



ANNUAL SECURITY REPORT

2024

INDIANOLA, IOWA

Clery Act

Statistics provided in compliance with the **Jeanne Clery Campus Safety Act (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 website.

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: 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 **2025 report** includes statistics from **January 1, 2024 to December 31, 2024**.

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.**

2025 Security Reports

- [West Des Moines Campus](#) (Closed May 31, 2024)

(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 age or temporary/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 (as defined in §708.2A of the Iowa Code) 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. 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 threats, 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. 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, that 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 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, or personal property of another.

Other Offenses

- **Liquor law violations:** The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, or 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.

Simpson College's hazing policy and efforts to prevent hazing are as follows:

Hazing is not permitted at Simpson College.

Hazing, as defined by the Clery Act and Simpson College, is:

“Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons—regardless of the willingness of such other person or persons to participate—that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”

A **student organization** is defined as:

“An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.”

Examples of Hazing

(Include, but are not limited to)

- Calling individuals demeaning names
- Silence periods
- Threatening individuals with what might happen during initiation
- Any form of demerits
- Requiring individuals to call members certain names
- Scavenger hunts of any type where participation is required
- Phone or house duties if only assigned to certain individuals
- Hell night or Hell week
- Verbal abuse
- Personal services such as carrying books or running errands
- Requiring individuals to wear ridiculous costumes or sing embarrassing songs
- Requiring only individuals to enter by back door
- Stunt night or skit night with demeaning or crude skits
- Line ups or interrogations of any type
- Mock initiation
- Requiring walking, standing, sitting, or lying in any unpleasant substance or position
- Sexual harassment or abuse
- Alcohol or drug consumption
- Forced eating or drinking
- Blindfolding
- Placement in a confined area
- Physical abuse

Reporting Incidents of Hazing

Simpson College reports through **internal and external online reporting processes**:

- **External process:** [Incident Report webpage](#) in which anyone can report an incident of hazing. These reports are sent directly to the **Assistant Dean of Students for Safety and Security** and the **Director of Student Activities**.
- **Internal process:** Available to students, staff, and faculty through their **OneLogin** or at https://simpson.guardianconduct.com/incidentreporting/new?incident_type=Hazing. These reports are also sent directly to the Assistant Dean of Students for Safety and Security and the Director of Student Activities.

Reports on hazing on campus are compiled by the Assistant Dean of Students for Safety and Security and reported both in the **Annual Security Report (ASR)** and the **Campus Hazing**

Transparency Reports (published twice a year) on the Security pages of the Simpson College website.

Hazing Investigations

- All reported incidents of hazing follow the same student conduct procedures as other conduct incidents on campus.
- Reports are reviewed by the **Assistant Dean of Students for Safety & Security** and/or the **Director of Student Activities**, who determine who will investigate.
- Investigators may include professional staff in **Residence Life, Security, Athletics**, and/or **Human Resources**.
- Investigations begin promptly and follow the guidelines in the **Student Conduct** process of the **Student Handbook**.
- Students' rights and responsibilities are protected, and students retain the **right to appeal** any decisions.

Local and State Laws

Iowa law defines hazing as:

“A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university.”

Prohibited acts include, but are not limited to, any brutality of physical nature such as **whipping, forced confinement**, or any other forced activity which endangers the physical health or safety of the student.

- a. “Forced activity” means any activity which is a condition of initiation or admission into, or affiliation with, an organization, regardless of a student’s willingness to participate in the activity.
- b. A person who commits an act of hazing is guilty of a **simple misdemeanor**.
- c. A person who commits an act of hazing which causes **serious bodily injury** to another is guilty of a **serious misdemeanor**.

Prevention and Awareness Programs

- Simpson College uses the online platform **Vector Solutions** to provide training to its campus.
- All incoming students are required to complete **online modules on hazing prevention and education** within one month of the start of classes.
- All returning students are offered **yearly online hazing education and prevention modules**.

- **Staff and faculty** are required to complete yearly online modules that include hazing education and prevention.
- **Failure to comply** with these training requirements is subject to institutional policy.

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 campus community members can work, learn, and live.

This goal requires the cooperation of everyone at Simpson.

Each person must take responsibility for the safety and security of themselves, their neighbors, and their belongings.

Access and security of all campus facilities—including housing units—are the 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 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** by **October 1** that contains three years of campus crime statistics and certain campus security policy statements.
- **Disclose crime statistics** for the campus, public areas 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, the date the fire was reported, the nature of the fire, the 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 patrols campus **from 4 p.m. to 8 a.m., seven days a week**, and staff are available **24/7, 365 days a year**.
- They respond to a variety of requests and regularly patrol **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; their 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 incidents of a criminal nature.
- Sharing of information regarding investigations occurs to the extent the law allows.
- **Evidence preservation** is a high priority, and the College works closely with law enforcement to ensure best practices are used.
- The Indianola Police Department and the College collaborate on **training measures** specifically related 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 to help protect campus and community safety.

(There is no official written memorandum of understanding in place at this time.)

Other duties of the Security Department include:

- Securing and monitoring campus buildings
- Assisting the residence life staff
- Providing escorts for students and staff
- Enforcing campus parking regulations
- Educating members of the campus community regarding their responsibilities for security and safety

Campus Security Information and Education

- 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**, sponsors periodic **crime prevention education and awareness programs** which include, but are not limited to:
 - crime prevention

- alcohol consumption
- emergency blue light phones
- escort program
- internet safety
- ID theft
- travel safety
- personal safety
- 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 about security and safety at Simpson.

Procedures for Reporting Policy Violations and Criminal Activity

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 **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:

- 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
- a link to the appropriate website for further details and instructions.

Simpson will, **without delay** and taking into account the safety of the community, determine the content 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.

Crisis Management Team

The **Crisis Management Team** coordinates appropriate actions on behalf of the College in all campus emergencies.

This team includes, but is not limited to:

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

It 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 permitted by law.

Confidentiality

Crimes can be reported on a **confidential basis**:

- **Security Department** at x1711, or
- **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 those governing the **possession and use of alcohol** and the **policy on illegal drugs**.

- The College respects the **laws of Iowa**, which establish the **legal drinking age at 21**.
- 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 enforcing laws pertaining to the use and possession of alcohol and illegal drugs.
- The College encourages **accurate and prompt reporting of all crimes** to campus police and appropriate police agencies when the victim 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** established at Simpson.

See the full Student Handbook section on alcohol here:

<https://simpson.edu/app/uploads/2025/09/Student-Handbook-2025-2026.pdf>

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

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.
- Each student may **register and update** the identity of this individual, known as the **Missing Student Confidential Contact**, on their **Simpson College portal page**.
- For students **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 also 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 determines 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 the 24-hour mark**.

II. Missing Student Confidential Contact

Students may identify their contact by completing the **"Missing Student Confidential Contact"** section of their **Simpson College portal page**.

Data Entry Statement:

"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

- 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.**
- After investigating, the **Office of Security** will determine 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
 - Notify the student's **confidential contact** (if provided).
- 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 affirms the rights of its community members to live, study, and work in an environment **free from all forms of sexual misconduct,** including:

- sexual harassment,
- sexual violence,
- rape,
- sexual assault,
- domestic violence,
- dating/relationship violence,
- sexual exploitation,
- sexual manipulation, and/or
- stalking.

As a community we are committed to maintaining a standard of conduct that creates an environment of **trust, care, and respect.**

Our community **prohibits sexual misconduct** and treats violations of this policy as serious violations of the standards of conduct.

Sexual misconduct will not be tolerated.

The College will take direct action to prevent and correct such behavior consistent with **Title IX regulations, federal law, and state law,** including:

- providing supports to reporting parties,
- conducting an investigation of formal complaints of sexual misconduct,
- prohibiting retaliation against participants in the reporting or investigation process, and
- when necessary, taking corrective action against the Respondent(s) consistent with Title IX.

The College is also committed to providing **institution-wide education** to prevent sexual misconduct and to mitigate its impacts.

Purpose and Intent

This policy addresses concerns relating to **unwelcome conduct of a sexual nature** when alleged to have been committed by or directed toward a **current or prospective student or employee**, or any other individual participating in or seeking to participate in a **Simpson College educational program or activity**.

Acts of sexual misconduct may occur in a variety of settings which may be subject to different regulations.

It is the intent of Simpson College that this policy will apply to:

- Allegations of sexual harassment (including sexual assault and dating/relationship violence) within the scope of **Title IX**.
- Allegations of sexual harassment, sexual assault, dating violence, domestic violence, and stalking involving members or prospective members of the College community that may **fall outside the scope of Title IX** because the alleged incidents:
 - occurred outside the United States, or
 - occurred outside the context of a Simpson College program or activity.

Other behaviors not subject to this **Sexual Misconduct Policy** may be prohibited under other Simpson College policies:

- [Student Handbook](#)
- [Faculty Handbook](#)
- [Staff Handbook](#)

If you have a question about whether certain conduct is subject to the Sexual Misconduct Policy or another college policy, please contact the:

- **Title IX Coordinator**
- **Director of Human Resources**
- **Dean of Students**
- **Academic Dean**

Through this Policy the College intends to:

- Inform faculty, staff, and students of the **Sexual Misconduct Policy** and the procedures for reporting sexual misconduct.
- Encourage faculty, staff, and students to report sexual misconduct that constitutes a crime to the appropriate **law enforcement authorities**.
- Educate College personnel about their **responsibilities, laws, and potential liabilities** when sexual misconduct occurs.
- Inform faculty, staff, and students of the **services available to victims** of sexual misconduct.

- Educate faculty, staff, and students to demonstrate **respect for limits** expressed or implied by their partners in sexual contacts.
- Reduce incidents of sexual misconduct and educate faculty, staff, and students regarding their **rights should such misconduct occur**.

This policy includes definitions of terms, prevention information, procedures, and available resources in the event an individual experiences sexual misconduct.

[Jurisdiction and Scope](#) | [Related Statements](#) | [Policy Definitions](#) | [Reporting, Interim Measures and Filing a Formal Complaint](#) | [Resolving a Formal Complaint](#) | [Resources](#) | [Other Important Policy Provisions](#) | [Return to Top](#)

Jurisdiction and Scope

Under **Title IX**, the College has jurisdiction over incidents that occur:

- on campus,
- during an official college program or activity (regardless of location), or
- off-campus in an environment that is subject to **Simpson College's substantial control**, such as locations or events sponsored by Simpson College or a student group officially recognized by Simpson College.

