members of the Nebraska Wesleyan University community are responsible for abiding by this policy and for the enforcement thereof.

5. Individuals and their guests will be held responsible for their behavior and any destruction that occurs while under the influence of alcohol or other drugs. The University will not tolerate the endangerment or injury to any person, including the self, while under the influence of any alcohol or drugs.
6. Guests of students are bound by the same rules regarding alcoholic beverages and illegal drugs as are students. Violators will be asked to leave the campus and/or referred to local authorities.
7. The procurement of alcoholic beverages for minors is not only a violation of state law; it is an act which may create significant personal liability for a student and his/her parents if the minor is injured or injures another person while under the influence of alcoholic beverages. Because of the serious consequences which can result from such behavior, the University will take action against students involved in procuring alcoholic beverages for minors. Procuring is treated in the same fashion as repeat violations of the Alcohol and Drugs policy and will automatically be referred to the Student Conduct Board.
8. It is a violation of the law, as well as Nebraska Wesleyan's Alcohol and Drugs policy, to be under the influence of, to possess, to distribute, to use or to sell illegal drugs or any other controlled substance or agent having the potential for abuse, except pursuant to a physician's or dentist's prescription, or to possess paraphernalia for drug use on University-owned or controlled property.
9. Violations may be referred directly to local authorities and/or action may be taken by the Student Life Office. The University will impose sanctions on students for violations of the Alcohol and Drugs Policy (consistent with local, state and federal law). Sanctions may include administrative termination of the residence hall contract as well as other sanctions available through the Student Conduct process. These sanctions may include educational projects, disciplinary warning, disciplinary probation, fines, restitution, revocation of privileges or restriction of activities, disciplinary suspension and disciplinary expulsion. The local authorities may impose legal sanctions that may include incarceration and/or fines for those found guilty of violating the local, state, and federal law.

Alcohol Policy for Any Residential Facility

(Burt North, Centennial, Heim/White Suites, Johnson, Pioneer, Plainsman, Townhouse Village, Student Apartments and Theme House). Students who choose to consume, provide, or serve alcohol, with an understanding of the responsibilities imposed by Nebraska state law and the policies of Nebraska Wesleyan University, should do so with a sense of responsibility and

concern for themselves and others. Students have the responsibility to confront others whose behavior under the influence of alcohol is inconsistent with their own welfare and the welfare of others in the community.

All residence hall rooms/suites, apartments or townhouse units are alcohol free unless students, as permitted by law and university policy, follow established procedures to declare their room/suite, apartment or townhouse unit “alcohol tolerant.” In order to help with the enforcement of this policy, the residential education staff will be given a list of those rooms that have been declared alcohol tolerant. Only students 21 years of age or older can live in alcohol tolerant rooms. No alcohol tolerant room may permit minors in the room if there is alcohol present. Any gathering in an individual student room where alcohol is present may not exceed a safe and manageable occupancy for that room. The University has decided that the “safe and manageable occupancy” may not exceed twice the number of residents assigned to that room. (Four-person suites or townhouses may have a total of eight people in the room, counting the assigned residents; a double room may have four people in the room; and a single room may have two people in the room). If it is discovered that underage drinking is occurring in an alcohol tolerant room, all residents present at the time of the offense will be held responsible.

To declare a room/suite/apartment/unit alcohol tolerant, all roommates must go to the Residential Education Office located in Centennial Hall, show a legal form of identification to a professional Residential Education staff member, and sign an alcohol tolerant card for their living space. This process can take place after all roommates have reached the age of 21.

Alcohol free rooms cannot have any alcohol present in the room at any time, even if one or more of the residents living there are 21 years of age.

