

2017

SIMPSON
COLLEGE

ANNUAL
SECURITY REPORT

INDIANOLA

Clery Act

Statistics provided in compliance with the [Clery Act](#). You may view campus security statistics for over 6,000 colleges and universities in the United States on the [OPE Campus Security Statistics](#) Web site.

The Simpson College Campus Security and Safety statistics are compiled from all reported incidents to members/departments of the Student Development office. These departments include but are not limited to the following: Vice president of Student Development, Security Department, Residential Life/Housing, and Greek Life. A formal report is not needed in order for a statistic to be included in the annual crime report.

Additionally, any [campus security authority](#) can document crime reports that they receive and believe were provided in good faith. Some examples of a campus security authority include, but are not limited to, the following: dean of students, coaches, student resident advisors and college officials.

The report is published by October 1st of the current year and includes statistics for the previous calendar year. For example, the 2017 report includes statistics from January 1st, 2016 to December 31st, 2016.

The Security Office compiles campus crime statistics for any incident that occurs at any college-owned campus location as well as all fraternity and sorority houses. The staff, in cooperation with local law enforcement agencies, keeps a record of these statistics and reports the information to the National Uniform Crime Report Division of the F.B.I.

2017 Security Reports

[Indianola Campus](#)

[West Des Moines Campus](#)

[Ankeny Campus](#)

(In October 2014 the Ankeny campus moved to the following location: 1450 SW Vintage Parkway, Suite 220, Ankeny, Iowa 50023. The 2014 statistics contain data from both locations based on where the campus was located throughout the year.)

Definitions of reportable crimes:

Criminal Homicide:

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

Negligent manslaughter: The killing of another person through gross negligence.

Sexual Assault: *An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.*

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 consent of the victim.

Fondling:

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

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.

Dating Violence: Violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction.

Domestic Violence: An assault (which is defined in §708.2A of the Iowa Code as an intentional or unauthorized act that is intended to cause pain to another or in result in physical contact that is insulting

or offensive, coupled with the apparent ability to do the act or to place the victim in fear of any such act, or the intentional and authorized pointing of a firearm or display of a dangerous weapon in a threatening manner) when the assault is between:

- Family or household members who resided together at the time of the assault;
- Family or household members living together at the time of the assault;
- Separated spouses or persons divorced from each other and not residing together at the time of the assault.
- Persons who are parent of the same minor child, regardless of whether they have been married or have lived together at any time.
- Persons who have been family or household members residing together within the past year and not residing together at the time of the assault; or
- Persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault.

Stalking: A person commits stalking when all of the following occur:

1. The person purposefully engages in a course of conduct (repeatedly maintaining a visual or physical proximity to a person without legitimate purpose or repeatedly conveying oral or written threat, threats implied by conduct, or a combination thereof) directed at or toward a specific person) that would cause a reasonable person to fear bodily injury to, or the death of, that specific person or a member of the specific person's immediate family (spouse, parent, child, sibling, or any other person who regularly resides in the household of a specific person, or who within the prior six months regularly resided in the household of a specific person); and
2. The person has knowledge or should have knowledge that the specific person will be placed in reasonable fear of bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct; and
3. The person's course of conduct induces fear in the specific person of bodily injury to, or the death of, the specific person or a member of the specific person's immediate family.

Robbery:

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

Aggravated Assault:

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

Burglary:

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

Motor vehicle theft:

The 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.

Other Offenses

Liquor law violations:

The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition.)

Drug abuse violations:

Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Weapon law violations:

The violation of laws or ordinances dealing with weapon offenses,

regulatory in nature, such as: the manufacture, sale, or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

Hate Crimes:

The Clery Act requires institutions to separately report all Hate Crimes statistics on any of the previously mentioned offenses or any other crime involving bodily injury reported to local police agencies or to a campus security authority, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias or the perpetrator perceived the person to be in one of the protected group categories—Race, Gender, Religion, Sexual Orientation, Ethnicity, Disability, National Origin, and Gender Identity.

As of August 14, 2008 the Clery Act was amended to include larceny/simple assault, intimidation and destruction/damage/vandalism (except arson) as reportable categories of hate crimes.

Campus Regulations

The safety and security of all members of the campus community are a primary concern of the Campus Security staff. While Simpson is a comparatively safe place, the campus is not exempt from many of the same crime problems that exist in the surrounding central Iowa communities. The goal of the Campus Security staff is to maintain a safe environment in which all of the campus community members can work, learn and live. The attainment of this goal requires cooperation from everyone at Simpson. Each person must take responsibility for the safety and security of themselves, their neighbors and their belongings. The access and security of all campus facilities including housing units are a responsibility of all members of the Simpson community. Campus facilities are for the use of members of the Simpson College community and their guests. The Security Department works with the College Physical Plant Department and individual building managers of each campus facility to establish and implement a daily lock up time for each building.

The Campus Security Act, legal requirements

The Campus Security Act requires colleges and universities to:

- Publish an annual report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements;
- Disclose crime statistics for the campus, public area immediately adjacent to or running through the campus, and certain non-campus facilities.
- Provide “timely warning” notices of those crimes that have occurred and pose an ongoing threat to students and employees;”
- Disclose in a public crime log “any crime that occurred on campus...or within the patrol jurisdiction of the campus security department and is reported to the security department.”
- Disclose emergency notification and evacuation procedures.
- Provide missing student notification procedures;

- Provide fire safety reporting requirements and disclose in a public fire log of the date the fire was reported, the nature of the fire, date and time the fire occurred, and the general location of the fire.

Responsibilities

The Simpson College Security staff consists of both student and non-student adult personnel. The Security Staff has regular patrols on campus from 4 p.m. – 8 a.m. seven days a week. Security staff are available 24/7 365 days a year. Staff members respond to a variety of requests and regularly patrol the campus grounds, parking lots, and housing units. Along with other College offices, the Security Department is responsible for enforcing College policies and regulations on College property. Members of the Simpson Security staff are not official law enforcement officers with arrest authority. Security's jurisdiction is limited to College owned property. The department works closely with the City of Indianola and Warren County law enforcement agencies when incidents of a criminal nature arise. The Indianola Police Department has jurisdiction over any incidents of a criminal nature. Sharing of information regarding investigations occurs to the extent that the law allows. Evidence preservation is a high priority and the College works closely with law enforcement to ensure that best practices are being utilized. The Indianola Police Department and the College collaborate on training measures specifically as it relates to crimes of sexual violence. Victims are encouraged to contact local law enforcement when crimes occur. The College shares anonymous reports with local law enforcement in order to better protect overall campus/community safety. There is no official written memorandum of understanding in place at this time.

Other duties of the Simpson Security department include securing and monitoring campus buildings, assisting the residence life staff, providing escorts for students and staff, enforcement of campus parking regulations, and educating members of the campus community regarding their responsibilities for security and safety at Simpson.

All students and employees are provided annually with a copy of the Simpson College Security brochure. At the beginning of fall and spring semesters, security policies and procedures are reviewed with all resident students through meetings in housing units. The

Security Department along with the Indianola Police Department sponsor periodic crime prevention education and awareness programs for the campus which include, but are not limited to, the following: crime prevention, alcohol consumption, emergency blue light phones, escort program, internet safety, ID theft, travel safety, personal safety and administer security surveys. All members of the Simpson community may attend these events. Members of the campus community are encouraged to contact the Security Office with any questions or concerns that they might have about security and safety at Simpson.