Title IX only applies to incidents that occur **within the United States**.

Under this policy, the College also has jurisdiction over instances of:

- sexual harassment,
- sexual assault,
- dating violence,
- domestic violence, and
- stalking

involving members or prospective members of our campus community that may **fall outside the scope of Title IX** because the alleged incidents occurred:

- outside of the United States, or
- outside the context of a Simpson College program or activity.

Other misconduct not meeting the definition of sexual misconduct may be subject to other **misconduct policies and procedures** at Simpson College, available here:

- [Student Handbook](#)
- [Faculty Handbook](#)
- [Staff Handbook](#)

This policy is not intended to create a contract and is not to be construed as any kind of contractual obligation between Simpson College and any Simpson College student, prospective student, employee, or prospective employee.

Simpson College may **update, amend, supplement, rescind, or deviate** from these policies

as it deems appropriate.

The policy will take effect when approved by administration and distributed by official notice.

The version of the policy in effect at the time a **Formal Complaint** is filed will apply.

[Jurisdiction and Scope](#) | [Related Statements](#) | [Policy Definitions](#) | [Reporting, Interim Measures and Filing a Formal Complaint](#) | [Resolving a Formal Complaint](#) | [Resources](#) | [Other Important Policy Provisions](#) | [Return to Top](#)

Related Statements

Non-Discrimination Statement

Simpson admits qualified persons without regard to **age, ancestry, color, disability, gender identity, national origin, race, religion, sex, sexual orientation, gender, veteran's status, or genetic information** to all rights, privileges, programs, and activities generally accorded or made available to individuals at Simpson.

The College does not discriminate in:

- educational or admissions policies,
- scholarships, loan programs, athletic programs, or
- other school-administered programs,

and does not discriminate in employment.

The **Title IX Coordinator** is responsible for:

- overseeing Simpson's handling of all Title IX reports and Formal Complaints,
- determining the extent of investigation of anonymous reports,
- identifying and addressing any patterns or institutional issues evident through the review of those complaints, and
- responding to any questions or concerns regarding Simpson College's policies and procedures.

Reports regarding violations of this non-discrimination statement or the policy can be made directly to:

Title IX Coordinator: Lisa England

Email: titleix@simpson.edu

Phone: **515-961-1511**

Inquiries or complaints concerning the application of Title IX may also be referred to:

United States Department of Education's Office for Civil Rights

Regional #5 Office

500 West Madison St., Suite 1475

Chicago, IL 60661
Phone: **312-730-1560**

Non-Retaliation Statement

Retaliation by any individual or agent of the College against a person who reports, is accused of, or participates in an investigation of sexual misconduct is prohibited. These actions are violations of college policy and will result in conduct charges and possible resulting sanctions. Acts of retaliation may also violate state and federal laws. Acts of retaliation should be reported to the Title IX Coordinator, Dean of Students, and/or Director of Human Resources.

Retaliation by any individual or agent of the College against a person who:

- reports sexual misconduct,
- is accused of sexual misconduct, or
- participates in an investigation of sexual misconduct

is **prohibited**.

These actions violate college policy and will result in conduct charges and possible sanctions. Acts of retaliation may also violate state and federal laws.

Acts of retaliation should be reported to the:

- **Title IX Coordinator,**
- **Dean of Students,** and/or
- **Director of Human Resources.**

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Associated Personnel

Title IX Coordinator

The Title IX Coordinator is responsible for coordinating all aspects of the College's gender equity compliance efforts, including the College's efforts to prevent sexual harassment. The Title IX Coordinator is responsible for ensuring the College's compliance with all requirements of Title IX and other applicable state and federal laws. Additionally, the Title IX Coordinator:

- Coordinates the College's response to all complaints involving possible sex-based harassment or discrimination
- Advises individuals about Simpson's Sexual Misconduct Policy and reporting options
- Explains options, resources, and available supportive measures to affected individuals regardless of whether a Formal Complaint is filed
- Coordinates supportive measures offered to both parties

- Oversees campus-wide sexual misconduct and Title IX training measures
- Oversees and maintains records of training for members of the Title IX team

Investigators

Investigators are trained staff, faculty, or other professionals who review and investigate all details of a Formal Complaint to which they are assigned, including conducting interviews of both parties, interviewing witnesses, collecting evidence, and preparing a written investigation summary report.

Hearing Board Members

The Sexual Misconduct Review Board is composed of trained staff and faculty, or other professionals, who determine whether the Respondent is responsible for the sexual misconduct alleged in a Formal Complaint. If the responding party is found responsible, the Review Board, in consultation with the Title IX Coordinator (and, in the case of faculty/staff respondents, with the Academic Dean or Director of Human Resources), will determine the consequences and/or sanctions to be imposed. Hearings are chaired by an external review board member retained by the College.

Officials with Authority to Institute Corrective Measures

Officials with Authority to Institute Corrective Measures (or OWAs) are any Simpson employee explicitly vested with the responsibility to implement corrective measures on behalf of the institution for sex- or gender-based discrimination, harassment, violence, and/or retaliatory conduct involving students, faculty, staff, or third parties. Positions at Simpson considered OWAs are listed below.

- President
- Senior Vice President/Academic Dean
- Vice President of Student Development
- Vice President of Enrollment
- Dean of Students
- Dean of Continuing and Graduated Education
- Director of Human Resources
- Director of Campus Security
- Athletic Director
- Senior Women's Athletics Administrator

Training

All associated personnel receive annual training and information on required and relevant topics, depending on their position and role. Topics of training may include, depending on position:

- Issues related to sexual and gender-based harassment, sexual assault, dating violence, domestic violence, and stalking
- How to conduct fair and impartial investigations
- Creating investigation reports that fairly summarize evidence

- The College Sexual Misconduct Policy
- How to conduct a hearing
- How to serve impartially
- Technology to be used at hearings
- Requirements and expectations of their position
- Ahlers & Cooney-Title IX changes/updates, supportive measures, pregnancy, gender, Investigator Training, Hearing procedures, Informal Resolutions-Mediation.
- Vector Solutions on-line training for Title IX Coordinators, Investigators, Hearing Panel Members, Appeal Board, Advisors/Advocates.

Records of training materials are maintained and publicly available on Simpson's Title IX webpage.

Policy Definitions

Consent: Consent, pertaining to this policy, is a voluntary agreement to engage in any sexual activity(ies). Consent is given when a fully informed, mentally capable person freely chooses to participate in a mutually agreed upon sexual activity through mutually understandable words or actions. Consent to sexual activity can be communicated in a variety of ways but one should assume that consent has not been given until both parties have clearly agreed to the sexual act. This consent can be withdrawn at any point during the sexual experience. Prior consensual sexual activity does not imply current consent. Consent to engage in a specific sexual activity does not imply consent to engage in other sexual activities. Consent to engage with one partner does not imply consent to engage in sexual activities with any other/additional persons. 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 by 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.

A person cannot give consent if incapacitated, including through the effects of drugs or alcohol.

Silence, non-communication, or lack of resistance should never be interpreted as consent. 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.

Simpson College is also committed to providing a safe environment for individuals whose capacity to provide effective consent is limited, such as minors, developmentally disabled persons, and vulnerable adults. When a matter involves an individual with the limited ability to consent, this will be considered throughout the process.

Sexual Misconduct

Sexual misconduct prohibited by this policy includes: sexual harassment, sexual violence, rape, sexual assault, domestic violence, dating/relationship violence, and stalking.

A. Sexual Harassment

Under Title IX, sexual harassment refers to unwelcome conduct on the basis of sex that satisfies one or more of the following:

1. Submission to such conduct is made either explicitly or implicitly as a term or condition of admission, instruction, employment, academic advancement, or participation in any College activity
2. Submission to or rejection of such conduct by an individual is used as a basis for evaluation in making an employment, academic, or personnel decision affecting an individual
3. Such conduct is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity, which includes employment that relates to educational activities
4. Sexual assault, dating violence, domestic violence, and stalking

Sexual harassment may include unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal, nonverbal, or physical conduct or communication of a sexual nature. Actions that may, depending on circumstances, constitute sexual harassment include, but are not limited to:

- Unwelcome sexual flirtations, advances, or propositions
- Requests for sexual favors
- Verbal abuse of a sexual nature, obscene language, off-color jokes, verbal commentary about an individual's body, sexual innuendo
- The display of derogatory or sexually suggestive posters, cartoons, drawings, objects, notes, letters, emails, or text messages
- Visual conduct
- Recording video or photographs of a sexual nature without consent
- Cyber harassment, including but not limited to electronically recording, photographing, or transmitting identifiable utterances, sounds, or images of private

sexual activity and/or intimate body parts (including genitalia, groin, breasts, or buttocks) without the knowledge and consent of all involved

- Engaging in conduct of a sexual nature that creates an intimidating, hostile, or offensive academic or work environment
- Punishing or threatening to punish a subordinate or student for refusing to comply with sexual requests or demands
- Causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over the person
- Causing the prostitution of another person
- Allowing third parties to observe private sexual acts of a participant without the participant's consent
- Voyeurism (spying on others who are in intimate or sexual situations)
- Threatening to sexually assault another person
- Stalking, including cyber-stalking
- Engaging in indecent exposure

Sexual harassment may involve the behavior of a person of either sex toward a person of the same or opposite sex when that behavior falls within the operative definition of sexual harassment.

This policy does not prohibit students and faculty from discussing or communicating about topics in the academic context that involve sexual issues, even if the discussion offends some people who overhear it.