- All persons (residents and their guests) consuming and/or possessing alcohol must have a valid ID, which contains their date of birth.
- Consumption or possession of alcohol is prohibited in any public area, such as basements, dining rooms, halls, lounges, bathrooms, utility closets, shower rooms, kitchens and computer rooms. Public areas also include any vehicle on campus property.
- No open containers of alcohol may ever be carried or transported anywhere on campus.
- Students who are 21 years of age may only consume alcohol in rooms designated alcohol tolerant; doors to alcohol tolerant rooms must be closed when alcohol is being consumed.
- Persons who are under 21 years of age may not possess or consume any alcoholic beverage or possess alcoholic beverage containers – full or empty – anywhere on campus (this includes any type of bottle or can display which contains alcohol containers).
- Residential students, regardless of age, may not display any alcohol beverage containers that render them visible from outside a campus building.
- Public intoxication and/or disruptive behavior related to the consumption of alcoholic beverages will be considered a violation of the alcohol policy.
- Public intoxication and/or disruptive behavior related to the consumption of alcoholic beverages by an under-age student will be considered a violation of state law prohibiting such behavior.
- Bulk containers holding more than one liter of alcohol (i.e. kegs, party balls, pony kegs, multiple cases of beer, large quantities of wine or hard alcohol, etc.) or any common source containers of alcohol (including any mass produced drinks such as “trashcan” punches, margaritas etc.) are not permitted in any campus living unit or on any campus property.

- Possession or use of any objects to enhance the ingestion of alcohol, such as beer bongs, funnels, shot glasses, etc. is not permitted on campus. All drinking games are prohibited.
- Grain alcohol (Everclear, Alcohol-95, and Golden Grain, etc.) is never permitted on campus.
- Beer in glass bottles is prohibited.
- Students may not consume alcohol or possess an open container of alcohol, even if only in their rooms, if a minor is present.
- It is illegal for any student of legal age to sell or supply minors with alcoholic beverages of any kind.
- Alcohol Tolerant status is a privilege and not a right. If an approved, alcohol tolerant room is found in violation of the alcohol policy, the room's alcohol tolerant status will be removed for a time deemed appropriate by the Residential Education Coordinator.
- Students have to re-apply for alcohol tolerant status each academic year.

Alcohol Policy for Any Greek Living Units

Greek houses (fraternities and sororities) meeting criteria for approved campus housing are subject to the laws governing alcohol and illegal drugs and are subject to the policies governing the possession and consumption of alcoholic beverages established by Nebraska Wesleyan University and by national fraternal organizations. Alcohol is prohibited in fraternity and sorority houses year-round. University policies do not prevent a chapter from invoking other restrictions.

Health Risks

The health risks of using illegal drugs and/or alcohol are difficult to predict due to the unknown chemicals involved in these substances. Alcoholic beverages are a central nervous system depressant. It slows down bodily functions such as heart rate, pulse and respiration. Drinking large enough amounts of alcohol over a period of time can produce psychological and physical dependence or alcoholism. Prolonged heavy drinking can lead to stomach irritation, ulcers, malnutrition, high blood pressure, lowered resistance to disease, and possible irreversible brain and nervous system damage. Alcohol can be harmful to unborn babies, resulting in fetal alcohol syndrome. The safest choice is not to drink at all during pregnancy. Operation of a motor vehicle or boat while under the influence of alcohol or drugs can result in impaired driving, presenting a health risk to the driver, passengers and others. There is also a wide range of health risks associated with the use of illegal drugs such as marijuana, cocaine and anabolic steroids. The diminishment of intellectual ability, long-term genetic damage and other health risks may be severe and lead to permanent impairment or even death. Even occasional use or experimentation can have significant negative consequences.

If you or someone you know is having difficulties because of alcohol or substance abuse, please seek assistance. The campus and the Lincoln community include individuals and agencies with the resources to help. The staff in Student Health Services (ext. 2375) or Counseling Services (ext. 2464) are good places on campus to start and to receive community referrals.

City and State Laws on Violations and Penalties for Abuse of Alcohol and Drugs

NOTE: Nebraska Wesleyan University complies with the Drug-Free School and Communities Act Amendments of 1989 (Public Law 101-226) through the publication of the Alcohol and Drugs Policy and other written materials distributed annually to students and employees. Further information is available from the Student Life Office (ext. 2223).