Procedures for reporting policy violations and criminal activity on campus

Prompt reporting of policy violations and/or criminal activity that occurs on campus is the responsibility of all members of the Simpson College community. Reports of campus disciplinary policy violations can be made to staff members in Residence Life, Student Development, or Security. Reports of criminal activity should be made with the Campus Security Office in the Kent Campus Center, phone number 961-1711. Persons filing a report will need to provide information so that an incident report can be completed. Security personnel, in cooperation with local law enforcement authorities as necessary, will investigate each incident promptly and attempt to appropriately resolve each report. Criminal activity, which is categorized on the F.B.I. Uniform Crime Report, is reported to local law enforcement agencies.

Timely Warning Notices

Campus Safety Alerts

To help prevent crimes or serious incidents members of the campus community will be alerted in a timely manner by special notice from the Office of Student Development whenever a serious crime has occurred on campus, which may pose a threat to other members of the Simpson Community. Members of the community who know of a crime or other serious incident should report that incident as soon as possible to the Security Department and/or the Office of Student Development.

The Campus Safety Alerts will be distributed in various ways

including, but not limited to, the following: campus wide e-mails, campus wide voice-mails, posting on bulletin boards.

Campus Emergency Response & Immediate Warning

Simpson College will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff.

When appropriate the S.A.F.E. (Simpson Alert For Emergencies) notification system will be activated informing faculty, staff, and students via e-mail, text messaging, and voice messages of the emergency, the appropriate actions to take, and will be directed to the appropriate website for further details and instructions.

Simpson will, without delay, and taking into account the safety of the community, determine the contact of the notification and initiate the S.A.F.E. system unless such notification would compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

The Crisis Management Team coordinates appropriate actions on behalf of the College in all campus emergencies. This team includes, but is not limited to, the President, Vice President for Academic Affairs, Vice President for Business and Finance, Vice President for Student Development, Director of Human Resources, Executive Director of College Relations, Campus Services Director, and Director of Security.

A standing Chair of the Crisis Management Team is chosen by the College President to convene the group and provide leadership to the group.

During a campus emergency, the Crisis Management Team plans appropriate campus responses and meets daily until the emergency has passed.

Annual emergency response and evacuation drills will be conducted involving the campus community. The drills will be documented and policies and procedures will be publicized.

Emergency evacuation information and routes are posted in on-campus housing facilities.

Daily Crime Log

The Security Department maintains a Daily Crime Log that records, by the date the incident was recorded, all crimes and other serious incidents that occur on campus, in a non-campus building or property, on public property, or within the department's patrol jurisdiction. The Log is available for public inspection in the Security Office located in the Kent Campus Center. The log includes the nature, date, time, and general location of each crime reported to the department, as well as the disposition of the complaint, if known. The Log is updated within two business days of the incident being reported. The department reserves the right to exclude certain reports from the Log as the law permits.

Confidentiality

Crimes can be reported on a confidential basis to the Security Department at x1711 or to the campus Counselor at x1556. It is the policy of Simpson College to maintain the strictest confidentiality when dealing with student issues and concerns. Confidential reports may also be made via the Simpson College Security web page using the Silent Witness Program.

Policies regarding Alcohol and Illegal Drugs

The Simpson College Student Handbook contains a detailed listing of all campus disciplinary policies including the policies governing the possession and use of alcohol as well as the policy governing illegal drugs. Briefly stated, the College respects the laws of Iowa that have established the legal drinking age at 21. The possession and use of beverage alcohol by those persons of legal age is permitted in designated individual student residence hall or fraternity rooms and at other selected and pre-approved locations as determined by the Office of Student Development. Illegal Drugs are not permitted on the Simpson campus. The College will cooperate with all law enforcement agencies in the enforcement of laws pertaining to the use and possession of alcohol and illegal drugs. The College also encourages accurate and prompt reporting of all crimes to the campus police and appropriate police agencies when the victim of crime elects to or is unable to make such a report.

Individuals should refer to the Simpson Student Handbook for a more detailed description of the alcohol, illegal drug, and other campus disciplinary policies. The Student Handbook also contains a

description of the alcohol and drug abuse education programs which are established at Simpson. See the full Student Handbook section on alcohol here:

https://issuu.com/simpsoncollege/docs/2015-16_student_handbook/49?e=4607240/15030426

Missing Student Policy and Procedures

Federal law requires colleges to establish a missing student notification policy and related procedures for students who reside in on-campus housing. The Simpson College policy follows.

I. Policy Statement on Missing Students

Each student has the option to identify an individual to be contacted by Simpson officials or law enforcement personnel no later than 24 hours after the time a student is determined missing (see below).

Each student may register and update the identity of this individual, known as the Missing Student Confidential Contact, on their Simpson College portal page.

In the case of students who are under 18 years of age and not emancipated, Simpson College is required by federal law to notify a custodial parent or guardian no later than 24 hours after the time a student is determined missing.

Simpson College officials will notify the appropriate law enforcement agency no later than 24 hours after the time a student is determined missing.

If the Office of Security is notified of a potential missing student and makes a determination that the student has been missing for more than 24 hours and has not returned to campus, Simpson College will initiate the emergency contact procedures in accordance with the student's designation. If the Office of Security has reason to believe the student is missing and endangered, the emergency contact process may be initiated prior to being missing for 24 hours.

II. Missing Student Confidential Contact

Students may identify their contact by completing the "Missing Student Confidential Contact" section of their Simpson College portal page. The specific data entry statement follows:

Missing Student Confidential Contact Information – You also

have the option to designate an individual to be contacted in the event you are determined to be missing—by Simpson officials or law enforcement personnel—for a period of more than 24 hours.

* **Note:** If you are under 18 years of age and not emancipated, federal law requires that a custodial parent or guardian be contacted.

III. Procedure If You Believe a Student Is Missing

4. Immediately notify a Residence Life staff member, Student Development staff member, or Campus Security officer. A report will be filed with the Office of Security and an investigation initiated.
5. After investigating, the Office of Security will make a determination as to whether or not the student is missing and has been missing for more than 24 hours.

If the student is determined to be missing for more than 24 hours, Simpson College officials will notify the Indianola Police Department and the student's confidential contact (if the student has provided a confidential contact). If the missing student is under 18 years of age and not emancipated, Simpson College officials will immediately notify a custodial parent or guardian.

Sexual and Relationship Misconduct Policy

Simpson College is committed to providing a learning environment free from all forms of Sexual Misconduct including, but not limited to, Sexual Exploitation, Sexual Harassment, Non-consensual Sex Acts; Non-consensual Sexual Touching; and Knowingly Transmitting an STD. The College also is committed to providing a learning environment free from Relationship Misconduct, including Dating Violence, Domestic Violence and Stalking. Engaging in, Attempting or Aiding in the Commission of such Acts violates this policy and the Simpson College Code of Conduct as does the Possession, Use, Distribution and/or Administration of Date Rape Drugs. Finally, it is a violation of this policy and the Simpson Code of Conduct to engage in Retaliation against another for exercising

his/her rights under this policy. Any conduct in violation of this Policy should be reported and will be treated in the manner set forth below. Simpson College does not tolerate any of the above conduct in any form (these acts are collectively referred to herein as “Sexual and/or Relationship Misconduct”). The College urges individuals to report any of these acts to campus officials under these administrative provisions. The College also encourages individuals to promptly report any such act that might also constitute a crime to local law enforcement. This policy applies to all students and employees of Simpson College regardless of sexual orientation or sexual identity.