B. Sexual Violence

Sexual violence is a form of sexual harassment. It includes physical sexual acts or sexual contact with a person's intimate parts that are performed against a person's will or without consent of the other party. Physical resistance need not occur to fulfill the definition of sexual violence. Sexual violence may include rape, sexual assault, dating violence, and other forms of nonconsensual sexual contact. Depending on circumstances, other forms of sexual violence may include domestic violence and stalking. The following list provides examples but is not exhaustive of the type of behavior that may be considered sexual violence:

(keep your original examples list here if provided in your next part)

C. Sexual Assault

Sexual assault is a form of sexual harassment and sexual violence and includes any type of sexual contact or behavior that occurs with another person who does not or cannot give consent. This may or may not include force. Sexual assault includes, but is not limited to:

- 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 any person, without the consent of the victim; a victim may be a person who is penetrated without consent or a person who is forced to penetrate another person without consent)
- Attempted rape
- Fondling (the touching of private body parts of another person, including genitalia, groin, breasts, or buttocks or the clothing covering them, for the purpose of sexual gratification, without consent)

- Incest (sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law)
- Statutory rape (sexual penetration or other form of sexual contact with a person who is under the statutory age of consent)
- Forcing an unwilling person to touch another's intimate parts

D. Domestic Violence

Domestic violence includes asserted violent offenses committed by a person's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound.

E. Dating/Relationship Violence

Dating/relationship violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

F. Stalking

Stalking is a form of sexual harassment that involves engaging in a course of conduct directed at a specific person that would cause most people to fear for their safety or suffer substantial emotional distress. It may include, but is not limited to, repeatedly following a person; persistent attempts to contact the person by phone, electronic communication, or regular mail; vandalizing the person's property or leaving unwanted items for the person; and/or constantly appearing at the person's classroom, residence, or workplace without permission.

Other forms of sexual misconduct, including but not limited to instances of sexual harassment that do not rise to the level of sexual harassment as defined above, are prohibited by and may be adjudicated through other conduct processes as outlined in the student, faculty, and staff handbooks.

Additional Terms

- **Report:** A report of sexual misconduct occurs when an individual or group notifies the Title IX office that a member of the Simpson College community may have experienced or engaged in sexual misconduct. A report does not constitute a Formal Complaint or trigger the Grievance Procedure as described in this policy.
- **Reporting Party:** An individual who reports a violation of the Sexual Misconduct Policy to the Title IX office.

- **Complainant:** The individual(s) who, through filing a Formal Complaint of sexual misconduct, alleges to be the victim of sexual misconduct. In order to file a Formal Complaint, the individual(s) must be currently participating in or attempting to participate in Simpson College's programs or activities.
- **Respondent:** Individual(s) who has been accused of sexual misconduct in a Formal Complaint.
- **Advisor:** An individual who is selected by the party or provided by the College, who is not a witness or otherwise involved in the events that are the subject of the report or is otherwise involved in the disciplinary process under this policy. For purposes of the hearing described in this Grievance Procedure, cross-examination of a party must be conducted by an advisor.
- **Third Party:** Any other participant in the process, including a witness to the conduct, or an affected community member.
- **Mandated Reporter:** Employees who do not meet one of the conditions to be considered a confidential source (e.g., Counseling, Chaplain, Health Services, SARAs) are required to report all the details of an incident (including the identities of both the alleged victim and perpetrator) to the Title IX Coordinator.
- **Formal Complaint:** A Formal Complaint is a document filed by a complainant or signed by the Title IX Coordinator alleging sexual misconduct and requesting that the Complaint be addressed by the Institution.
- **Grievance Procedure:** The Grievance Procedure occurs after a Formal Complaint is filed, may include an investigation, hearing, appeal process, and/or informal resolution.

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Reporting, Interim Measures, and Filing a Formal Complaint

Reporting an Incident of Sexual Misconduct

Individuals who have experienced, witnessed, or learned of an incident they think involves sexual misconduct as defined in this policy are encouraged to report the incident using any one or combination of the options below. **Reports may be made anonymously.** While anonymous reports enable the College to gather data regarding incidents of sexual misconduct, they may significantly limit the extent to which the College can investigate and respond to reported sexual misconduct. **All reports of sexual misconduct will be forwarded to Simpson's Title IX Coordinator.** Reports should include sufficient information to enable the College to understand the nature of the report and complete an initial assessment, discussed below.

No matter the reporting party's status (as a student, employee, or faculty member), reports of sexual misconduct should be directed to the **Title IX Coordinator**. The Title IX Coordinator will assist in informing a reporting party of their right to make a Formal Complaint, of services available to try to restore a person's access to education programs or activities, and

will make a determination about whether Simpson College can investigate any Formal Complaint of sexual misconduct, discussed below.

The standard of proof for Simpson College sexual misconduct matters is a **preponderance of evidence (“more likely than not”)** standard to determine if this policy was violated. The College will strive to complete the investigation of any sexual misconduct complaint **within 90 days**.

Different individuals on campus have different abilities to maintain a person’s confidentiality when they receive a report of prohibited conduct:

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a **“privileged communication.”** These resources include **Counseling Services staff, Health Services staff, trained victim advocacy services, or the Chaplain** while they are acting in a confidential role.
- Employees whose communications are not covered by privilege or confidentiality rules are required to **report all the details of an incident** (including the identities of both the alleged victim and perpetrator, if known) to the Title IX Coordinator. A report to these employees (called **“mandated reporters”**) constitutes a report to the College and may lead to a Formal Complaint and initiation of the Grievance Procedure.

Along with the on-campus options described below, Simpson College strongly encourages a survivor of sexual 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 misconduct constitute criminal behavior. Law enforcement officers are trained in handling sexual assault and other cases involving sexual 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, to discuss available options, 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 should the victim wish to pursue charges.

Responding to a Report of Sexual Misconduct

Within **two business days** of receiving a report, Simpson College will reach out to the reporting party to schedule a meeting to review the report. If the reporting party is not the alleged victim, Simpson College will then reach out to the alleged victim to schedule a meeting. During the first meeting with the alleged victim, the Title IX Coordinator will:

- Inform the alleged victim (**provided in writing**) of any right to **file a Formal Complaint**, discussed below, and will explain the procedure for doing so.
- Inform the alleged victim of **measures that may restore or preserve** an individual’s access to their education, education program or activities, or other matters, **without** the filing of a Formal Complaint.
- **Offer each alleged victim supportive measures** in response to the report. If circumstances do not permit Simpson College to offer supportive measures in response to a report, such as in cases where a reporting party wishes to remain

anonymous or will not respond to follow-up contact from Simpson College, Simpson College will **document the reason** it could not offer supportive measures.

Should the reporting party and/or the alleged victim not respond to requests to meet, the above information will be **provided in writing**.

Interim or Supportive Measures Following a Report of Sexual Misconduct

Reports of alleged sexual misconduct in violation of this policy may be supported by appropriate **immediate interim measures** coordinated by the Title IX Coordinator or designee. When appropriate, the College may provide interim measures **at any point** following the receipt of a report of sexual misconduct.

Interim or supportive measures are **non-disciplinary** and are intended to **restore or preserve** a person's equal access to the College's education programs or activities, including employment that relates to educational activities. Any interim or supportive measure will be designed to **protect the safety** of all parties and members of the Simpson College community and **deter sexual misconduct**.

An individual may request specific interim or supportive measures at any point after a report of sexual misconduct is made. **A Formal Complaint does not need to be filed** in order to request interim or supportive measures. Requests for interim measures should be made to the **Title IX Coordinator**. The College will keep interim or supportive measures **confidential** to the greatest extent possible.

The College is obligated to provide reasonable interim or supportive measures **regardless of whether a report has been made to local law enforcement**. If a party has obtained a **court order** related to an individual involved in a report of sexual misconduct, the party who made the report or sought the order should provide that information to the Title IX Coordinator. The College will take all reasonable and legal action to assist with compliance of the order.

Interim measures may be requested by any party and may include, but are not limited to:

- A change in on-campus housing location to alternate housing
- Assistance in exploring alternative housing off-campus
- Assistance in arranging academic accommodations, including rescheduling exams and assignments
- Changing a student's class schedule
- Changing an employee's work schedule or job assignment
- Assistance in arranging for incompletes, leaves, or withdrawal from a class or the College
- Assistance in arranging for alternate college employment arrangements
- The issuance of a **College-imposed mutual "no contact directive"** pending the outcome of the investigation (no verbal, electronic, written, or third-party communication)
- Access to counseling, medical, or other confidential services and **assistance in setting up initial appointments** on and off campus

- Providing **campus security escorts** to assure safe movement between classes and activities
- **Interim suspension** (for a current-student respondent), **employment leave** (with the right to appeal), or **restriction from campus** (for a respondent not currently affiliated with the College)
- Any other measure deemed possible and appropriate that would help restore or preserve a person's equal access to the College's education programs or activities

Initial Assessment and Individualized Risk Assessment

Simpson College will ensure that the College responds to every sexual misconduct report in a **timely** manner that treats every individual with **respect** and **promotes safety** for the parties and the Simpson College community.

The first step in response to a sexual misconduct report is an **initial assessment**. The initial assessment will consider the nature of the report, the reporting party's preferences for resolution, and the most appropriate course of action given the information available. The appropriate course of action may change over time as further information gathering, analysis, or investigation reveal more information surrounding the alleged sexual misconduct. If an alleged victim decides against filing a Formal Complaint, the decision of how to move forward with the information will be made by the **Title IX Coordinator**, potentially in consultation with other College administrators. At the initial assessment stage, and throughout any investigation or disciplinary proceeding, only those who "**need to know**" are given information about the issues.

The College's initial assessment and individualized safety/risk analysis will include review of **safety issues** for the parties and the Simpson College community. If the College determines that an **immediate threat** to the physical health or safety of any student or other individual arising from the allegations in any report **justifies removal** of an individual from campus, the College will promptly **notify** the affected individual and **remove** the individual from campus or relevant program. Immediately following the removal, Simpson College will give the removed individual the opportunity to **challenge the removal** in instructions included in the notice of removal.

Filing a Formal Complaint of Sexual Misconduct

Individuals who believe that sexual misconduct has occurred may **file a Formal Complaint** of sexual misconduct. A Formal Complaint of sexual misconduct is subject to the **Grievance Procedure** in this policy, discussed below, and **must be investigated**. Simpson College students, faculty, staff, administrators, and others may be subject to a Formal Complaint of sexual misconduct.

To file a Formal Complaint, a complainant must **sign**, by hand or by digital signature, a document that **alleges sexual misconduct** against a respondent and **requests** that Simpson College investigate the allegations of sexual misconduct. Title IX only permits individuals who are **participating, or are attempting to participate**, in an educational program or activity of Simpson College to file a Formal Complaint. This would include, but is not limited to, current students of Simpson College, applicants for enrollment to Simpson

College, and other individuals who participate, or are attempting to participate, in Simpson's educational programs or activities, such as faculty, coaches, or other College employees.