Laws Governing Abuse of Alcohol and Drugs

This information summarizes selected provisions of Federal, State and local laws which provide criminal and civil penalties for unlawful possession or distribution of alcohol or drugs. (References are to Nebraska statutes unless otherwise indicated)

Alcohol Laws

Minor In Possession

Nebraska law makes it illegal for a person under the age of 21 years to sell, dispense, consume, or possess alcohol. (§ 53-180.02) Penalties for violation of this law may include one or more of the following: impoundment of the offender's driver's license for thirty days or more; the requirement to attend an alcohol education class; the requirement to complete twenty hours or more of community service; or submission to an alcohol assessment by a licensed counselor. (§ 53-180.05(4) and § 53- 28-106(1))

Nebraska law also prohibits a minor from obtaining alcohol by misrepresenting one's age or creating false identification for a person under the age of 21. (§ 53-180.01 and § 53-180.05)

Safe Harbor for Requesting Emergency Medical Assistance

If a person has otherwise violated the Minor-in-Possession law, no penalty will be imposed if the person (i) requested emergency medical assistance in response to a possible alcohol overdose of himself or herself or another person as soon as the emergency situation is apparent; (ii) was the first person to make the request for medical assistance; and (iii) remained on the scene until the medical assistance arrived and cooperated with medical assistance and law enforcement personnel, when emergency assistance was requested for the possible alcohol overdose of another person. (§ 53-180.05(4) and § 53-181)

Procuring Alcohol for Minors

Nebraska law makes it illegal to sell, furnish, give away, exchange, deliver, or permit the sale, gift, or procuring of any alcoholic liquors to or for any minor. (§ 53-180) Violation of this law is generally punishable by not more than a 1-year imprisonment or a \$1,000 fine or both. (§ 53-180.05(1) and § 28-106(1)) However, if alcohol is knowingly and intentionally provided to a minor and the minor's consumption of the alcohol or impaired condition leads to the serious bodily injury or death of any person, the person who provided the alcohol is guilty of a Class IIIA felony, which includes a mandatory minimum of at least 30 days' imprisonment. The penalty for a Class IIIA felony is a 3-year imprisonment and 18-month post release supervision or a \$10,000 fine or both and a minimum of a 9-month post-release supervision if imprisonment is imposed. (§ 53-180.05(2) and § 28-105(1))

Consumption on Public Property

It is a violation of Nebraska law for any person to consume alcoholic liquors upon property owned or controlled by the State or any governmental subdivision thereof, unless authorized by the governing bodies having jurisdiction over such properties. (§ 53-186)

Driving While Intoxicated – Age 21 and Above

Operating or being in physical control of a vehicle while under the influence of alcoholic liquors or drugs is a violation of Nebraska law when such person has a blood alcohol concentration ("BAC") of .08% or more. (§ 60-6,196) Violators are subject to a range of penalties, which can include fines, imprisonment, license revocation and use of an ignition interlock device installed at their expense. Persons with higher concentrations of alcohol, a BAC of .15% or more, are subject to stiffer penalties.

Driving While Intoxicated– Under Age 21

Nebraska has a "zero-tolerance" DWI law for underage drinkers. This law makes it illegal for a person under the age of 21 to drive if he or she has a BAC of .02% or more. Violation will result in the impoundment of the driver's license for 30 days, and if the driver refuses to submit to a blood or breath test, the driver's license will be impounded for 90 days. These penalties are in addition to any that may result if the BAC is above .08%. (60-6,211.01)

Local Liquor Laws

Local laws may also make it a crime to operate a motor vehicle under the influence of alcohol or to commit certain acts involving the consumption or possession of alcohol (e.g., "open container" laws).

Laws Governing Illegal Possession of Controlled Substances

Nebraska's Uniformed Controlled Substances Act ("UCSA") governs the regulation of most illegal drugs, which are also called controlled substances. (§ 28-401 et seq.) There are other Nebraska laws which establish penalties for various drug-related offenses. Federal and local laws also regulate the manufacture, distribution and use of controlled substances.

Prohibited Acts

Under the UCSA, it is illegal to manufacture, distribute, deliver, dispense or possess with the intent to take any of these actions involving controlled substances or counterfeit controlled substances. The definition of controlled substances includes, but is not limited to marijuana, cocaine, heroin, amphetamines, and anabolic steroids. Depending on the type of controlled substance involved, the quantity, and the nature of the offense, violations of the UCSA can result in fines up to \$10,000 and imprisonment up to 20 years.

