

# MISSOURI S&T

University of  
Science & Technology



## 2023 Annual Campus Security and Fire Safety Report

**Missouri Science and Technology Police Department**  
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Greetings:

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act required all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000, 2008, and 2013. The 1998 amendments renamed the law the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* in memory of a student who was slain in her dorm room in 1986.

The *Clery Act* requires higher education institutions to give timely warnings of crimes that represent a threat to the safety of students or employees, and to make public their campus security policies. It also requires that crime data be collected, reported, and disseminated to the campus community and submitted to the Department of Education. The act is intended to provide students and their families with accurate, complete, and timely information about safety on campus so that they can make informed decisions. Visit [www.clerycenter.org/the-clery-act](http://www.clerycenter.org/the-clery-act) to learn more about the [Jeanne Clery Act](#).

In compliance with this act, the Missouri S&T Police Department has produced this report, "Campus Crime and Fire Safety Report", which contains the aforementioned information. Compliance with these provisions does not constitute a violation of the Family Educational Rights and Privacy Act of 1974 (FERPA). Campus crime statistics include crimes reported to the Missouri S&T Police Department, designated campus officials, and local law enforcement agencies. In addition to campus crime statistics, this report also is a resource guide for campus safety services, crime prevention strategies, as well as fire safety information and fires reported by campus student housing. Upon completion of the report, students, faculty, and staff are notified of its availability through the eConnection and provided with the website where the report can be accessed. Copies of the report may be obtained at the Missouri S&T Police Department.

We hope this publication proves helpful, informative, and provides an opportunity for communication between the Missouri S&T Police Department and the community which it serves.

Sincerely,



Doug Roberts

Chief of Police

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# MISSION STATEMENT

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The mission of the Missouri S&T Police Department is to support the campus community in fulfilling its commitment to teaching, research, and service by providing a safe and secure environment for students, faculty, staff, and visitors in partnership with all members of the campus community.

## VALUES

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The members of the Missouri S&T Police Department adhere to the following values:

### M. I. N. E. R.

**M**aking a difference:

We are proud of our profession and committed to making a difference.

**I**ntegrity:

We will hold ourselves to the highest legal, moral, and ethical standards.

**N**eighborhood:

We will partner with the University neighborhood in order to jointly resolve concerns.

**E**xcellence:

We will strive for personal and professional excellence.

**R**espect:

We will ensure that all persons are treated with equality, courtesy, and compassion.

# **MISSOURI S&T POLICE DEPARTMENT INFORMATION**

Chapter 172.350 of the Missouri Revised Statutes grants Missouri S&T Police Officers the power to maintain order, preserve peace, and make arrests as now held by peace officers, and with the further power to expel from the public buildings, campuses, grounds, and farms persons violating the rules and regulations prescribed by the Board of Curators of the University of Missouri. Additionally, all sworn members of the department also hold police officer commissions with the City of Rolla Police Department. All sworn members are required to be licensed by the Missouri Department of Public Safety's Peace Officers Standards and Training Program. Therefore, Missouri S&T Police Officers have complete authority to apprehend and arrest anyone involved in an illegal act on-campus and within the city limits of Rolla.

Campus Police personnel work closely with local, state, and federal law enforcement agencies. All 911 calls for Phelps County are answered by the City of Rolla Police Department's Central Dispatch Center, which manages dispatching services for the Missouri S&T Police Department. Missouri S&T Police Officers have direct radio communication with City of Rolla Police Officers. Police personnel can access the National Crime Information Computer system (NCIC), the Missouri Uniform Law Enforcement System (MULES), and other law enforcement databases. These databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information, as well as other local, state, and federal law enforcement information. The Missouri S&T Police Department also consists of Guards and Campus Security Officers that patrol campus, ensure building security, conduct safety escorts, and check for maintenance issues. All personnel out on campus are equipped with radios that are monitored by the Police Operations and Missouri S&T Police Officers.