This policy includes definitions of terms, prevention information, procedures, and available resources in the event an individual experiences Sexual and/or Relationship Misconduct. The policy covers conduct that occurs on all Simpson College campuses and at all Simpson sponsored programs and events. The policy also covers student-to-student sexual harassment that initially occurs off-campus when students experience the continuing effects of the off-campus harassment in the educational setting.

Sexual and Relationship Misconduct within the college community are harmful to both the learning environment and the sense of community the College strives to foster among students, faculty, staff, and administrators and even third parties. All members of the College community and third parties who interact with our community have an obligation to act responsibly in this realm. This includes accepting personal responsibility for choices made about alcohol and drug consumption that might lead to behavior that harms another person. Simpson strongly encourages victims who have been subjected to Sexual and/or Relationship Misconduct after consuming alcohol or drugs and witnesses to such assaults to come forward without fear of disciplinary action by the College. It is a priority of Simpson College that members of the College community get the support they need. Victims who have been subjected to and witnesses to Sexual and/or Relationship Misconduct after consuming alcohol or drugs who come forward to file a formal or informal report will not be punished under the College alcohol or drug policies for this instance.

Members of the College are encouraged to recognize and challenge any Sexual and/or Relationship Misconduct and, in the absence of a

confidential relationship (as explained below), all employees (including student employees) must report information regarding an allegation of Sexual or Relationship Misconduct involving a student. Employees are required to notify the Title IX Coordinator of names of the parties involved and the details of any report that she/he receives. The Title IX Coordinator at Simpson is the Associate Dean of Students, Rich Ramos. Those employees who are exempt from reporting Sexual and Relationship Misconduct to the Title IX Coordinator include healthcare workers and those who are statutorily barred from reporting information acquired during or in furtherance of their professional services. This includes licensed professional counselors, clergy and individuals who are members of the Simpson Sexual Assault Response Advocate (SARA) program. Confidential Reporting Options and Official College Reports are described in more detail in the Procedures for Reporting Sexual and Relationship Misconduct section of this policy.

The purpose of these policies and procedures is to promote compliance with applicable campus, state and federal regulations, to allow for behavior that is inconsistent with the Simpson College Code of Conduct to be appropriately sanctioned, and to educate all members of the College community about implications and consequences of their behavior.

Simpson students are expected to maintain the highest ethical standards of honesty and respect for others. College students, often away from home for the first time, may be unsure of how to handle situations such as rapidly expanding social circles and a lack of parental restrictions. In the context of intimate relationships, the use of alcohol or other drugs can blur the distinction between consent and manipulation. Non-stranger (date/acquaintance) rape happens most frequently at or after parties. Real or perceived power differentials between individuals also may impact whether conduct is welcome or unwelcome under sexual harassment laws. Being under the influence of alcohol or drugs is not an excuse for behavior that fits the definition of Sexual and/or Relationship Misconduct under these procedures. The information that follows is designed to provide a clear understanding of expectations and outcomes regarding sexual conduct at Simpson College.

Through this Policy the College intends to:

- Inform faculty, staff and students of this Sexual and

Relationship Misconduct Policy and the procedures for reporting Sexual and Relationship misconduct within the College.

- Encourage faculty, staff and students to report Sexual and Relationship Misconduct that constitutes a crime to the appropriate law enforcement authorities.
- Educate faculty, staff and students as to common sense practices that may enable them to avoid becoming victims of Sexual and Relationship Misconduct.
- Educate Campus Security and College personnel about their responsibilities, the laws and potential liabilities when Sexual and/or Relationship Misconduct occurs.
- Inform faculty, staff and students of the services available to victims of Sexual and Relationship misconduct.
- Educate faculty, staff and students to be respectful of the limits expressed or implied by their partners in sexual contacts.

Sexual and Relationship Misconduct Includes:

Sexual Misconduct, includes Sexual Exploitation, Sexual Harassment, Non-consensual Sex Act, Non-consensual Sexual Touching, and Knowingly Transmitting STDs (all of which are defined below):

Sexual Exploitation: Sexual Exploitation happens when a student takes non-consensual sexual advantage of another for the purpose of arousing or satisfying his/her own sexual desires or those of those of a third party.

Examples of sexual exploitation include, but are not limited to, prostituting another student, non-consensual video or audio-taping of sexual activity, sharing sexually explicit digital media without consent, going beyond the boundaries of consent (such as letting your friends surreptitiously watch you having consensual sex), engaging in Peeping Tommerly.

Sexual Harassment: Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and/or other

unwelcome verbal or written comments or physical acts toward another because of the other person's sex.

Examples of sexually harassing behavior may include various types of unwelcomed behavior, such as unwelcomed touching, sexually explicit offensive jokes, sexually degrading graphics, verbal or written comments or questions of a sexual nature, sexual innuendos, sexual threats, obscene gestures, inappropriate humor and jokes about gender specific traits or sexual orientation, sexual propositions, and sexually suggestive or insulting sounds and actions, including, whistling, leering, and obscene gestures.

Hostile Educational/Work Environment and Tangible Educational/Job Benefits (associated with Sexual Harassment):
When Sexual Harassment–

1) is made, either explicitly or implicitly, a term or condition of instruction, employment or participation in college activities; or

2) is used as a basis for evaluation in making academic or employment decisions affecting an individual; or

3) is sufficiently severe or pervasive as to create a hostile educational or work environment and thereby alter the terms or conditions of an individual's educational or work environment–

the harassment may be sanctioned under this Policy and the Simpson Code of Conduct. Sexual Harassment that does not involve tangible educational/job benefits or create a hostile educational/work environment may be addressed administratively through an informal process.

Non-consensual Sex Act: A “sex act” (defined below) where “effective consent” (defined below) is not given by one of the participants.

Non-consensual Sexual Touching: Non-consensual “sexual touching” (defined below) where “effective consent” (defined below) is not given.

Knowing Transmission of STD: Knowingly transmitting an STD (including HIV) to another student is a violation of this policy.

Relationship Misconduct includes Dating Violence, Domestic Violence and Stalking, each of which is defined below:

Dating Violence: Violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction.

Domestic Violence: An assault (which is defined in §708.2A of the Iowa Code as an intentional or unauthorized act that is intended to cause pain to another or in result in physical contact that is insulting or offensive, coupled with the apparent ability to do the act or to place the victim in fear of any such act, or the intentional and authorized pointing of a firearm or display of a dangerous weapon in a threatening manner) when the assault is between:

Family or household members who resided together at the time of the assault;

Family or household members living together at the time of the assault;

Separated spouses or persons divorced from each other and not residing together at the time of the assault.

Persons who are a parent of the same minor child, regardless of whether they have been married or have lived together at any time.

Persons who have been family or household members residing together within the past year and not residing together at the time of the assault; or

Persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault.