Crimes Involving Minors

Any person who is age 18 or older is subject to enhanced penalties for knowingly and intentionally manufacturing, distributing, delivering or possessing with intent to commit one of these actions involving controlled substances to persons under the age of 18 (a) within 1,000 feet of a school, college, university, or playground or (b) within 100 feet of a youth center, public swimming pool, or video arcade. The law also provides for an enhanced penalty for anyone 18 or older who employs, uses, induces, or coerces any person under age 18 to commit any act which violates the UCSA. (§ 28-416(4) and (5)) Persons under the age of 18 who violate the drug laws may also be subject to sentencing provisions which include impounding driver's licenses or permits, completion of community service and attending drug education classes. (§ 28-416(4))

Using Controlled Substances for Unauthorized Purpose

Persons may legally possess controlled substances which have been prescribed by licensed health practitioners, if they are used for the prescribed purpose. It is illegal to be under the influence of a controlled substance which is being used for a purpose other than the treatment of a sickness or injury as prescribed or administered by a licensed practitioner. If a person is prosecuted under this provision, it is sufficient for the State to show that the accused manifested symptoms or reactions caused by the use of any controlled substance and the State is not required to show that the accused was under the influence of a specific controlled substance. (§ 28-417)

Drug Paraphernalia Offenses

The UCSA also prohibits the use, or possession with the intent to use, drug paraphernalia used to manufacture, inject, ingest, inhale, or otherwise introduce a controlled substance into the human body. (§ 28-441) "Drug paraphernalia" includes such things as hypodermic syringes, needles, pipes, bongs, roach clips, and other items used, designed, or intended for use with controlled substances. (§ 28-439) Use or possession of drug paraphernalia is punishable by fines up to \$500, depending on whether it is a first or repeat offense. (§§ 28-441 and 28-436)

Nebraska law prohibits the manufacture and delivery of drug paraphernalia generally (§ 28-442) The penalties for delivery or manufacture of drug paraphernalia can include up to 6 months in prison, a \$1,000 fine, or both. (§§ 28-442 and 28-106) There are enhanced penalties for persons over the age of 18 who deliver drug paraphernalia to persons who are under the age of 18 and at least 3 years his or her junior. (§§ 28-442 and 28-106)

Inhaling or Drinking Controlled Substances

The UCSA prohibits persons from breathing, inhaling, or drinking any compound, liquid, or chemical containing substances for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes. (§ 28-417) Violations can result in a penalty of up to three months imprisonment, a \$500 fine, or both. (§28-106)

ALCOHOL AND DRUG POLICY FOR EMPLOYEES

- Employees are prohibited from the illegal use, sale, dispensing, distribution, possession, or manufacture of illegal drugs, controlled substances, narcotics, or alcoholic beverages on Nebraska Wesleyan University premises or work sites.
- In addition, the University prohibits off-premises abuse of alcohol and controlled substances, as well as the possession, use, or sale of illegal drugs, when these activities adversely affect job performance and job safety, violate federal, state, or local laws or adversely affect the University's reputation in the community.
- The consumption of alcoholic beverages is prohibited during work hours for all Nebraska Wesleyan University employees unless it is at a social function where the serving of alcohol beverages has been formally sanctioned by the University.
- It is unlawful and strictly prohibited for Nebraska Wesleyan University employees to manufacture, distribute, dispense, possess, or use without medical authorization mind or mood altering chemicals or controlled substances in the work environment.
- As a condition of employment, all employees must abide by the terms of this statement, and must report to the human resource office any arrest and all subsequent conviction under a criminal drug statute for conduct in or out of the workplace no later than five days after the arrest and any subsequent conviction.
- Employees will be subject to disciplinary action, up to and including termination, for violations of this policy. Questions about this policy and implementation procedures should be referred to the Human Resource Office.

Section X: Prevention and Awareness Programming

As part of its commitment to the prevention of Prohibited Conduct, Nebraska Wesleyan University offers a variety of education and awareness programs. Students, faculty, and staff receive prevention and awareness programming as part of their orientation as well as on-going training and related programs on an annual basis. Listed below are some of the trainings offered.