## **PARKING DEPARTMENT**

The Parking Department is also part of the Missouri S&T Police Department. The Parking Department has parking officers that monitor parking lot activity, ensure parking rules are enforced, and checked for maintenance issues. All personnel out on campus are equipped with radios that are monitored by the Police Operations and Missouri S&T Police Officers.

All students, faculty, and staff vehicles should have a valid campus parking permit to park in non-metered parking spaces on campus. Missouri S&T Parking, Security and Traffic Safety Regulations, as adopted by the Parking, Security and Traffic Safety Committee and approved by the chancellor, provide for the payment of established fees for parking privileges and set fees for violation of those regulations. The University Police Department's Parking Department has the responsibility of enforcing parking regulations at Missouri S&T.

The size of the student body, faculty, and staff, coupled with the fact that a large number of students live off-campus, leads to a relatively large number of motor vehicles on and near the campus. This traffic load, in turn, complicates parking for the campus citizen and creates a hazard for vehicles and pedestrians. The committee

has prescribed the rules governing the classification and use of parking lots, the qualifications for parking on those lots, and the rules for application, issuance, and use of parking permits. Specific information on current regulations and other details pertaining to parking can be obtained at the University Police Department, 205 W. 12<sup>th</sup> Street, 573-341-4303. The regulations may also be found at: <http://police.mst.edu/parking/>.

## **Parking Lot Operations Rules & Regulations Condensed**

Please note that these condensed rules, while representative of the complete rules, do not cover all scenarios and should be considered general guidelines for parking at Missouri S&T. The parking rules are enforced according to the complete rule set, which is viewable at <https://police.mst.edu/parking/completerules/>.

- Parking in permit spaces on campus lots requires a purchased permit. Parking at meters requires payment even if a permit is purchased. University issued hangtags must be hanging from the rearview mirror. Temporary tags shall be affixed to the inside rear window on the driver's side of the vehicle. If the temporary tag is not visible due to tinting, the tag must be affixed to the outside rear window on the driver's side of the vehicle.
- All vehicles shall be parked **HEADING** into the parking spaces. (Do not back into or pull through the space.)
- A visitor is anyone **OTHER THAN** an employee, student, or member of their family. We request all campus visitors to utilize parking meters with proper payment in all permitted lots.
- Regulations pertaining to area permits and metered parking are enforced **YEAR-ROUND** from 7:30 a.m. to 4:30 p.m. except on Saturdays, Sundays and Official University Holidays. Other regulations are enforced at all times as noted below.
- Permit and metered parking at Thomas Jefferson Residence Hall shall be enforced 24 hours a day 7 days a week.
- Employees and students lending their vehicle to a visitor will be responsible for any violations occurring on campus.
- Parking permit owners shall park only in the area to which the purchased permit allows access.
- Employees and students without parking permits shall use only metered spaces with appropriate payment.
- Specially marked disabled parking, driveways, yellow curbs and zones, spaces marked for 24-hour enforcement, fire lanes, vehicle types and areas not designated as a parking area, etc. shall be enforced 24 hours a day 7 days a week.
- University driveways, yellow curbs and zones and any other area not specifically designated as a parking area shall not be used for parking at any time.
- The Director of the Missouri S&T Police Department, with the concurrence of the Parking Committee Chair, shall have the authority to suspend all or part of the parking regulations for specific periods of time.

Failure in compliance with these rules, in the case of excessive tickets, example ticket number 6+ for one specific violator or illegally parking in a non-designated space, may result in the towing of the vehicle at the owner's expense.

# REPORTING PROCEDURES AND RESPONSE

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Community members, students, faculty, staff, and guests are encouraged to report all crimes, emergencies, and public safety related incidents accurately and promptly to the Missouri S&T Police Department.