Stalking: A person commits stalking when all of the following occur:

1. The person purposefully engages in a course of conduct (repeatedly maintaining a visual or physical proximity to a person without legitimate purpose or repeatedly conveying oral or written threat, threats implied by conduct, or a combination thereof) directed at or toward a specific person) that would cause a reasonable person to fear bodily injury to,

- or the death of, that specific person or a member of the specific person's immediate family (spouse, parent, child, sibling, or any other person who regularly resides in the household of a specific person, or who within the prior six months regularly resided in the household of a specific person); and
2. The person has knowledge or should have knowledge that the specific person will be placed in reasonable fear of bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct; and
 3. The person's course of conduct induces fear in the specific person of bodily injury to, or the death of, the specific person or a member of the specific person's immediate family.

Other activities that Violate Simpson's Sexual and Relationship Misconduct Policy include:

Possession, Use, Distribution and/or Administration of Date Rape Drugs: Possession, Use, Distribution and/or Administration of Date Rape Drugs of any of these substances, including Rohypnol, Ketomine, GHB, Burundanga, etc. is prohibited, as is administering one of these drugs to another student for the purpose of inducing incapacity.

Attempts to Commit/Aiding in the Commission of Sexual and/or Relationship Misconduct: Attempts to commit Sexual or Relationship Misconduct and aiding in the commission of Sexual or Relationship Misconduct as an accomplice are also prohibited under this policy.

Retaliation: Intimidating, threatening, coercing or taking any other action that has an adverse impact on an individual's grades, class selection or any other matter pertaining to a student's status because she/he has sought guidance, filed a complaint or participated in an investigation under this policy.

It is a priority of Simpson College that members of the College community get the support they need. Victims who have been subjected to and witnesses to Sexual and/or Relationship Misconduct after consuming alcohol or drugs who come forward to

file a formal or informal report will not be punished under the College alcohol or drug policies for this instance.

Definition of Common Terms:

Sex Act

A Sex Act is sexual contact between two or more persons by penetration of the penis into the vagina or anus; contact between the mouth and genitalia or by contact between the genitalia of one person and the genitalia or anus of another person; contact between the finger or hand of one person and the genitalia or anus of another person, or by use of artificial sexual organs or substitutes therefore in contact with the genitalia or anus.

Sexual Touching

Sexual Touching is any contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts for the purpose of arousing or satisfying his/her own sexual desires.

Incapacitation/Incapacitated

Incapacitation or Incapacitated means a person is disabled or deprived of ability, as follows:

1. “Mentally incapacitated” means that a person is temporarily incapable of rationally and reasonably understanding the nature and extent of the situation or controlling the person’s own conduct due to the influence of a narcotic, anesthetic, or intoxicating substance. This includes someone whose incapacity results from ingesting anything that falls in the category of a “date-rape drug.” Possession, use and/or distribution of any of these substances, including Rohypnol, Ketomine, GHB, Burundanga, etc. is prohibited, as is administering one of these drugs to another student for the purpose of inducing incapacity.
2. “Physically helpless” means that a person is unable to communicate an unwillingness to act because the person is unconscious, asleep, or is otherwise physically limited.

3. “Physically incapacitated” means that a person has a bodily impairment or handicap that substantially limits the person’s ability to resist or flee.

709.1A Iowa Code

Incapacitated Sex

Being drunk is never an excuse for violation of this policy. To have sex with someone who you know or should know is incapacitated from making a rational, reasonable decision about a sexual situation is a violation of this policy. This includes someone who is incapacitated as the result of ingesting anything that falls in the category of a “date rape drug”. Possession, use and/or distribution of any of these substances, including Roypnon, Ketomine, GHB, Burundanga, etc. is prohibited, and administering one of these drugs to another student for the purpose of inducing incapacity is an offense of the most serious nature.

Effective Consent

Effective Consent is informed, freely and actively given, mutually understandable words or actions which indicate a willingness to participate in mutually agreed upon current sexual activity.

Consent is not effective if it results from the use of fraud, physical force, threats, intimidation, or coercion.

Physical force exists, for example, when someone acts upon you physically, such as hitting, kicking, restraining or otherwise exerting their physical control over you through violence.

Threat exists where a reasonable person would have been compelled by the words or actions of another to give permission to sexual contact they would not otherwise have given, absent the threat. For example, threats to kill you, themselves, or to harm someone you care for are sufficient to constitute threats.

Intimidation exists where someone uses their physical presence to menace you, though no physical contact occurs, or where your knowledge of prior violent behavior by an assailant, coupled with menacing behavior, places you in fear as an implied threat.

Coercion exists when a sexual initiator engages in sexually pressuring and/or oppressive behavior that violates norms of

respect in the community, such that the application of such pressure or oppression causes the object of the behavior to engage in unwanted sexual behavior. Coercion may be differentiated from seduction by the repetition of the coercive activity beyond what is reasonable, the degree of pressure applied, and the initiator's knowledge that the pressure is unwanted.

Effective Consent cannot be given by someone who is incapacitated (defined above). Furthermore, someone under the age of 16 cannot give Effective Consent to someone over the legal age of consent (18), absent a legally valid marriage or court order. A mentally disabled individual cannot give Effective Consent to a sexual activity if they cannot appreciate the fact, nature, or extent of the sexual situation in which they find themselves.

Past consent does not imply future consent; consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another; and consent can be withdrawn at any time.

If Sexual or Relationship Misconduct Occurs

If Sexual or Relationship Misconduct occurs, many survivors do not know where to turn for help or what steps to take after the conduct occurs. Although the choices about which options to explore rest solely with the affected student, Simpson College encourages students to take the following steps:

Get to a safe place as soon as possible.

You have options to get support and help. This is a crime and we encourage you to contact the local law enforcement (911). If Sexual or Relationship Misconduct occurs on campus, Campus Security should also be notified by calling 515-961-1711, or by activating any of the emergency telephones located around campus. In the event of Sexual Misconduct, you may also call a Sexual Assault Response Advocate (SARA) at 515-330-6392 for confidential support and safety planning. You have a right to a sexual assault exam at a local hospital to make sure you are physically ok and to collect evidence should you decide to contact local law enforcement. SARA can help arrange this for you. Information about

how to report the incident of Sexual or Relationship Misconduct or any other conduct covered in this policy to the Title IX Coordinator or another “responsible” employee is listed in the following sections.

Do not blame yourself. The survivor of Sexual or Relationship Misconduct is **never** at fault. Every attempt will be made to keep the student free from any suggestion that she/he is responsible, was negligent, or assumed the risk of being a survivor of Sexual or Relationship Misconduct.

Survivors of Sexual and Relationship Misconduct are strongly encouraged to seek immediate medical attention at an area hospital or medical clinic. This is called a sexual assault exam. It is an exam to make sure that you are physically ok after the incident and to collect forensic evidence. Getting the exam does not initiate a police investigation; any evidence collected is given a code and retrieved only after the victim decides to file a police report. If the survivor wishes, they will be assisted in seeking prompt medical attention with a member of the Simpson College staff accompanying the survivor to a local hospital. SARA can also assist in arranging a confidential advocate from a local crisis center to accompany you.

If at all possible, do not change clothes, shower, bathe, douche, or urinate. Emergency room personnel are trained to check for injuries, as well as collect physical evidence. It is important to preserve evidence for the proof of a violation of this Code or of a crime should you decide to pursue charges through law enforcement. Costs for providing and administering the sexual assault exam are incurred by the Iowa Department of Public Health.