2018 Annual Prevention and Awareness Programming and Trainings

Goals for Training Concepts:

Awareness of Sexual Misconduct including rape, acquaintance rape, dating violence, domestic violence, sexual assault, stalking

Awareness of Prevention Efforts and Tactics, Bystander training, Personal Safety

Awareness of Fire Safety, Alcohol Use, Crime Reporting, University Policy & Procedures

<u>Program Name</u>	<u>Date</u>	<u>Target Audience</u>	<u>Approx. No. in Attendance</u>
Title IX/Bystander Intervention Combined Training	8/9/2018	Res Ed Staff	30
Fire Training	8/14/2018	Res Ed Staff	30
Hall Community Safety Meeting-Fire, Personal	8/15/2018	FY Residents	400
Personal Safety/Alcohol	9/26/2018	CH Residents	15
Alcohol Awareness/Facts vs. Myths Program	9/27/2018	PLH Residents	50
Sexual Assault Reporting/Resource Program	10/31/2018	CH Residents	7
Alcohol Education Passive Program/Info. Bulletin Board	9/1/2018	Plainsman, Pioneer, Johnson, Centennial & Suites (each had 1)	5
Train Peer Assistants as Bystander Facilitators	7/31/2018	Peer Assistants	28
Peer Facilitator Review of Bystander Intervention Programming	7/31/2018	Peer Facilitators	3
Healthy Dating Relationships/Dating Violence	2/14/2018	On Campus Residents	75
Alcohol Poisoning Awareness	3/14/2018	On Campus Residents	75
Title IX Presentation/ Movie	Spring 2018	On Campus Residents	90
Bystander Intervention Training	Spring 2018	On Campus Residents	90
Alcohol Safety Trivia	Fall 2018	On Campus Residents	90
Reverse Trick or Treating/Alcohol Information	Fall 2018	On-Campus Residents	90
VAWA and Bystander Training	Fall 2018	Athletic Teams	250

VAWA and Bystander Training	Fall 2018	Greek Housing	150
Online "U Got This" training	Fall 2018	First Year Students	480
Shot of Reality – alcohol education program	8/15/2018	First Year Students	480
Commuter orientation – includes information about alcohol policy	8/15/2018	Commuter Students	50
Programming Campaigns			
Alcohol Poisoning Posters	Year Round	Residence Halls	
Fire Tips and Facts Posters	Year Round	Residence Halls	
Personal Halloween Personal and Safety Posters	October	Residence Halls	
Campus Resource Table Tents	Year Round	Dining Hall	
You're Not Alone Brochures	Year Round	Campus Wide	
Voices of Hope Campus Advocate Brochures	Year Round	Campus Wide	
Consent	Year Round	Campus Wide	
Planned Fire Drills		DATE	
Plainsman Hall	1/19/2018		
Pioneer Hall	1/27/2018		
Centennial Hall	3/17/2018		
Centennial Hall	3/27/2018		
Johnson Hall	4/10/2018		
Heim/White Suites	4/16/2018		
Townhouse Village--Units A, B, C, D, E	4/17/2018		
Heim/White Suites	4/23/2018		
Townhouse A--Heuerman	4/23/2018		
Townhouse B--Holder	4/23/2018		
Townhouse E--Unvert	4/23/2018		
Johnson Hall	4/21/2018		
Pioneer Hall	4/21/2018		
Centennial Hall	8/23/2018		
Plainsman Hall	8/24/2018		
Pioneer Hall	8/24/2018		
Johnson Hall	8/24/2018		
Heim/White Suites	8/25/2018		
Townhouse Village--Units A, B, C, D, E	8/25/2018		

Section XI: Missing Student Notification Procedures

Lincoln Campus (Residential Campus)

If a member of the Nebraska Wesleyan University community has reason to believe that a student is missing for 24 hours, whether or not the student resides on campus, the student's name and reason for concern will be reported immediately to one of the following:

- Director of Physical Plant, 402-219-1334
- Assistant Director of the Physical Plant, 402-499-9815
- Assistant Dean for Student Success and Residential Education, 402-465-7579
- Vice President of Student Life, 402-465-2154.

These individuals will collaborate with LPD, the Campus Security Office, and Residential Education to assist in locating the missing student.

If there is evidence of foul play, a student can be determined missing before 24 hours have lapsed.

If the missing student is under 18 years of age, and not emancipated, the University will contact a custodial parent or guardian, in addition to the emergency contact within 24 hours of the determination that the student is missing.

If the missing student is over the 18 years of age, or is an emancipated minor, the University will contact the emergency or confidential contact within 24 hours of the determination that the student is missing.