Individuals who wish to file a Formal Complaint may do so by contacting the Title IX Coordinator:

- **LisaEngland**
- **Lisa.England@simpson.edu**
- **515-961-1257**

Upon receipt of a report of sexual misconduct, discussed above, Simpson College's **Title IX Coordinator may sign a Formal Complaint** to initiate the grievance process in the Sexual Misconduct Policy, even where no person who alleges to be the victim of sexual misconduct wishes to file a Formal Complaint. Before doing so, the Title IX Coordinator will consider the Complainant or reporting party's wishes and evaluate whether investigation is reasonable under the circumstances. Factors that may cause Simpson College to file a Formal Complaint include campus safety, when multiple individuals have reported assaults involving the same individual, or other conditions indicating a **high risk of further sexual misconduct** occurring. In deciding whether to file a Formal Complaint, the Title IX Coordinator may consult with other College administrators, including but not limited to the **Vice President for Student Development, Dean of Students, Director of Human Resources, and/or Academic Dean**. Reporting parties will be notified prior to Simpson College filing a report of sexual misconduct.

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Resolving a Formal Complaint

Individuals who file a Formal Complaint may choose to pursue resolution via two different methods—**formal resolution** or **informal resolution**. Procedures for both options are detailed below.

Evaluation and Potential Dismissal of Formal Complaint

Within **10 business days** of receipt of a Formal Complaint, the Title IX Coordinator or other College administrator will evaluate the allegations. Title IX regulations require that Simpson College **dismiss the Formal Complaint as a Title IX violation** if the alleged conduct does not meet the definition of sexual misconduct under Title IX. Title IX only applies to incidents that meet the above definition of sexual harassment and occur on campus, during an official college program or activity (**within the United States**), or off campus in an environment that is subject to Simpson's substantial control. Instances dismissed under Title IX may still be addressed through the **Grievance Procedure** when, if proven, the conduct would constitute a violation of this policy.

If a **Title IX dismissal** occurs and the alleged incident falls **outside the scope of this policy**, the Grievance Procedure will not apply. In such circumstances, Simpson College or the

Complainant may take action to respond to the allegations in the Formal Complaint under the **student code of conduct** and **faculty/staff harassment policies and procedures**, if appropriate.

Simpson College may also, in its discretion, **dismiss a Formal Complaint** at any time during the Grievance Procedure under any of the following circumstances:

- The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to **withdraw** the Formal Complaint or allegations in the Formal Complaint
- The Respondent is **no longer enrolled or employed** by Simpson College
- Specific circumstances **prevent** Simpson College from gathering evidence sufficient to reach a determination about the Formal Complaint or allegations in the Formal Complaint

The College will not dismiss a matter without first **notifying the Complainant** of the grounds upon which it is considering dismissal and providing the Complainant a reasonable opportunity to respond.

Upon a dismissal of the Formal Complaint or any allegations, the College will promptly and simultaneously provide the parties a written **Notice of Dismissal**, which will contain the grounds upon which the dismissal is made. The Notice of Dismissal will identify instructions on **how a party may appeal** the dismissal decision.

Notice of Allegations

Within **five business days** of determining whether the College must dismiss the Formal Complaint, the Title IX Coordinator or their designee will issue a **Notice of Allegations**, in writing, to both parties, informing both parties of the commencement of the **Grievance Procedure**. After receiving the Notice of Allegations, both parties will be given **sufficient time to prepare** before any meetings scheduled to discuss allegations. The Title IX Coordinator or their designee will meet with the Respondent, if possible, for an initial meeting in which the Respondent will have the opportunity to learn about the Grievance Procedure and **request interim or supportive measures** before they are asked to meet with investigators.

The Notice of Allegations will include:

- The allegations of sexual misconduct, including details known at the time of the Notice that enable a respondent to understand the nature of the allegations. This includes:
 - the **identity of the parties** involved in the incident, if known
 - a **description** of the alleged sexual misconduct
 - the **date** of the alleged sexual misconduct, if known
 - the **location** of the alleged sexual misconduct, if known
- Notice that the Respondent is **presumed not responsible** for the alleged sexual misconduct pending determination made through an investigation and hearing process
- Notice that a **determination of responsibility** for the alleged sexual misconduct will be made at the conclusion of the grievance process

- Notice that each party to a Formal Complaint has the **right to an advisor of their choice**, who may be, but is not required to be, an attorney
- Notice that **knowingly making false statements** or knowingly submitting false information during a Grievance Procedure is a violation of the **Code of Conduct** and will be addressed under that disciplinary process
- Notice that each party may **inspect and review all directly related evidence** collected in the investigation prior to a determination of responsibility for sexual misconduct
- Notice that **retaliation** against any party, witness, or other individual who reports sexual harassment or who participates in the Grievance Procedure is **prohibited**
- Information about **interim or supportive measures** available to complainants or respondents
- Information about Simpson College's **grievance process** for Formal Complaints
- Information about Simpson College's **informal resolution** process

If, in the course of an investigation, Simpson College decides to investigate allegations about any party that are not included in the initial Notice, Simpson College will issue an **amended Notice** of any additional allegations to all known parties.

Respondents in a Sexual Misconduct Grievance Procedure are **expected to participate** in the process. The Grievance Procedure may still occur even if a respondent chooses **not to participate** or chooses to **leave** Simpson College.

Consolidation of Multiple Complaints

At its discretion, the College may **consolidate Formal Complaints** of sexual harassment allegations:

- against more than one respondent, or
- by more than one complainant against one or more respondents, or
- by one party against the other party,

where the allegations of sexual harassment **arise out of the same set of facts or circumstances**.

Formal Resolution

Formal resolution follows the **formal Grievance Procedure** and includes an **investigation**, the **submission of an investigation summary report**, and **adjudication** (including potential appeal).

Simpson College will endeavor to complete the Grievance Procedure following receipt of a Formal Complaint **within 90 days** of receiving a Formal Complaint. Simpson College may **temporarily delay or extend** the Grievance Procedure when **good cause** exists to do so. Good cause for delay or extension may include:

- Accommodating the availability of a party, witness, advisor, investigator, or review board member

- Addressing scheduling conflicts that may arise due to Simpson College's break schedule
- Law enforcement activity related to the incident
- Arranging language assistance
- Accommodating an individual's disability
- Other circumstances beyond the College's control

Throughout the Formal Resolution process, both parties will receive **notice of all meetings** scheduled with either party.

The Grievance Procedure

1) Investigation of a Formal Complaint

Title IX regulations require that after a Formal Complaint is filed, the College **must investigate** the allegations. College officials involved will discharge their obligations under these procedures **fairly and impartially**. Identified conflicts of interest will be disclosed to the College, addressed and, if necessary, other appropriate individuals will be designated to fill the role of a potentially conflicted official. Sexual misconduct investigations are conducted by **trained investigator(s)** or other officials who receive training on issues related to sexual misconduct.

Assignment of Investigator(s)

The Title IX Coordinator or their designee will choose **one or more investigator(s)** to review and investigate all details of a Formal Complaint. The investigator(s) are trained staff, faculty, or attorneys that will be chosen based on availability and knowledge of the case. Both the Complainant and the Respondent may **petition, in writing**, to the Title IX Coordinator to have any investigator removed on the basis of **bias or a conflict of interest**. An investigator will only be removed should the Title IX Coordinator find credible evidence of bias or conflict. In the event that any investigator needs to be removed from the investigation for any reason, an **alternative investigator** will be selected by the Title IX Coordinator.

Reporting, Interim Measures, and Filing a Formal Complaint

Burden of Proof and Presumption of Non-Responsibility

Throughout the investigation, the **burden of proof and the burden of gathering evidence** sufficient to reach a determination regarding responsibility rests on **Simpson College**—not on a complainant or a respondent. Throughout the proceeding, **until the issuance of a decision by the review board**, a respondent will be **presumed not responsible** for the allegations in the Formal Complaint.

Equal Opportunity

- Each party will have an **equal opportunity** to present witnesses to the investigators, including **expert witnesses**.
- Each party will have an **equal opportunity to present evidence** that they believe supports or disproves the allegations.
- Neither the investigators nor Simpson College will **restrict a party's ability to discuss** the allegations under investigation, or **gather and present relevant evidence**.
- The parties will have the **same opportunity** to have others present for any part of the Grievance Proceeding, including the opportunity to be accompanied to any investigation meeting by a **single advisor**.

Interviews

The investigation will generally include **interviews of the Complainant and Respondent** and interviews and/or written statements from any **witnesses**, as well as the review of any other **evidence** relevant to the incident.

If an in-person interview is requested, the investigator or Simpson College representative will provide **written notice** of the **date, time, location, participants, and purpose** of the requested interview **at least three business days** before the interview.

The Complainant and Respondent will be permitted to have their **advisor present** during the interviews; however, during the investigation phase advisors **participate only in an advisory capacity** to the party. Advisors may confer with the party they are supporting but are **not permitted** to otherwise actively engage in the investigation or meetings outside the formal hearing.

Witnesses

During the investigation, both the Complainant and the Respondent may identify **relevant witnesses**, including expert witnesses, to present to the investigators. Witnesses **cannot** be participating solely to speak about an individual's **character**. If it is clear a witness would not contribute relevant information about the case, the investigator(s) may choose **not** to interview the witness.

The investigators will **electronically record any interviews**, and these recordings will be made available to all parties to **inspect and review** at the conclusion of the investigation.

Evidence

During the investigation, the parties are encouraged to provide any other **directly related evidence**, including but not limited to **correspondence** between the parties and **physical evidence**.

At least **ten days prior to the close of evidence**, the College must make available **all directly related evidence** gathered in the investigation for the parties to **inspect and review**—whether inculpatory or exculpatory, and whether obtained from a party or other source—so that each party can **meaningfully respond** prior to the conclusion of the investigation.

While the College seeks to keep all written accounts of the incident **confidential**, complainants and respondents **can talk freely** about the incident. The College encourages complainants and respondents to **seek the counsel** of those they trust.