Please be aware that hospital personnel are obligated to contact proper authorities regarding the assault. In most assaults they will send a generic notification the police and a local crisis center. You are not required to talk to either of these individuals, they are not given your information without your permission, and you are not required to file a police report. Although you are not obligated to do so, survivors of sexual misconduct are highly encouraged to take advantage of victim’s services to help you understand your options for off-campus proceedings and to receive counseling specific to your needs.

The College will do everything reasonably possible to provide a

climate that is sensitive to and respectful and supportive of individual needs. The student will have access to existing campus counseling and support services and, when appropriate, adjustments will be made to housing assignments, academic/work schedules, etc. The Title IX Coordinator can assist in helping with these services.

Supporting a survivor of Sexual and/or Relationship Misconduct is a primary consideration as are explaining options and protecting individual rights. Every report of Sexual and/or Relationship Misconduct will be taken seriously and action will be taken as appropriate.

Remember: you are not alone.

The following offices can provide you with the assistance and support you need:

Counseling Services, 515-961-1332

Campus Security, 515-961-1711

Title IX Coordinator, Associate Dean of Students, Rich Ramos, 515-961-1536

Sexual Assault Response Advocates (SARA) 515-330-6392

Student Development Office, 515-961-1592

College Chaplains' Office, 515-961-1684 or 515-961-1716

Health Services, 515-961-1604

Victims Services, 515-286-3535

Indianola Police Department, 911

Iowa Methodist Hospital, 515-241-6423

Iowa Lutheran Hospital, 515-263-5120

Mercy Medical Center, 515-247-3121

Timely Warnings: The Clery Act requires institutions to issue timely warnings to the campus community about crimes that have already occurred but may continue to pose a serious or ongoing threat to students and employees. Timely warnings are only required for Clery-reportable crimes that occur on Clery Geography, although

institutions are encouraged to issue appropriate warnings regarding other criminal activity that may pose a serious threat as well. Timely warning reports will withhold the names and other identifying information about victim. When determining if a timely warning will be issued, the length of time between when the report of the crime was made and when the crime actually occurred will be taken into account along with other relevant circumstances.

Procedures for Reporting a Violation of this Policy

Incidents of Sexual and Relationship Misconduct are notoriously underreported on college campuses, often because the complainant does not recognize their experience as a criminal offense and/or a college policy violation or due to their lack of knowledge of and/or discomfort with campus and community resources. By seeking assistance and reporting Sexual and Relationship Misconduct and any other conduct covered by this policy, you can begin your own healing process and promote the standards of community and respect that are a part of Simpson College. Helping the complainant look at options for reporting and taking care of themselves is the focus of this policy. The College encourages victims of Sexual and Relationship Misconduct to talk to somebody about what happened so victims can get the support they need, and so the College can respond appropriately.

Reporting Options

Different individuals on campus have different abilities to maintain a victim's confidentiality when they receive a report of Prohibited Misconduct.

Some are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication." These resources include professional licensed counselors (515-961-1332), the College chaplain (515-961-1684), or Student Health Services (515-961-1604) while they are acting in a confidential role.

Others may talk to a victim in confidence, and generally only report to the College that an incident occurred without revealing any personally identifying information. Disclosures to these individuals will not trigger a College investigation

into an incident against the victim's wishes. These resources include public health care employees and members of the Simpson Sexual Assault Response Advocate (SARA - 515-330-6392) when they are acting in a confidential role.

Employees who do not fit into one of the above categories are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the Title IX coordinator. A report to these employees (called "responsible employees") constitutes a report to the College - and generally obligates the College to investigate the incident and take appropriate steps to address the situation.

Along with the on-campus options described below, Simpson College strongly encourages a survivor of Sexual or Relationship Misconduct to make a report to local law enforcement and to speak with a rape crisis or other counselor, on or off campus. Sexual assault and many other types of Sexual and Relationship Misconduct constitute criminal behavior. Law enforcement officers are trained in handling sexual assault and other cases involving Sexual and Relationship Misconduct. An officer can be dispatched to campus to meet with the person calling, to assist the survivor in obtaining medical attention and emotional counseling, and to write a formal report of the incident. The police report and any supporting evidence are turned over to the County Attorney's office, which decides whether there is sufficient evidence to prosecute.

Confidential Reporting Options

When an individual is affected by an incident involving Sexual and/or Relationship Misconduct or any other conduct covered by this policy within or outside of the Simpson College Community, s/he can talk to professional/licensed campus counselors or chaplains who can provide completely confidential advice and assistance. Campus counselors (515-961-1332) are available free of charge to help students and can be seen on an emergency basis. Simpson's Student Health Services (515-961-1604) is also a confidential reporting option. Students may also receive confidential support from a SARA advocate (515-330-6392) who can also provide confidential advice and assistance. SARA individuals can maintain confidentiality except for statistical reporting (which does not involve identifying the individual) required by the federal

government (see below).

Any of the above individuals will listen and explain options to the person who makes a confidential report. They will also supply the reporter with information regarding medical care. This gives the reporter control over decisions pertaining to his/her options[1]. Talking to any of the individuals listed as a Confidential Reporting Option **does not** constitute an Official College Report to a Responsible Employee, which is explained immediately below.

Official College Report to a Responsible Employee

Any individual subjected to Sexual or Relationship Misconduct or any other conduct covered by this Policy by a Simpson College student (on campus, or in a program or activity under Simpson College jurisdiction), or any Simpson College student who is a victim of such conduct is encouraged to report the incident formally to the Title IX Coordinator (515-961-1536) or any other “responsible employee”. A “responsible employee” is a College employee who has the authority to redress the matter, who has the duty to report such incidents, or whom a student could reasonably believe has this authority or duty. At Simpson College all employees (including student employees such as Community Advisors or student Security staff) are considered “responsible employees” unless the employee is covered by the confidential reporting options listed above. When a complainant tells the Title IX Coordinator or any other responsible employee about an incident of Sexual or Relationship Misconduct or any other conduct covered by this Policy, the individual has the right to expect the College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably. Additionally, a responsible employee must report to the Title IX coordinator all relevant details about the alleged Sexual or Relationship Misconduct or any other conduct covered by this Policy shared by the complainant including the names of the alleged victim and perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling the College’s response to the report. A responsible employee should not share information with law enforcement without the victim’s consent, unless the victim has also reported the incident to law enforcement

If the complainant wants to tell the Title IX Coordinator or any other responsible employee what happened but also maintain confidentiality, the responsible employee should tell the complainant that the College will consider the request, but cannot guarantee that the College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Coordinator of the complainant's request for confidentiality. The College will weigh the request for confidentiality against the College's obligation to provide a safe, non-discriminatory environment for all students, including the complainant. If the College honors the request for confidentiality, a complainant must understand that the College's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited. There may be times when the College may not be able to honor a complainant's request for confidentiality in order to provide a safe, non-discriminatory environment for all students. In cases confidentiality is requested, to the extent it is reasonably possible, a complainant may be provided requested support services such as a change in living or academic/work arrangements, and increased monitoring, supervision, or security at locations and activities where the alleged misconduct or violence occurred.

Anonymous Reporting Option

An anonymous reporting option exists through the Office of Security's website: <http://simpson.edu/security/silent-witness-form/>. As with any anonymous report, the College's ability to follow-up is somewhat limited due to its inability to question further about the report, but the College will investigate the anonymous report and/or use the information to supplement an on-going inquiry.