Students' emergency and confidential information will be kept in a separate file that can only be accessed by authorized campus officials. This information will only be disclosed to Law Enforcement personnel in furtherance of a missing person investigation.

While the contact person remains confidential, nothing precludes an institution from notifying a student's parents, or anyone else they deem necessary to help find the missing student. The FERPA health and safety exception fully permits this.

The University may use any or all of the following resources to assist in locating the student:

- Call the student's room
- Conduct a welfare check in the student's room
- Talk to the student's PA, roommate and floor mates to see if anyone can confirm the missing student's whereabouts and/or confirm the date, time and location the student was last seen.
- Secure a current student ID or other photo of the student from a friend
- Call and text the student's cell phone and call any other numbers on record
- Send the student an email
- Check all possible locations mentioned by the parties above including, but not limited to: library, residence hall lounges, classroom and recreational facilities, etc.
- Contact or call any other on-campus or off-campus friends or contacts that are made known
This could include checking a student's social networking sites such as Facebook and Twitter
- Ascertain the student's car make, model and license plate number

- Contact friends, faculty or on-campus employees to verify class attendance, work schedules and organizational or academic meetings
- If the student resides off campus, the Campus Security Office will work with LPD to request a welfare check

Omaha Campus (non-residential, non-traditional campus)

If a member of the Nebraska Wesleyan University community has reason to believe that a student is missing for 24 hours, the student's name and reason for concern will be reported immediately to:

- Title IX Coordinator for Omaha Students, 402-827-3555

The Title IX Coordinator will contact First National Bank Corporate Security and OPD to request a welfare check. The Title IX Coordinator will notify the Lincoln Campus Security Office of the missing person and will collaborate with OPD to assist in locating the missing student.

The University will contact the emergency or confidential contact of the adult student within 24 hours of the determination that the student is missing.

The University may use any or all of the following resources to assist in locating the student:

- Attempt to secure a current photo of the student from a friend
- Call and text the student's cell phone and call any other numbers on record
- Send the student an email
- Contact or call any known friends or contacts
- Check the student's social networking sites such as Facebook and Twitter for current activity
- Ascertain the student's car make, model and license plate number
- Contact friends, NWU faculty, or NWU staff to verify class attendance or academic meetings
- The Campus Security Office will work with OPD to request a welfare check

Students attending the Omaha campus are of legal age and are not required to register a confidential contact person, therefore, OPD will be responsible for contacting next of kin.

XII. Fire Safety Information and Procedure for Evacuation

NWU evacuation and procedures for fire safety on both the Omaha and Lincoln Administrative Buildings follow the same emergency and evacuation listed in Section 6 (starting on page 10 of this report).

Procedures for Evacuation of Student Housing Facilities after a Fire

If a fire occurs, it should be reported immediately to the LFD Lincoln Fire Department by calling 911. Fire alarm should be activated and the building evacuated. A call should be placed to the REC on-duty and the Campus Security Office. The REC and Campus Security Office are responsible for notifying the Vice President of Student Life, Provost, Vice President for Finance

and Administration, Director of Physical Plant. All occupants of the building are to be accounted for when everyone is out.

On-Campus Student Housing Facilities Fire/ Evacuation Drills

Each residential facility is required to have fire drills each semester to prepare and educate residents about fire safety issues in community living situations. Immediately upon moving into a residence hall, every student should become familiar with fire exit routes and the locations of fire extinguishers. Detailed instructions and procedures to be followed in case of fire and for fire drills are posted in every room. When a fire alarm sounds, all persons must immediately evacuate the building, exiting by the most direct safe route. Occupants must evacuate the building to designated checkpoints to insure their personal safety. All residents must report to their designated evacuation points. All occupants must evacuate in a timely manner. Disciplinary action may be taken in cases of failure to evacuate.

Residential Education staff will periodically check smoke detectors in all rooms. Drills and smoke detector checks will not always be announced. Failure to evacuate the building during a fire and/or drill will result in a \$250 fine as well as the possibility of additional sanctions as outlined in the Code of Student Conduct. During break periods, the Residential Education Staff will check rooms for safety before closing the buildings.

In addition to the policy that appears in the Student Handbook referenced above, evacuation instructions are posted on the back of student room doors. There are also evacuation posters (fire & tornado) near the Student Center building exits.