Close of Evidence Notice

Prior to drafting an Investigation Report, the parties will be informed of the **pending close** of the investigation phase so they have the opportunity to **submit any additional evidence** and/or **suggest additional witnesses** to be interviewed. The **deadline** for submitting further evidence will occur on a date identified by the investigator(s); the parties will **not** be permitted to introduce additional evidence after that date **absent circumstances** the College deems necessary to meet its burden of proof or burden of gathering evidence sufficient to reach a determination.

Impact and Mitigation Statements

Before the investigation closes:

- The **Complainant** may write an **impact statement**, and
- The **Respondent** may submit a **mitigation statement**.

These statements should be delivered to the **Review Board** in a sealed envelope or through a **secure confidential electronic source** and opened/used **only if** the Respondent is found responsible, for consideration in the determination of sanctions. Should the Respondent be found **not responsible**, the Review Board will **return** the sealed envelopes to the respective parties or **permanently delete** the electronic source.

Notice of Review Period

Prior to issuance of the investigative report (see below), the College will provide all parties with **notice** that they have **five business days** to **inspect and review** any evidence obtained as part of the investigation, including **recordings or transcripts** of interviews and the incident statements discussed above. The College is legally obligated to provide the parties with access to **all directly related materials** collected, whether they support or disprove the allegations in a Formal Complaint. However, the College **will not and cannot** provide adverse parties access to **confidential information subject to privacy laws**, such as **health information** or records protected by privacy laws. A party may choose to provide a **written waiver** of their right to maintain certain records as confidential if they believe doing so makes sense.

All **relevant evidence** collected will be made available to the **hearing panel and the parties** prior to the hearing. Each party has **five business days** from notice of the availability of the investigation materials to submit a **written response**. The investigator(s) will **consider** a party's response when completing the **investigation summary report**.

2) Investigation Summary Report

At the conclusion of the investigation, the investigator(s) will prepare a **written investigation summary report** based on interviews with the Complainant, Respondent, witnesses, and other materials reviewed. The report will provide a **fair summary of relevant evidence**. An **electronic copy** of the report will be sent to each party and the party's advisor **at least five business days prior to the hearing**.

3) Hearing and Adjudication

A **hearing** is an opportunity for the parties to address the **Sexual Misconduct Review Board** in person and to **question the other party and/or witnesses**. It also provides the Review Board the opportunity to obtain information following the investigation that is necessary to make a **determination** of whether a policy violation occurred.

Once the investigation summary report has been drafted, the College will **appoint a Review Board** to determine whether the Respondent is responsible for sexual misconduct alleged in the Formal Complaint. If the responding party is found responsible, the Review Board, in consultation with the **Title IX Coordinator** (and, for faculty/staff respondents, with the **Academic Dean and/or Director of Human Resources**), will determine the **consequences and/or sanctions** to be imposed. The Review Board will be **individual(s) other than the Title IX Coordinator and investigator**.

Scheduling

A **live hearing** on the Formal Complaint will be scheduled at least **10 calendar days** after the parties' receipt of the Investigation Report and, except in extraordinary circumstances, **no later than 17 days** from the issuance of the Investigation Report.

Composition of the Sexual Misconduct Review Board

The Review Board is composed of members of the Simpson College **faculty, staff, and administration**. Board members are appointed by the **Title IX Coordinator**, in consultation with processes for selection of faculty members. Hearings will be **chaired by an external Review Board member** retained by the College. Members receive **comprehensive training** about the hearing process and sexual misconduct. The Title IX Coordinator will serve as an **ex-officio consultant** (no vote) 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(s), they must submit the **reasons for the objection in writing within two business days**. The Title IX Coordinator will review the objection and decide whether the member(s) should be replaced. Removal will occur only if the Title IX Coordinator is convinced that **extenuating circumstances** exist that would preclude impartial adjudication. Any Board member who personally knows either the Respondent or the Complainant and believes this may impact impartiality may be **excused**.

Hearing Board Review of Materials

Prior to the hearing, the Review Board will receive and review the **investigation summary report** containing all evidence deemed relevant. These materials may include any statements, interviews, and material evidence submitted during the investigation. **Witness statements** may be submitted **in lieu of live testimony** in the absence of an objection by either party. The Review Board may request **more information** from any parties (Complainant, Respondent, or witnesses). The parties will be notified of any additional interviews. After reviewing the materials, the hearing board will identify which **witnesses** they want available at the hearing. The board should request the presence of any witness whose statements they believe they may rely upon.

Pre-Hearing Meeting

Prior to the hearing, the Title IX Coordinator will schedule a **separate pre-hearing meeting** with each party and their advisors to review procedures, identify the names of witnesses the hearing board asked to be available, identify other witnesses the party wants to appear, and answer questions. Time allotted for the hearing and any time limitations will also be discussed. Parties are expected to **identify witnesses** they wish to be available by the pre-hearing meeting. The Review Board may, at its discretion, **exclude** witnesses who were not identified.

The Hearing Process

The hearing is **not** intended to be a repeat of the investigation or an exhaustive review of the evidence. It will be conducted **live**, convened in a **private room** (or virtual equivalent), and **not open to the public**. Separate waiting rooms will be provided for each party's witnesses.

The Complainant and the Respondent **will not be required** to be present in the hearing room at the same time nor face one another; arrangements will allow both to **observe the entire hearing**. Each may present evidence on their own behalf through **testimony, exhibits, witnesses**, and/or (absent objection) **witness statements**. Each may choose an **advisor** (who may be, but is not required to be, legal counsel) to accompany them.

Case Presentation (typical flow)

- Brief **opening remarks** by the Review Board Chair
- **Questions** posed by the Review Board to one or both parties
- **Follow-up questions** by one party to the other (typically the Respondent's advisor questioning the Complainant first)
- **Questions** by the Review Board to any witnesses
- **Follow-up questions** by the parties (through their advisors) to any witnesses
- (Optional) brief **closing remarks** by both parties

The Review Board may ask questions **at any point**, and may **recall** the Complainant, Respondent, and/or any witness to clarify or inquire further.

If a party **cannot or will not** present their own case, the **Title IX Coordinator** may appoint an **administrator** to present the case in that party's stead. The party may provide input on the selection; the Coordinator retains ultimate appointment authority. The party may still be **present throughout** the proceeding.

Questioning and Cross-Examination

Neither the Respondent nor the Complainant may **directly question** the other during the hearing. However, the Review Board will permit each party's **advisor** to ask the other party and any relevant witnesses all **relevant questions and follow-up questions**, including those challenging credibility. All cross-examination questions will be conducted **directly, orally, and in real time** by the party's advisor—**never** by a party personally.

Only **relevant** questions may be asked. Questions must be directed to the **Review Board Chair**, who will determine if they will be posed; if so, the Chair will ask the question. **Prior sexual behavior/sexual history/sexual predisposition** of a party is **not relevant** and **will not** be allowed, except:

1. evidence of the prior relationship between the Complainant and Respondent to determine whether there was consent; and
2. to prove that someone other than the Respondent committed the alleged conduct.

The existence of a current or past sexual relationship **does not, in itself, establish consent** for any encounter. Evidence of a respondent's **prior conduct violations** may be relevant to **sanctioning** if the Respondent is found responsible.

Standard of Evidence

To find the Respondent responsible, a **majority of the Review Board** must decide that a **preponderance of the evidence** establishes the policy violation (**more likely than not**). In the absence of such a finding, **neither** the Complainant nor the Respondent will be subject to disciplinary action.

Impact of Non-Participation

- The Respondent will be deemed responsible **only** where the Review Board determines that a **preponderance of the evidence** supports responsibility.
- **Neither party is required** to participate. The Review Board will **not** draw adverse inferences from a decision **not to participate**.
- If a party or witness **does not submit to cross-examination** at the live hearing, the Review Board **must not rely** on any statement of that party or witness in reaching a determination (unless both parties agree a statement may be accepted in lieu of live testimony). The Review Board **cannot** draw an inference about responsibility based solely on a party's/witness's **absence** or **refusal to answer** questions.

Hearing Record

A **record of the hearing** (audio recording and/or written) will be maintained and made available for **electronic review** to the Respondent and Complainant if requested, subject to **restrictions/conditions** established by the College.

Decision Making

Once the hearing is concluded, the Review Board will, after meeting in **closed session**, render a decision **within 10 business days** as to whether the Respondent's actions constitute a violation. If they cannot reach a decision in that time, the parties will be **notified** and a **timeframe** will be provided. The Review Board may **recall** any party or witness prior to the decision.

Written Determination of Responsibility

Once a decision is made, the Title IX Coordinator will issue to both parties **simultaneously** a written **Determination of Responsibility** including:

- The description of the alleged sexual misconduct
- A description of the **procedural steps** taken (notifications, interviews, site visits (if any), methods used to gather evidence, hearings held)
- **Findings of fact** supporting the determination
- **Conclusions** on the application of this policy to the facts
- A statement of, and **rationale for**, the **result** as to each allegation, including a determination of responsibility
- A statement of **disciplinary sanctions** imposed on the Respondent, if any
- Information about whether **remedies** designed to restore or preserve equal access will be provided to the Complainant
- The **procedure for appeal** and permissible basis for appeal

The Determination becomes **final** either on the date the College provides both parties the written result of the **appeal**, if an appeal is filed, or, if not appealed, on the date an appeal would no longer be considered **timely**.

Sanctions and Remedies

Sanctions and remedies will be based on the **nature** of the incident and **seriousness** of the behavior, any **prior conduct violations**, whether there is a **pattern** of sexual misconduct, **safety concerns** for the parties and the community, and other relevant facts.

Sanctions may include, but are not limited to:

- Oral or written reprimand
- Additional education or counseling
- Community service on or off campus
- Restriction of campus privileges
- Not being allowed to represent the College in leadership, volunteer, or paid positions
- No contact orders
- **Removal from college housing** without a refund (students dismissed during the term are subject to Simpson's official Refund and Withdrawal Policy)
- **Disciplinary warning**
 - Written notice that continuation of misconduct in general or repetition of specified conduct during the stated period may result in further disciplinary action.
- **Disciplinary probation** for students and employees

- The most severe warning while remaining enrolled/employed; may include additional conditions. Violation of probation terms or any regulation during probation may be grounds for **suspension, expulsion, or termination**.
- **Suspension**
 - Separation from the College for a specified period; **readmission** must be applied for and may be contingent on conditions.
- **Expulsion**
 - Permanent termination of enrollment from the College.
- **Termination of employment** with the College
- Any other available sanctions specified in the **Student, Staff, or Faculty Handbook**

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

Depending on the decision, the Title IX Coordinator may provide **remedies/accommodations** to the Complainant (e.g., counseling, alternative living/working arrangements, academic accommodations) and may take measures for the **benefit of the school community**.