Federal Statistical Reporting Obligations

The Federal Government requires campus security to publish an annual Campus Security Report describing the types of Sexual and Relationship Misconduct that have occurred and their general location (on or off campus or in the surrounding area; no addresses are given). These reports contain statistical information only. All personally identifiable information is kept confidential. This report

helps to ensure greater community safety by providing the community with a clear picture of the nature and extent of campus crime. The College requires that all employees (except professional/licensed counselors and clergy) provide statistical information regarding known sexual misconduct, dating violence, domestic violence and stalking to Campus Security.

The Adjudication Process

Some Sexual and/or Relationship Misconduct and any other conduct covered by this Policy may constitute criminal violations and violations of College policy. A person charged with a crime can be prosecuted under the Iowa Criminal Code and separately adjudicated by the College for any behavior that also constitutes a violation of this Policy. Even if the criminal justice authorities choose not to prosecute, a student charged with any type of Sexual and/or Relationship Misconduct will be subject to the College disciplinary process. Hearing procedures and disciplinary sanctions are outlined below.

Investigation

As described above, it is possible for a complainant to make a first report to a number of different contact points throughout the college community. If a complainant elects to first exercise a Confidential Reporting Option, and after meeting with any College Confidential Option and then determines that he/she would like to make an Official College Report, the confidential resource will direct the student to meet with the Title IX Coordinator or his/her designee. If the complainant first reports the incident to a Responsible Employee, other than the Title IX Coordinator, the Responsible Employee will convey the information to the Title IX Coordinator or his/her designee who will follow up with the complainant.

Once a meeting is arranged, the Title IX Coordinator or his/her designee will outline the options available, including how a conduct hearing will work, along with its possible outcomes. If the complainant decides to participate in the process, the Title IX

Coordinator or his/her designee will take a written and/or tape-recorded statement of the complainant's account of the incident (the complainant may give an initial statement directly to Campus Security). The respondent will also be given the opportunity to provide the Title IX Coordinator or his/her designee with a written and/or tape-recorded statement. It should be noted that if Campus Security has already taken a written statement from the complainant and/or the respondent, the Title IX Coordinator or his/her designee may review these statements and then determine if a follow up statement should be taken from the party.

The investigation will also generally include interviews and/or written statements from any witnesses, as well as any other evidence relevant to the incident. The complainant and respondent will be permitted to have their counsel or an advocate present during the interviews and the hearing; however these individuals are permitted to participate only in an advisory capacity to the party. They are not permitted to take an active role in either the investigation or hearing process. Absent extenuating circumstances complainants and respondents utilizing an advocate are expected to use the same advocate throughout the process.

At the conclusion of the investigation the Title IX Coordinator or his/her designee will consider all of the information collected as part of the investigation ("investigatory record") and determine whether in his/her reasonable opinion and based on the investigatory record a hearing panel could reasonably find a violation of this policy occurred. If he/she determines, based on the investigatory record, a hearing panel could not reasonably find a violation of this policy occurred, he/she will notify the complainant and respondent of the finding and the process will be concluded and neither the complainant nor the accused will be subject to disciplinary action. If he/she determines, based on the investigatory record, a hearing panel could reasonably find a violation of this policy occurred; the procedures set forth below will be followed.

Notice of Charges and Hearing

The Title IX Coordinator or his/her designee will provide the complainant and respondent with written notice of the charges (policy violations), the hearing process, the hearing board members

being chosen, the date and the location of the hearing.

Hearing/Proceeding: All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings.

Hearing/Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Interim Measures

If, at any time after being made aware of the complaint, the Title IX Coordinator or his/her designee determines that it is in the best interest of either student for safety or other reasons, the Title IX Coordinator may take whatever interim measures are deemed appropriate under the circumstances. The College will generally initiate these measures only with the complainant's knowledge and consent, but the College reserves the right to take whatever measures are deemed necessary to protect the parties and/or the community. In most instances, both individuals will be instructed to avoid all contact with the other. If these instructions are not heeded, disciplinary action will be taken, including the possibility of immediate suspension from the College and trespass from campus. If requested by the complainant, a change in living or academic/work arrangements will be made to the extent reasonably possible. In cases confidentiality is requested, to the extent it is reasonably possible, a complainant may still be provided requested support services such as a change in living or academic/work arrangements, and increased monitoring, supervision or security at locations and activities where the alleged misconduct or violence occurred.

Note: The charges of misconduct remain allegations until a decision is reached by the Specialized Student Misconduct Review Board.

Composition of the Sexual and Relationship Misconduct Review Board

The Sexual and Relationship Misconduct Review Board is composed of administrators and staff members. Board members are appointed by the Title IX Coordinator. When selected, all members of the

board receive comprehensive training about the hearing process and Sexual and Relationship Misconduct. When it is necessary to convene a Sexual and Relationship Misconduct Review Board, the Title IX Coordinator will select three people from the pool of board members to hear any given case. Both men and women will comprise the pool and each convened board. The Title IX Coordinator or his/her designee will serve as an ex-officio member of the Specialized Student Misconduct Review Board without vote and will chair the board during the hearing and provide administrative support and clarifications as needed.

The respondent and complainant will be notified of the names of those who will serve on the board at the time the hearing is scheduled. If either objects to any member or members of the board, he or she must commit the reasons for the objection to writing with in two (2) business days thereafter. The Title IX Coordinator will review the objection and decide whether the hearing board member(s) should or should not be replaced. Removal from the hearing board will occur only if the Title IX Coordinator is convinced that extenuating circumstances exist that would preclude the hearing board member from his/her ability to impartially adjudicate the incident. Any board member who personally knows either the respondent or the complainant and believes this may impact their impartiality may be excused from the case.

Elements of the Hearing

The hearing will be convened in a private room where there will be no disturbances from other members of the campus community. The hearing will not be open to the public. A record of the hearing (audio tape recording and/or written) will be maintained and made available for review on campus to the respondent and complainant if requested, subject to restrictions/conditions established by the College. There will be separate waiting rooms for the witnesses of the respondent and for the witnesses of the complainant. The witnesses should be the same witnesses interviewed as part of the investigation process. The statements from witnesses obtained during the investigation may be submitted in lieu of actual witness testimony in the absence of an objection by the other party. Depending on the circumstances the Review Board may allow for a witness to testify via phone, Skype or other electronic means.

The complainant and the respondent will not be required to be present in the hearing room at the same time nor face one another

during the hearing process (physical accommodations of the hearing location will be adapted as necessary); however arrangements will be made for both the complainant and the respondent to have the opportunity to observe the entire hearing. Each may present evidence on their own behalf through their own testimony, exhibits, the presentation of witnesses and/or (absent objection) statements of witnesses. Each may choose a person (which may be legal counsel) to accompany them during the judicial proceedings. However, the accompanying person may serve only in a support or advisory role and may not serve in an advocacy role or actively participate at the hearing.

The complainant will present his or her case first, and be able to testify, present exhibits, call witnesses and/or (absent objection from the respondent) present witness statements. Next, the respondent may present his or her case, testify, present exhibits and call witnesses and/or (absent objection from complainant) present witness statements. There are some situations in which the complainant or respondent cannot or will not present his or her own case. In these situations, the Title IX Coordinator or his/her designee may appoint an administrator to present the case to the Review Board in the complainant's /respondent's stead. The complainant/respondent will be permitted to have input on the selection of that administrator but the Title IX Coordinator retains ultimate authority to appoint the administrator. Under this circumstance, the complainant/respondent still may be present throughout the entire proceeding.