Fire Safety/Emergency Equipment

Disciplinary action will be taken against anyone who falsely, intentionally, or negligently tampers with or activates fire safety equipment. Fire safety equipment includes smoke/heat detectors, sprinkler heads, fire extinguishers, pull stations, alarm panels, and exterior doors. Tampering with a smoke detector or other fire safety equipment can result in a \$250 fine. All on campus residential units are equipped with fire sprinklers. Tampering with any facet of the sprinkler system, including hanging items on the sprinkler head or pipes will result in a \$250 fine: additional restitution may be incurred for damage or loss due to a student's intentional or negligent actions. Health and safety walk-throughs by Residential Education staff occurs each break closing in all campus-owned residential housing.

All fire equipment in on-campus student housing facilities is tested by certified fire protection companies once a year and as needed, (Nebraska Wesleyan's Physical Plant Team checks all fire extinguishers, emergency lights and cigarette receptacles the first week of every month).

Fire Safety For On Campus Student Housing

Each on-campus student housing facility has sprinkler systems, heat/smoke detectors, fire extinguishers, pull stations, horns/bells/strobes, emergency lighting, and fire doors to resident rooms, stairwells, laundry rooms and kitchens. Each on-campus housing facility's fire panel is tied directly to the LFD. They are also monitored by NECO who alerts LFD and contacts Wesleyan of any alarms.

Nebraska Wesleyan only allows approved, safe, low wattage portable electrical appliances. This includes: hair dryers, curling irons, non-halogen desk lamps, radios, TVs, stereos, electric blankets, computers, fans, thermostatically controlled coffee makers, hot pots and popcorn poppers. All candles and candle warmers are strictly prohibited in on-campus housing. Additional sources of ignition that are prohibited include, but are not limited to, incense, hookahs, lanterns, charcoal, lighter fluid, Bunsen type burners and propane.

Outdoor grilling is only allowed with University provided and authorized grills that are located north of Plainsman Hall and on the west side of the Townhouse Village. Personal grills are not allowed on University property.

Smoking/vaping is not permitted in any on-campus housing or any building on campus. Campus community members smoking outside must do so at least 15 feet from the building. All cigarette butts must be placed in receptacles provided.

Description of On-campus Student Housing Facility Fire Safety Systems and Drills

Facility	Fire Alarms Monitored Off Site	Have Sprinkler Systems	Smoke/ Heat Detectors	Have Fire Extinguishers	Evacuation Plan Placards	Evacuation/ Fire Drills Done Each School Year	Fire Rated Doors On All Resident Rooms Stairwells Laundry Rooms Kitchens Entryways
Centennial Hall	X	X	X	X	X	4	X
Johnson Hall	X	X	X	X	X	4	X
Pioneer Hall	X	X	X	X	X	4	X
Plainsman Hall	X	X	X	X	X	4	X
Heim & White Suites	X	X	X	X	X	4	X
Heurmann House	X	X	X	X	X	4	X
Holder House	X	X	X	X	X	4	X
Huge House	X	X	X	X	X	4	X

Finley House	X	X	X	X	X	4	X
Unvert House	X	X	X	X	X	4	X
Theme House 5204 Madison	X	X	X	X	X	4	X
Apts. 5019 Huntington	X	X	X	X	X	4	X
Apts. 2800 N 54 th	X	X	X	X	X	4	X
Apts. 5240 Madison	X	X	X	X	X	4	X
Apts. 5400 Madison	X	X	X	X	X	4	X
Apts. 5448 Madison	X	X	X	X	X	4	X

2018 Crime Statistics - Lincoln	On Campus	University Controlled (Non-campus)	Public Property	GRAND TOTAL	Residence Halls (subset of On-Campus)
Crimes					
Aggravated Assault	0	0	0	0	0
Arson	0	0	0	0	0
Burglary	1	0	0	1	0
Motor Vehicle Theft	0	0	0	0	0
Murder, Non-Negligent Manslaughter	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0
Robbery	0	0	0	0	0
Sex Offenses					
Rape	4	1	0	5	1
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Arrests					
Liquor Law Violations	1	0	0	1	1
Drug Abuse Violations	3	0	0	3	0
Weapons Violations	0	0	0	0	0
Disciplinary Referrals					
Liquor Law Violations	65	0	0	65	65
Drug Abuse Violations	8	0	0	8	8
Weapons Violations	0	0	0	0	0
Violence Against Women Act Crimes (VAWA)					
Domestic Violence	0	0	0	0	0
Dating Violence	0	0	0	0	0
Stalking	4	0	0	4	1