Both Title IX and FERPA permit a school to **disclose to the Complainant** 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**.

4) Appeal Process

The **Sexual Misconduct Appeals Board** is composed of Simpson College **faculty, staff, and administration** and is **chaired by the Vice President for Student Development**. Appeals Board members are appointed by the **Title IX Coordinator**, in consultation with processes for selection of faculty members. All members receive **comprehensive training** about the hearing process and sexual misconduct.

Appeal of Dismissal

A party wishing to appeal a decision by the College to **dismiss a Formal Complaint** (or any allegations) may do so by submitting a **written letter of appeal** to the Title IX Coordinator **within three business days** of when the Notice of Dismissal was sent. A decision **denying a request to dismiss** cannot be appealed. The letter should state the **grounds for appeal**; the non-appealing party will have **three business days** to review and respond. The Title IX Coordinator will provide the Formal Complaint, Notice of Dismissal, and relevant information to the **Appeal Board**.

Dismissal determinations may be contested on any of the following grounds:

- **Failure to adhere to proper procedures** as outlined in this policy
- **New, relevant information** not reasonably available to the Review Board that could affect the outcome

- **Conflict of interest or bias** by the Title IX Coordinator, investigator, or Review Panel member that affected the outcome

The Appeal Board will **simultaneously issue** to both parties a **written decision** describing the result of the appeal and the rationale **within three business days** after receipt of all appeal documents.

Appeal of Review Board Decision

Within **five business days** of issuance of the Review Board's written determination, a party may **appeal**. Either the Complainant or Respondent may appeal for the following reasons:

- Failure to adhere to proper procedures as outlined in this policy
- The addition of **new, relevant information** not reasonably available to the Review Board that could affect the outcome
- Conflict of interest or bias by the **Title IX Coordinator, investigator, or Review Panel member** that affected the outcome

A party **may not appeal** based only upon dissatisfaction with an outcome or sanction. All decisions by the appeals officer or board are **final and binding**. The parties will be notified **in writing**, as simultaneously as possible, **within three business days** of the decision, including any changes to the prior decision.

Informal Resolution of a Formal Complaint

Informal means of resolution (e.g., **mediation**) may be used **in lieu of** the Grievance Procedure, or in some circumstances, **after** the Grievance Procedure is underway. Informal resolution is **never available** when the Respondent is a **faculty or staff member** for Title IX complaints, and **not available** to resolve **Title IX** complaints when the Respondent is employed by the College in any capacity. Sexual misconduct/harassment complaints **not subject to Title IX** in which the Respondent is a **student** may be resolved through **informal resolution**.

Standards for informal resolution:

- Decision to allow informal resolution is made by any of: **Dean of Students, Title IX Coordinator, Director of Human Resources**.
- Parties' **written, voluntary consent** to the informal process is required.
- Available **throughout** the Grievance Procedure (from filing through appeal).
- A complainant who files a Formal Complaint retains the **right to continue** with the Grievance Procedure.
- Parties will **not be required** to work out the problem directly with each other.
- **Either party may terminate** the informal process at any time and resume the Grievance Procedure.
- The College may **decline** a request for informal resolution and may **terminate** an ongoing informal process at any time.
- Any informal resolution is subject to the **agreement** of the Title IX Coordinator, the Complainant, and the Respondent.

Informal Resolution options may include:

- An **informal meeting** between the Complainant and Respondent, **mediated** by a third party
- A College representative meeting with the Respondent **individually** as an **intercessor**
- **Voluntarily agreed** separation of the parties
- **Referral** to counseling programs
- **Educational and/or training** programs
- An **agreement for corrective action**

If informal resolution is sought, it may satisfy the reporting party/complainant's desire to proceed and may provide a **faster outcome**. When a Formal Complaint has been informally resolved, parties will be asked to **sign a document** acknowledging the **mutually agreed** resolution.

A **final and binding** informal resolution (precluding resumption of the Grievance Procedure) must be **in writing** and **signed** by all parties, including a College representative. The agreement must state that the parties and the College **understand** the resolution is intended to **fully and finally resolve** the matter.

Informally resolved complaints will **not** be treated as **disciplinary records** and would **not** be part of a student's educational records, or responsive to a FERPA records request. However, conduct alleged in an informally resolved complaint **may be used** as evidence to establish a **pattern or practice** if a subsequent Formal Complaint is filed against the same Respondent.

Simpson College will endeavor to complete the **informal resolution** process **within 30 days** of initiation. Simpson College may temporarily delay or extend when **good cause** exists.

Investigation and Resolution When the Accused is a Faculty or Staff Member

If the accused is a **faculty or staff member** and a Formal Complaint is filed, the faculty or staff member will be subject to the **Grievance Procedure** discussed above. If an employee's **employment, contract, or tenure** is adversely affected by the Review Board's determination, Simpson College will, if necessary, **place the employee on paid leave** and conduct any contractually necessary review through the applicable process in the **faculty or staff handbook**. The written investigative summary report and determination from the Review Board will form the basis for the **Title IX Coordinator, Human Resources Director, Academic Dean**, or designee to make decisions and recommendations regarding employment status **in addition to** those mandated by the Review Board through the Grievance Procedure.

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RESOURCES

Emergency Assistance

Individuals who have suffered sexual assault may seek emergency assistance. The following

information provides direction to individuals in need of emergency assistance:

- Campus Security, 515-961-1711
- Indianola Police Department, 911; 515-961-9400
- Sexual Assault Response Advocates (SARA); 515-330-6392

On and Off Campus Resources

Remember, you are not alone. The following offices and resources can provide you with the assistance and support you need:

On Campus – Confidential Resources

- Sexual Assault Response Advocates (SARA); 515-330-6392
- Counseling Services; Kent Campus Center (2nd floor); 515-961-1332
- Health Services; Kent Campus Center (2nd floor); 515-961-1604
- Chaplains' Office; Smith Chapel; 515-961-1684 or 515-961-1716

Additional On Campus Resources – Not Confidential

- Campus Security; Kent Campus Center (1st floor); 515-961-1711
- Title IX Coordinator; Hillman Hall (2nd floor); 515-961-1511 • Student Development Office; Kent Campus Center (2nd floor); 515-961-1592

Off Campus

- Indianola Police Department, 911 or 515-961-9400
- Victims Services, 515-286-3535
- Iowa Methodist Hospital, 515-241-6423
- Iowa Lutheran Hospital, 515-263-5120
- Mercy Medical Center, 515-247-3121

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OTHER IMPORTANT POLICY PROVISIONS

Privacy and Confidentiality

The information pertaining to the reported sexual misconduct will be shared with only those individuals who need to know. College officials will attempt to keep these matters as confidential as possible, but due to the nature of a sexual misconduct investigation, maintaining a complainant's total anonymity may not be possible. In investigating an allegation of sexual misconduct, the College will share information with participants in the investigation on a need to know basis and will take all possible steps to protect confidential information. During the reporting process, a reporting party may choose not to have their identity divulged. Individuals may make an anonymous report without disclosing their name, identifying the party who engaged in sexual misconduct (if known), or requesting any action. Depending on the level of information available and the reporting party's willingness to divulge their identity, anonymity may impact the College's ability to address prohibited conduct. If an individual wishes to file a Formal Complaint of Sexual Misconduct, Title IX regulations require Simpson College to identify the name of the Complainant in the Notice that is issued to a respondent.

Information for Mandated Reporters

At Simpson College, most professional and some student employees are considered mandated

reporters. Aside from Counseling Services staff, Health Services staff, trained victim advocacy services, and the Chaplain, all faculty, staff, and administrators are mandated reporters. Community advisors (CAs) and SC Leaders (SLCs) are also mandated reporters. It is the expectation of Simpson College that anyone considered a mandated reporter will report all known information (including names of all parties and all relevant facts of the alleged incident) about any potential issue of sexual misconduct to the Title IX Coordinator.

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.

Maintaining Evidence

If someone has experienced sexual assault, it can be beneficial to get an evidentiary exam immediately following the assault. Even though the individual may want to change clothes or shower, they should consider reporting the assault before doing so. It is more difficult for a hospital or clinic to gather evidence if the person has showered, bathed, changed their clothes, urinated, defecated, or brushed their teeth.

Medical help is important to identify and treat any physical injuries, gather evidence should the person want to report the crime, and to protect from sexually transmitted infections and/or pregnancy. Individuals have up to 72 hours after the assault to take prophylactic medication to prevent some sexually transmitted infections and up to 120 hours to prevent pregnancy (if a concern). The physical evidence of an assault is most effectively collected within the first 24-48 hours of the assault, but some evidence may be collected for up to 72 hours. The exam and subsequent medical treatment are free to individuals who have been victimized. Evidence collection does not require or necessitate filing police charges.

Police Reporting

Complainants are encouraged to contact the police as soon after an incident of sexual assault as possible in order to facilitate gathering full reports and evidence, and to best ensure that witnesses are available for interviews. Any staff member identified in this policy can assist complainants with this process. A complainant may choose at any time to pursue an external complaint of sexual misconduct, either through the criminal or civil court system. These external processes (criminal or civil) are separate from the Simpson investigation and adjudication processes and are outside the control or authority of the College. However, Simpson will assist a victim with outreach to the criminal court system. Anyone who believes that they are a victim of a crime may take steps to file a criminal complaint with local authorities. This option applies regardless of whether the alleged perpetrator is a member of the Simpson community. Local law enforcement authorities may be contacted at: Indianola

Police Department – 515-961-9400 or 911; 110 North 1st Street, Indianola. Information about legal processes and resources in Iowa can be found on the [Iowa Coalition Against Sexual Assault website](#). While the College has no control over any police investigation and legal processes that may follow, college staff will continue to work with students to provide support throughout the process.