The Review Board members are allowed to ask questions at any point throughout the hearing. Furthermore, the Review Board may recall the complainant, respondent, and any witness at any point to clarify a point or inquire further about relevant information. Neither the respondent nor the complainant may directly question the other during the hearing. Questions to the other party must be directed to the Review Board chair who will review the questions and determine if they will be posed to the other party, and if so, the chair will ask the party the question. Prior sexual behavior/sexual history of the complainant are not relevant and will not be allowed to be presented during the hearing except with respect to the prior relationship between the Complainant and the Respondent.

The Decision Making Process

Once the hearing is concluded, the Review Board members will, after meeting in closed session, render a decision within 5 business days as to whether the respondent's actions constitute a violation of this Policy. However, if they cannot reach a decision in that time the parties will be so notified and a time-frame will be provided for when the decision will be rendered. If necessary, prior to the decision being rendered, witnesses may be recalled for further questioning by the Review Board.

To find the respondent responsible for a violation of this Policy, a majority of the Review Board must decide that a preponderance of the evidence establishes respondent's behavior constituted a violation of this Policy. Preponderance of the evidence means that it is more likely than not that the respondent violated the Policy. In the absence of a finding of a policy violation based upon a preponderance of the evidence, neither the complainant nor the respondent will be subject to disciplinary action. Once a decision is made, the Title IX Coordinator or his/her designee will inform the respondent and the complainant, in the form of a letter which will include an explanation of the Board's decision, and any sanctions imposed by the review board.

Decision/Result: Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution.

The decision/result must include any sanctions imposed by the institution.

Sanctions for Sexual and/or Relationship Misconduct

Typical sanctions for the above-referenced policy violations are as follows:

Any student found responsible of a charge of a Non-Consensual Sex Act will face a recommended sanction of suspension or expulsion, depending on the severity of the incident, and taking into account any previous disciplinary infractions.

Any student found responsible of a charge of any other type of Sexual and/or Relationship Misconduct will receive a recommended sanction ranging from warning to expulsion, depending on the severity of the incident, and taking into

account any previous disciplinary infractions.

The Sexual and Relationship Misconduct Review Board reserves the right to broaden or lessen or alter the range of recommended sanctions in the case of serious mitigating circumstances, egregiously or offensive behavior, or other compelling justifications.

In addition, depending on the decision of the Sexual and Relationship Misconduct Review Board, the Title IX Coordinator may provide remedies/accommodations to the Complainant such as counseling, alternative living/working arrangements and academic accommodations. The Title IX Coordinator may also take certain measures for the benefit of the school community.

FERPA permits a school to disclose to the harassed student information about the sanction imposed upon a student who was found to have engaged in harassment when the sanction directly relates to the harassed student.

Time Frame

In most cases the above process will be concluded within sixty (60) days after Complainant makes the date of the Official College Report. However, if circumstances are such that the process will not be rendered in this time frame the complainant and the respondent will be so advised and provided a revised time frame for the conclusion of the process.

Appeal

If either party believes that a satisfactory resolution of the alleged incident has not been reached by the Sexual and Relationship Misconduct Review Board, an appeal of the decision may be made as outlined in the Simpson College Student Handbook.

Educational Programs

Simpson College engages in many programs that promote awareness and prevention of rape and other sexual misconduct. Written information on sexual misconduct will be distributed regularly to all students. The SARA program offers regular programming addressing issues of sexual violence, sexual health and sexual responsibility. Residence Life staff members and campus security staff members receive training in complainant sensitivity and the College's philosophy and procedures in dealing with sexual

misconduct. Student Development provides ongoing campus sexual misconduct awareness programs. The Security Department offers several programs to raise security consciousness and overall safety for members of the College community. Faculty members are encouraged to discuss the issue in their classes and residence life staff sponsor programs for residents. Each year sexual assault awareness and prevention is discussed during new student orientation, and each new student is asked to complete an on-line education module concerning issues of sexual violence, sexual health, sexual responsibility, and bystander intervention. In addition, staff and faculty members at the institution are encouraged to complete annual on-line training concerning issues of sexual violence.

Below are listed some of the specific educational programming offered at Simpson:

On-line sexual assault prevention training-Haven (Everfi):

Address and inform Faculty/Staff/Students about the many issues surrounding sexual misconduct. Hopes of creating opportunities for more conversations as well as inform and educate our community about how best to respond to the many issues surrounding sexual misconduct.

It's On Us Brochure: Simpson College Resources and Policies for Faculty, Staff, and Students. Information surrounding Sexual Misconduct: Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

S.A.R.A. (Sexual Assault Response Advocates): The goal of SARA is to educate and assist members of the Simpson community in dealing with sexual assault and sexual misconduct. SARA consists of faculty, staff and student advocates who are specially trained to provide education and support in sexual assault incidents on campus (training is 30 hours and focuses on various topics related to sexual assault). SARA is also an organization that provides educational programming about issues related to dating violence, sexual harassment, sexual assault, and being conscientious about sexual choices. To learn more check out our website: <http://simpson.edu/counseling-services/sexual-assault-response-advocates-sara/> and see the attached job description and constitution.

MVP (Mentors in Violence Prevention): a leadership program focused on preventing all forms of men's violence against

women. MVP is the premier program in the country working with athletic groups on these issues. MVP utilizes a unique bystander approach to prevention and education. MVP views all participants as potential bystanders who can be empowered to confront abusive incidents involving peers. MVP goals are to: Raise Awareness, Challenge Thinking, Open Dialogue, and Inspire Leadership.

Project: Not Asking for It: Goal is to spread awareness that no matter the clothes, gender, or level of inebriation, no one is ever asking to be sexually assaulted. “It” refers to unwanted commentary, name-calling, touching, harassment, assault, rape, or anything that makes a person feel uncomfortable. Campus wide efforts, like ‘Project Not Asking For It’ help spread the message that Simpson can and should be a safe and supportive place for all our students.

Agents of Change: It's On Us. This is the sexual assault prevention programming that is part of the orientation for new students. In May of 2015 thirteen students worked together to develop the performance. Their work began with investigating the national issue of sexual assault and harassment on college and university campuses. They received training on bystander intervention and worked together to develop an understanding of how to help our campus be a safe learning environment for all students. The goal of the Agents of Change is to **raise awareness of sexual harassment and assault in order to facilitate change toward a safer learning environment for all students. We will leave viewers educated and empowered to be active participants of the Simpson College community.**

[1] In addition to College Confidential Options, students may choose to consult off-campus professional/licensed mental health counselors, certified victim advocate, legal counsel or members of the clergy, who can also maintain confidentiality.

Crimes of Opportunity

Most crimes that occur on a residential campus like Simpson happen when students leave doors unlocked. To minimize these crimes of opportunity, please follow this basic crime prevention outline. Do not prop open residence hall doors. Lock your room door every time you leave. Lock your door before you go to sleep. Lock windows that are accessible from the outside. Keep items of value (wallets, purses, money and jewelry) out of sight. Do not leave notes on your door announcing you are not home. Never loan out your keys (room or hall combination) or I.D. card. Report any persons acting suspiciously in and around your residence hall or house; note their description and call the Security Office at 961-1711.