Hate Crimes	Total Sum	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder, Non-Negligent Manslaughter									
Rape									
Fondling									
Incest									
Statutory Rape									
Robbery									
Aggravated Assault									
Burglary									
Motor Vehicle Theft									
Arson									
Assault									
Theft/Larceny									
Intimidation									
Destruction/Damage/Vandalism of property				1					

Lincoln Campus: The 1 Clery-reportable intimidation crime was on-campus. There were no fires in 2018.
Omaha Campus: No Clery-reportable crimes and no fires in 2018.

2017 Crime Statistics - Lincoln	On Campus	University Controlled (Non-campus)	Public Property	GRAND TOTAL	Residence Halls (subset of On-Campus)
Crimes					
Aggravated Assault	0	0	1	1	0
Arson	0	0	0	0	0
Burglary	5	0	0	5	0
Motor Vehicle Theft	1	1	0	2	0
Murder, Non-Negligent Manslaughter	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0
Robbery	1	0	0	1	0
Sex Offenses					
Rape	0	0	0	0	0
Fondling	3	0	0	3	3
Incest	0	0	0	0	0
Statutory Rape	1	0	0	1	0
Arrests					
Liquor Law Violations	0	0	1	1	0
Drug Abuse Violations	0	0	0	0	0
Weapons Violations	1	0	1	2	0
Disciplinary Referrals					
Liquor Law Violations	76	0	0	76	76
Drug Abuse Violations	8	1	7	16	3
Weapons Violations	0	0	0	0	0
Violence Against Women Act Crimes (VAWA)					
Domestic Violence	1	0	0	1	1
Dating Violence	1	0	0	2	1
Stalking	0	0	0	0	0

Hate Crimes	Total Sum	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder, Non-Negligent Manslaughter									
Rape									
Fondling									
Incest									
Statutory Rape									
Robbery									
Aggravated Assault									
Burglary									
Motor Vehicle Theft									
Arson									
Assault									
Theft/Larceny									
Intimidation	2				2				
Destruction/Damage/Vandalism of property									

Lincoln Campus: The 2 Clery-reportable intimidation crimes were on-campus and no fires.

Omaha Campus: No Clery-reportable crimes and no fires.

2016 Crime Statistics - Lincoln	On Campus	University Controlled (Non-campus)	Public Property	GRAND TOTAL	Residence Halls (subset of On-Campus)
Crimes					
Aggravated Assault	0	0	0	0	0
Arson	0	0	0	0	0
Burglary	0	0	0	0	0
Motor Vehicle Theft	1	0	0	1	0
Murder, Non-Negligent Manslaughter	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0
Robbery	0	0	0	0	0
Theft/Larceny	1	0	0	1	0
Sex Offenses					
Rape	4	0	0	4	4
Fondling	2	0	0	2	2
Incest	1	0	0	1	1
Statutory Rape	0	0	0	0	0
Arrests					
Liquor Law Violations	6	0	0	6	3
Drug Abuse Violations	4	0	0	4	0
Weapons Violations	0	0	0	0	0
Disciplinary Referrals					
Liquor Law Violations	95	0	0	95	95
Drug Abuse Violations	2	0	0	2	2
Weapons Violations	0	0	0	0	0
Violence Against Women Act Crimes (VAWA)					
Domestic Violence	0	0	1	1	0
Dating Violence	0	0	0	0	0
Stalking	1	0	0	1	0

Hate Crimes	Total Sum	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder, Non-Negligent Manslaughter									
Rape									
Fondling									
Incest									
Statutory Rape									
Robbery									
Aggravated Assault									
Burglary									
Motor Vehicle Theft									
Arson									
Assault									
Theft/Larceny									
Intimidation	1			1					
Destruction/Damage/Vandalism of property									

Lincoln Campus: The 1 intimidation crime was on-campus and no fires.
 Omaha Campus: No crimes and no fires.