Supports and Advocates

Under this policy, **complainants and respondents** are entitled to the **same opportunities** to consult with and be accompanied by **one advisor of their choice** throughout every step in the Grievance Process. This includes assistance in preparing written materials, attending any meeting with investigators, hearing panel, the hearing, and appeal. However, an advisor may **not actively participate** in any meeting or proceedings other than the hearing (described above).

The advisor may be any individual—such as a teacher, mentor, friend, parent, trained victim advocate obtained through a community agency, or an attorney—who is not a **witness** or otherwise involved in the events at issue or the disciplinary process under this policy. Aside from the hearing, advisors are **not permitted** to speak to, question, or otherwise communicate with other parties or witnesses during the investigation without express authority from the Title IX Coordinator or designee. An advisor may be required to meet with the Title IX Coordinator in advance to understand **role parameters**, **FERPA** privacy restrictions, and the provisions of this policy.

If a party **does not have** their own advisor in the Grievance Procedure, Simpson College will **provide one at no cost** from a list supplied by the Title IX Coordinator. For the hearing, **cross-examination must be conducted by an advisor**; parties may not cross-examine each other.

The Complainant or Respondent may **change their advisor** at any point. Advisors are expected to maintain **privacy** and **appropriate decorum**. An advisor will be asked to sign an affirmation that they understand their role. The College reserves the right to **dismiss an advisor** who is disruptive or does not abide by policy restrictions.

Procedure for Other Reports of Prohibited Conduct

Some reports may involve conduct that Simpson College **cannot process** through the grievance procedure for Formal Complaints. Simpson College may choose to address this conduct through other disciplinary processes as outlined in Simpson College's **Student Handbook, Faculty Handbook, or Staff Handbook**. Conduct subject to policies and procedures **other than** the Sexual Misconduct Policy includes:

- Inappropriate conduct, including harassment or discrimination on the basis of a characteristic other than sex (e.g., race, skin color, religion, age, disability, veteran's status)
- Sex-based conduct that is inappropriate but does not meet the definition of harassment under the Sexual Misconduct Policy
- Misconduct that occurred **outside the United States or its territories**

- Misconduct by a member of the Simpson College community directed toward a person or group **not** participating or attempting to participate in an educational program or activity
- Any other misconduct prohibited by Simpson College's other policies

Group Infractions

When members of a **student group, team, or organization**, or individuals acting as a group, violate the Sexual Misconduct Policy, they may be named in the Formal Complaint **as a group** and a hearing may proceed against the group as **joint respondents**. **Sanctions** would be individually determined based on each person's involvement and level of responsibility, and may also be applied to the **student group, team, or organization**.

Amnesty Policy

Students may be hesitant to report to college officials because they fear that they themselves may be charged with policy violations (e.g., underage drinking). The College will **not pursue conduct action** against a complainant or third party who shares information about alleged sexual misconduct **as long as the report is made in good faith**.

False Reporting

Simpson College takes seriously all reports of sexual misconduct and recognizes the **rarity of false reporting**. However, Simpson College will **not tolerate intentional false reporting** of sexual harassment or assault. It is a **violation of college policy** to make an intentionally false report, and it may also violate **state criminal statutes** and **civil defamation laws**.

Prevention and Education

Simpson College engages in many programs that **promote awareness and prevention** of rape and other sexual misconduct. Each year, sexual assault awareness and prevention are addressed during **new student orientation** via:

- Online training program (**Vector Solutions**)
- **Primary Prevention – MVP** (bystander intervention skills)
- **Risk Reduction – Toilets Talks** educational flyers highlighting healthy relationships, active bystander tips, and red zone information
- Attendance of a **theater performance** addressing forms of sexual misconduct and how to respond
- **Reflective conversations** led by trained students
- Provision of **resource information** for victims of sexual misconduct

Outside of orientation, Simpson provides educational opportunities to all campus members on sexual misconduct, healthy relationships, gender dynamics, supporting survivors, consent, College policies and procedures, bystander intervention, and more—primarily through **SARA, Mentors in Violence Prevention (MVP), Counseling Services, Health Services, Residence Life, and the Title IX office**.

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/off campus or in the surrounding area; **no addresses** are given). These reports contain **statistical information only**. Personally identifiable information is kept **confidential**. 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**.

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:

- Do **not** prop open residence hall doors.
- **Lock your room door** every time you leave and before you go to sleep.
- Lock windows that are accessible from the outside.
- Keep items of value (wallets, purses, money, 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 **ID card**.
- Report suspicious persons; note their description and call the **Security Office at 961-1711**.

Crime Prevention and Personal Safety Tips

1. When leaving your room, even for a few minutes, **lock** the doors and windows.
2. Never leave valuable items (purses, wallets) **in plain view** in your room or vehicle while you are away.
3. Do **not** leave notes on your door announcing that no one is home.
4. Do not leave expensive items (computers, stereos, jewelry, etc.) in your room over break periods. **Secure** valuables in designated storage or take them home.
5. At work, never leave purses, wallets, or other valuables in plain view. **Lock** them in a desk or closet.
6. When entering or leaving academic buildings after hours, be sure that **exterior doors are locked** behind you. If you cannot secure a door, **call Security**.

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 **well-lighted** areas at night.

Surveillance Cameras

There are surveillance cameras strategically and non-intrusively placed around various buildings including **residence halls**. Integrating technology into safety practices enhances the

ability to achieve the **safest possible campus**. Cameras help through **deterrence** and in retrieving **recordings** of observed areas.

If You Sense a Potential Threat

Consider your options and then **take action**. Try to **get away** from the danger. **Yell or scream** to create a commotion. Run toward **well-lighted** 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 small, containable fire, **activate the building fire alarm** to notify residents and use the nearest **fire extinguisher**. **Call 911** for emergency response; identify yourself, your building, and the location. **Notify Campus Security at 1711**. Evacuate immediately. Do **not** attempt to rescue others unless you can do so safely. If you hear an alarm, **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 hot, do **not** proceed. If cool, crouch low and open slowly. If smoke is present, close the door quickly. If safe, exit via the **designated stairwell**. **Walk**, do not run. Stay low if smoky conditions exist. If you encounter heavy smoke, **try another exit**.

If **trapped** in a room, stuff **wet towels or clothing** under the door. Open windows, wave something, 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.

Fire drills in student housing areas are conducted **once per academic semester**.

Sex Offender Registry

Iowa law requires a person convicted of a sex offense to register with the **Sheriff** in the county of residence and, if the person attends or works for an institution of higher education, with the sheriff in the county where the institution is located. For information regarding registered sex offenders in **Warren County**, contact the sheriff's office at **#961-1122**. To access the **statewide registry**, visit www.iowasexoffender.com. For additional assistance contact the **Simpson Security Department at 515-961-1711**.

International Students

- **Work in SEVIS:** platform to create and manage immigration status
- **Create I-20 forms**
- **Enter and update** pertinent information (address, phone number, course work, etc.)
- **Request OPT** (for international students to work)
- **Orientation** (campus resources and processes, health insurance, etc.)

See Below for Web Data

2025 Campus Safety and Security Survey

Institution: (154350001)

User ID: C1543501


Screening Questions

Please answer these questions carefully. The answers you provide will determine which screens you will be asked to complete for this data collection.

1. Does your institution provide On-Campus Student Housing Facilities?

- ☐ No.
- ☒ Yes. (If Yes is selected, you must enter the number of student housing facilities below and enter Fire Statistics for each facility.)

Number of On-campus Student
Housing Facilities:

Last Year

2. Does your institution have any noncampus buildings or properties?

- ☒ Yes
- ☐ No

3. Have you combined statistics that you received from the local or state police with your institution statistics for this report? If you answer No to this question, you will be asked to provide the data you received from the local and state police separately.

- ☒ Yes. Local and/or state law enforcement agencies provided us with statistics that we are combining with statistics collected by our campus security authorities.
- ☐ No. We are not combining the statistics because we cannot determine whether the statistics we obtained from local and/or state law enforcement agencies are for on-campus incidents or public property incidents.
- ☐ Not available. We cannot determine if the statistics we obtained from local and/or state law enforcement agencies are for our Clery geography.
- ☐ Not available. We made a good-faith effort to obtain statistics from local and/or state law enforcement agencies, but the agencies did not comply with our request.

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		
	2022	2023	2024
a. <u>Murder/Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Manslaughter by Negligence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="3"/>	<input type="text" value="5"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>

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		
	2022	2023	2024
a. <u>Murder/Non-negligent manslaughter</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Manslaughter by Negligence</u>	<div>0</div>	<div>0</div>	<div>0</div>
c. <u>Rape</u>	<div>3</div>	<div>5</div>	<div>0</div>
d. <u>Fondling</u>	<div>1</div>	<div>0</div>	<div>0</div>
e. <u>Incest</u>	<div>0</div>	<div>0</div>	<div>0</div>
f. <u>Statutory rape</u>	<div>0</div>	<div>0</div>	<div>0</div>
g. <u>Robbery</u>	<div>0</div>	<div>0</div>	<div>0</div>
h. <u>Aggravated assault</u>	<div>0</div>	<div>0</div>	<div>0</div>
i. <u>Burglary</u>	<div>0</div>	<div>0</div>	<div>0</div>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<div>0</div>	<div>0</div>	<div>0</div>

k. Arson

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		
	2022	2023	2024
a. <u>Murder/Non-negligent manslaughter</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Manslaughter by Negligence</u>	<div>0</div>	<div>0</div>	<div>0</div>
c. <u>Rape</u>	<div>0</div>	<div>0</div>	<div>0</div>
d. <u>Fondling</u>	<div>0</div>	<div>0</div>	<div>0</div>
e. <u>Incest</u>	<div>0</div>	<div>0</div>	<div>0</div>
f. <u>Statutory rape</u>	<div>0</div>	<div>0</div>	<div>0</div>
g. <u>Robbery</u>	<div>0</div>	<div>0</div>	<div>0</div>

h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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		
	2022	2023	2024
a. <u>Murder/Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Manslaughter by Negligence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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).”

Hate Crimes - On campus

For the criminal offenses listed below, first enter the total number of Hate Crimes that were reported to have occurred On campus. Then break down each total by category of bias (e.g., race, religion).