Safety Escorts

Call Campus Security, 961-1711, for an escort. When walking in groups without a security escort, walk assertively and confidently and be aware of your surroundings. Stay in areas of the campus that are well lit at night.

If You Sense a Potential Threat

Consider your options and then take action. Try and get away from the danger. Yell or scream, create a commotion. Run toward well-lit areas. Get to a safe place with a phone and call campus security immediately. Describe what has happened and where it happened.

Fire and Fire Drills

If you spot a fire that is a small fire and can be contained, activate the building fire alarm system to notify the other residents, and use the nearest fire extinguisher. Call 911 for emergency response to a fire; identify yourself, your building and the location. Notify Campus Security at 1711. Evacuate the building immediately. Do not attempt to rescue others unless you can do so safely. If you hear an alarm in your building, you must leave the building.

If possible, before leaving your room, turn on all lights, close closet doors and windows, open curtains, put on a coat and hard soled shoes, and carry a water soaked towel to cover your head (if

necessary). Feel the door from top to bottom, if it is hot, do not proceed through the door. If the door is cool crouch low and open the door slowly. If smoke is present, close the door quickly so you do not inhale the smoke. If it is safe, exit via the stairwell designated as the emergency exit from your room. Walk, do not run. Stay low if smoky conditions exist. If you encounter heavy smoke in the stairwell, go back and try another exit.

If trapped in a room, stuff wet towels or clothing under the door to keep smoke out. Open your windows, wave something out and yell for help. Dial 911 and report your situation and location. Keep a soaked towel over your head. Stay low and breathe fresh air near windows.

Sex Offender Registry

Iowa law requires a person who has been convicted of a sex offense crime anywhere to register with the Sheriff in the county in which they reside, and, if the person attends or works for an institution of higher education, register with the sheriff in the county in which the institution is located. To obtain further information regarding registered sex offenders in Warren County please contact the sheriff's office at #961-1122. To access the statewide registry, visit www.iowasexoffender.com. For additional assistance please contact the Simpson Security Department at #961-1711.

Criminal Offenses - On campus

For each of the following criminal offenses, enter the number reported to have occurred On Campus.

Criminal offense	Total occurrences On campus		
	2014	2015	2016
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Rape</u>	1	2	8
d. <u>Fondling</u>	0	2	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	6	4	3
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Criminal Offenses - On-campus Student Housing Facilities

Of those criminal offenses reported to have occurred On Campus, enter the number that occurred in On-campus Student Housing Facilities.

Criminal offense	Total occurrences in On-Campus Student Housing Facilities		
	2014	2015	2016
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Rape</u>	1	2	7
d. <u>Fondling</u>	0	2	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	3	0	1
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Criminal Offenses - Noncampus

For each of the following criminal offenses, enter the number reported to have occurred in or on Noncampus buildings or property.

Criminal offense	Total occurrences in or on Noncampus buildings or property		
	2014	2015	2016
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Rape</u>	0	0	0
d. <u>Fondling</u>	0	0	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	0	1	0
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Criminal Offenses - Public Property

For each of the following criminal offenses, enter the number reported to have occurred on Public Property.

Criminal offense	Total occurrences on Public Property		
	2014	2015	2016
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Rape</u>	0	0	0
d. <u>Fondling</u>	0	0	0
e. <u>Incest</u>	0	0	0
f. <u>Statutory rape</u>	0	0	0
g. <u>Robbery</u>	0	0	0
h. <u>Aggravated assault</u>	0	0	0
i. <u>Burglary</u>	0	0	0
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0
k. <u>Arson</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format:
 "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

VAWA Offenses - On Campus

For each of the following crimes, enter the number reported to have occurred On Campus.

Crime	Total occurrences On Campus		
	2014	2015	2016
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	1	1	2
c. <u>Stalking</u>	0	3	5

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

VAWA Offenses - On-campus Student Housing Facilities

For each of the following crimes, enter the number reported to have occurred in On-campus Student Housing Facilities.

Crime	Total occurrences in On-campus Student Housing Facilities		
	2014	2015	2016
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	1	2
c. <u>Stalking</u>	0	3	5

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

VAWA Offenses - Noncampus

For each of the following crimes, enter the number reported to have occurred in or on Noncampus buildings or property.			
Crime	Total occurrences in or on Noncampus buildings or property		
	2014	2015	2016
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	0	0
c. <u>Stalking</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

VAWA Offenses - Public Property

For each of the following crimes, enter the number reported to have occurred on Public Property.

Crime	Total occurrences on Public Property		
	2014	2015	2016
a. <u>Domestic violence</u>	0	0	0
b. <u>Dating violence</u>	0	1	0
c. <u>Stalking</u>	0	0	0

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Arrests - On campus

Enter the number of Arrests for each of the following crimes that occurred On Campus.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of Arrests		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	3	2	0
c. <u>Liquor law violations</u>	0	1	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Arrests - On-campus Student Housing Facilities

Of those Arrests for crimes that occurred On Campus, enter the number of crimes that occurred in On-campus Student Housing Facilities for each of the following categories.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of Arrests		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	3	2	0
c. <u>Liquor law violations</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Arrests - Noncampus

Enter the number of Arrests for each of the following crimes that occurred in or on Noncampus buildings or property.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of Arrests		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Arrests - Public Property

Enter the number of Arrests for each of the following crimes that occurred on Public Property.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of Arrests		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	1	1
c. <u>Liquor law violations</u>	7	0	3

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Disciplinary Actions - On Campus

Enter the number of persons referred for disciplinary action for crimes that occurred On Campus for each of the following categories.

Do not include disciplinary actions that were strictly for school policy violations.

If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of persons referred for Disciplinary Action		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	5	2	6
c. <u>Liquor law violations</u>	115	62	76

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Disciplinary Actions - On-campus Student Housing Facilities

Enter the number of persons referred for disciplinary action for crimes that occurred in On-campus Student Housing Facilities for each of the following categories.

Do not include disciplinary actions that were strictly for school policy violations.

If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of persons referred for Disciplinary Action		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	5	2	6
c. <u>Liquor law violations</u>	115	62	76

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Disciplinary Actions - Noncampus

Enter the number of persons referred for disciplinary action for crimes that occurred in or on Noncampus buildings or property for each of the following categories.

Do not include disciplinary actions that were strictly for school policy violations.

If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of persons referred for Disciplinary Action		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Disciplinary Actions - Public Property

Enter the number of persons referred for disciplinary action for crimes that occurred on Public Property for each of the following categories.

Do not include disciplinary actions that were strictly for school policy violations.

If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Do NOT include drunkenness or driving under the influence in Liquor law violations.

Crime	Number of persons referred for Disciplinary Action		
	2014	2015	2016
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	0	0	0
c. <u>Liquor law violations</u>	0	0	0

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Unfounded Crimes

Of those crimes that occurred On Campus, in On-campus Student Housing Facilities, on or in Noncampus property or buildings, and on Public Property, enter the number of crimes that were unfounded.

The total number of unfounded crimes should include all criminal offenses, hate crimes, domestic violence, dating violence, or stalking incidents that have been unfounded. Arrests and disciplinary actions cannot be unfounded.

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded". Only sworn or commissioned law enforcement personnel may unfound a crime.

Count unfounded crimes in the year in which they were originally reported.

	Number		
	2014	2015	2016
a. <u>Total unfounded crimes</u>	0	0	0

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."