YEAR 2024

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)						
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity National Origin

a. <u>Murder/ Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
l. <u>Simple assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
m. <u>Larceny-theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
n. <u>Intimidation</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
o. <u>Destruction/damage/vandalism of property</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

YEAR 2023

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
l. <u>Simple assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
m. <u>Larceny-theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
n. <u>Intimidation</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

o. Destruction/damage/
vandalism of property.

0	0	0	0	0	0	0	0	0
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YEAR 2022

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery.</u>	0	0	0	0	0	0	0	0	0
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>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
o. <u>Destruction/damage/ vandalism of property</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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).”

Hate Crimes - On-campus Student Housing Facilities

For the criminal offenses listed below, first enter the total number of Hate Crimes that were reported to have occurred in On-Campus Student Housing Facilities. Then break down each total by category of bias (e.g., race, religion).

YEAR 2024

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

g. Robbery

0	0	0	0	0	0	0	0	0
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h. Aggravated assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

i. Burglary

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

j. Motor vehicle theft

(Do not include theft from a motor vehicle)

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

k. Arson

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

l. Simple assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

m. Larceny-theft

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

n. Intimidation

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

o.
Destruction/damage/
vandalism of property

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

YEAR 2023

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

Race

Religion

Sexual
orientation

Gender

Gender
Identity

Disability

Ethnicity

National
Origina.
Murder/ Non-negligent
manslaughter

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

c. Rape

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

d. Fondling

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

e. Incest

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

f. Statutory rape

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

g. Robbery

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

h. Aggravated assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

i. Burglary

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

j. Motor vehicle theft

(Do not include theft from a motor vehicle)

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

k. Arson

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

l. Simple assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

m. Larceny-theft

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

n. Intimidation

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

o. Destruction/damage/vandalism of property

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

YEAR 2022

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

Race

Religion

Sexual
orientation

Gender

Gender
Identity

Disability

Ethnicity

National
Origin

a. <u>Murder/ Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
l. <u>Simple assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
m. <u>Larceny-theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
n. <u>Intimidation</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
o. <u>Destruction/damage/vandalism of property</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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)."

Hate Crimes - Noncampus

For the criminal offenses listed below, first enter the total number of Hate Crimes that were reported to have occurred in or on Noncampus buildings or property. Then break down each total by category of bias (e.g., race, religion).

YEAR 2024

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

motor vehicle)

k. Arson

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

l. Simple assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

m. Larceny-theft

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

n. Intimidation

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

o. Destruction/damage/
vandalism of property

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

YEAR 2023

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

	Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
--	------	----------	-----------------------	--------	--------------------	------------	-----------	--------------------

a. Murder/ Non-negligent
manslaughter

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

c. Rape

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

d. Fondling

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

e. Incest

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

f. Statutory rape

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

g. Robbery

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

h. Aggravated assault

i. Burglary

j. Motor vehicle theft

(Do not include theft from a motor vehicle)

k. Arson

l. Simple assault

m. Larceny-theft

n. Intimidation

o.
Destruction/damage/
vandalism of property

YEAR 2022

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

Race Religion Sexual orientation Gender Gender Identity Disability Ethnicity National Origin

a.
Murder/ Non-negligent
manslaughter

c. Rape

d. Fondling

e. Incest

f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
l. <u>Simple assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
m. <u>Larceny-theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
n. <u>Intimidation</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
o. <u>Destruction/damage/vandalism of property</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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).”

Hate Crimes - Public Property

For the criminal offenses listed below, first enter the total number of Hate Crimes that were reported to have occurred on Public Property. Then break down each total by category of bias (e.g., race, religion).

YEAR 2024

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
d. <u>Fondling</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
e. <u>Incest</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
f. <u>Statutory rape</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
g. <u>Robbery</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
h. <u>Aggravated assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
i. <u>Burglary</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
l. <u>Simple assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
m. <u>Larceny-theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
n. <u>Intimidation</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

o. Destruction/damage/
vandalism of property

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

YEAR 2023

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
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> (Do not include theft from a motor vehicle)	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0

l. Simple assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

m. Larceny-theft

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

n. Intimidation

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

o. Destruction/damage/
vandalism of property

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

YEAR 2022

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

Race

Religion

Sexual
orientation

Gender

Gender
Identity

Disability

Ethnicity

National
Origina. Murder/ Non-negligent
manslaughter

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

c. Rape

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

d. Fondling

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

e. Incest

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

f. Statutory rape

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

g. Robbery

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

h. Aggravated assault

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

i. Burglary

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

j. Motor vehicle theft

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

k. <u>Arson</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
l. <u>Simple assault</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
m. <u>Larceny-theft</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
n. <u>Intimidation</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
o. <u>Destruction/damage/vandalism of property</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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		
	2022	2023	2024
a. <u>Domestic violence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Dating violence</u>	<input type="text" value="1"/>	<input type="text" value="3"/>	<input type="text" value="0"/>
c. <u>Stalking</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>

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		
	2022	2023	2024
a. <u>Domestic violence</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Dating violence</u>	<div>1</div>	<div>3</div>	<div>0</div>
c. <u>Stalking</u>	<div>0</div>	<div>0</div>	<div>1</div>

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		
	2022	2023	2024
a. <u>Domestic violence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Dating violence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Stalking</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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		
	2022	2023	2024
a. <u>Domestic violence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Dating violence</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Stalking</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="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.

Crime	Number of Arrests		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Drug abuse violations</u>	<div>0</div>	<div>1</div>	<div>2</div>
c. <u>Liquor law violations</u>	<div>0</div>	<div>0</div>	<div>0</div>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of Arrests		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Drug abuse violations</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>
c. <u>Liquor law violations</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of Arrests		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

b. Drug abuse violations

0

0

0

c. Liquor law violations

0

0

0

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of Arrests		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Drug abuse violations</u>	<div>1</div>	<div>0</div>	<div>0</div>
c. <u>Liquor law violations</u>	<div>0</div>	<div>0</div>	<div>0</div>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of persons referred for Disciplinary Action		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Drug abuse violations</u>	<div>13</div>	<div>6</div>	<div>4</div>
c. <u>Liquor law violations</u>	<div>49</div>	<div>53</div>	<div>46</div>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of persons referred for Disciplinary Action		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<div>0</div>	<div>0</div>	<div>0</div>
b. <u>Drug abuse violations</u>	<div>13</div>	<div>6</div>	<div>4</div>
c. <u>Liquor law violations</u>	<div>49</div>	<div>53</div>	<div>34</div>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of persons referred for Disciplinary Action		
	2022	2023	2024

a. <u>Weapons: carrying, possessing, etc.</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Drug abuse violations</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Liquor law violations</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

Crime	Number of persons referred for Disciplinary Action		
	2022	2023	2024
a. <u>Weapons: carrying, possessing, etc.</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
b. <u>Drug abuse violations</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
c. <u>Liquor law violations</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

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.

	Number		
	2022	2023	2024
a. <u>Total unfounded crimes</u>	<div>0</div>	<div>0</div>	<div>0</div>

Please Note: 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.

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).”

Fires - On-campus Student Housing Facilities

Enter the name, address and number of fires for each On-campus Student Housing Facility. After you click "Save," you will see an "Enter" button across from each facility that has 1 or more fires. For each of these facilities, click "Enter" to complete the fire statistics for that facility. If your institution did not use a facility in 2024, click the "Make Inactive" link for that facility.

Housing Facilities

	Name of Facility	Street Address	2024 Number of Fires	
1	<input type="text" value="Alpha Tau Omega"/>	<input type="text" value="703 North E Street"/>	0	VIEW
2	<input type="text" value="Barker Hall"/>	<input type="text" value="603 North Buxton Street"/>	0	VIEW
3	<input type="text" value="Buxton Hall"/>	<input type="text" value="606 North E Street"/>	0	VIEW
4	<input type="text" value="Colonial Apartments"/>	<input type="text" value="504 North Buxton Street"/>	0	VIEW
5	<input type="text" value="Detroit Apartments #1"/>	<input type="text" value="608 West Detroit Ave."/>	0	VIEW
6	<input type="text" value="Detroit Apartments #2"/>	<input type="text" value="700 West Detroit Ave."/>	0	VIEW
7	<input type="text" value="Detroit Apartments #3"/>	<input type="text" value="702 West Detroit Ave."/>	0	VIEW
8	<input type="text" value="Hamilton House"/>	<input type="text" value="501 West Clinton Ave."/>	0	VIEW
9	<input type="text" value="Kappa Kappa Gamma"/>	<input type="text" value="515 North E Street"/>	0	VIEW
10	<input type="text" value="Theme House 3"/>	<input type="text" value="901 North E Street"/>	0	VIEW
11	<input type="text" value="Kresge Hall"/>	<input type="text" value="604 North C Street"/>	0	VIEW
12	<input type="text" value="Lambda Chi Alpha"/>	<input type="text" value="707 North E Street"/>	0	VIEW

13	Picken Hall	605 North D Street	0	VIEW
14	Sigma Alpha Epsilon	705 North E Street	0	VIEW
15	Station Square Apartments	100 East Detroit Ave.	0	VIEW
16	Theme House 4	903 North E Street	0	VIEW
17	Theme House 5/6	907 North E Street	0	VIEW
18	Theme House 7	707 North D Street	0	VIEW
19	Theme House 8	711 North D Street	0	VIEW
20	Theme House 9	707 North C Street	0	VIEW
21	Theme House 10/11/LU Hous	411 West Clinton Ave.	1	VIEW
22	Washington Apartments	500 North Buxton Street	0	VIEW
23	Weinman Apartments	501 North E Street	0	VIEW
24	Clinton Apartments	701 West Clinton Ave	0	VIEW
25	Kappa Theta Psi	701 North E	0	VIEW
26	Woman's Gender Resource Ce	705 North D	0	VIEW

Page Total 1

Caveat:

Fires by On-campus Student Housing Facility

Housing Facility Name: Theme House 10/11/LU House

Housing Facility Address: 411 West Clinton Ave.

	<u>Category of Fire</u>	<u>Cause of Fire</u>	<u>Fire-related injuries</u>	<u>Fire-related deaths</u>	<u>Property damage</u>	<u>Action</u>
1	Unintentional▼	Electrical▼	0	0	\$100,000-\$249,999	DELETE
Total			0	0		

Caveat:

Structure was deemed total loss. Torn down.