The Missouri S&T Police Department is the primary agency for reporting and investigating all crimes that occur on university property. Any instances of criminal or suspicious acts and emergencies occurring on the campus, including residence halls, should be reported to the Missouri S&T Police Department regardless of how seemingly insignificant the crime. The Missouri S&T Police Department is located at 205 W. 12th Street and can be contacted 24 hours a day by telephone or in person. Contact the Missouri S&T Police Department at (573) 341-4300 or dial 911 for emergencies. When dialing 911, the call will go to the Rolla Police Department's Central Communications. The Rolla Police Department's Central Communication is the dispatching center for all public safety agencies in Phelps County which includes the Missouri S&T Police Department. Officers will respond as quickly as possible to any request for assistance, whether it is an emergency or a non-emergency call. Response time is based on current activity load and the urgency of the call. Crimes in progress, traffic accidents, and medical emergencies have a higher priority than other types of calls.

In cases involving minor offenses by students, the campus police may also refer the individual to the Office of the Vice Chancellor of Student Affairs. Missouri S&T Police Department officers can and do respond to student related incidents that occur in close proximity to campus. Through coordination with local law enforcement agencies, criminal activity allegedly engaged in by students at off campus locations may be reported to the Office of the Vice Chancellor of Student Affairs for any action of follow-up that may be required. The University encourages all recognized student organizations to abide by federal, state, and local laws, and University regulations. The University will generally be limited to conduct which occurs on the Missouri S&T premises or at university-sponsored or university-supervised functions. However, the University may take appropriate action, including, but not limited to the imposition of sanctions under Sections 200.020 and 200.025 of the Collected Rules and Regulations against students for conduct occurring in other settings, including off campus. In order to protect the physical safety of students, faculty, staff, and visitors or if there are effects of the conduct that interfere with or limit students' ability to participate in or benefit from the University's educational programs and activities. There are several recognized student organizations that have privately owned houses within the non-campus boundaries. If Rolla Police Department is called to respond to one of these locations, they will typically notify Missouri S&T Police Department to respond with them. However, Rolla Police Department does this out of courtesy and is not required to notify or involve Missouri S&T Police Department when they respond to a call involving private property.

In the case of an alleged major offense, such as rape, murder, aggravated assault, and robbery, Missouri S&T Police Department may choose to oversee the investigation or request the assistance of another law enforcement agency such as the Missouri State Highway Patrol, City of Rolla Police Department, or Phelps County Sheriff's Department. The department however does not have any written agreement with any of the other local law enforcement agencies regarding the investigation of criminal incidents. The prosecution of criminal offenses is processed by either the City of Rolla Prosecuting Attorney's Office or the Phelps County Prosecuting Attorney's Office.

Crimes should be reported to the Missouri S&T Police Department for purposes of assessing the crime for distributing a potential timely warning notice and for disclosure in the annual crime statistics. Missouri S&T

Police Department encourages accurate and prompt reporting of all crimes to the campus police and appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report. Statistics for cases that are offenses pursuant to The Jeanne Clery Act are sent to the Department of Education yearly. Additionally, the Missouri S&T Police Department reports crime statistics to the Missouri State Highway Patrol for inclusion in the Uniform Crime Report published by the Federal Bureau of Investigation.

## **Lost and Found**

The University Police Department is the central “lost and found” repository for the campus. Any non-clothing lost and found items should be turned into the university police for reclamation purposes. If an item is lost, information should be filled out with university police, 573-341-4300, or can be reported by accessing: <http://police.mst.edu/programs/lostitems> in case the item is turned in at a later date.

# **NOTIFICATIONS**

## **Annual Campus Security Report**

The Missouri S&T Police Department has the role of gathering information for, preparation of, and submission of the institution's Annual Campus Security Report. The Annual Campus Security Report is reviewed and updated annually as one cohesive document per the requirements of federal law. It is the duty of the Missouri S&T Police Departments’ Chief, or their designee, to gather the required information for and submit the institution’s Annual Campus Security Report prior to set deadlines.

The Clery Coordinator is a member of the police department assigned the responsibility of collecting statistics from Campus Security Authorities and compiling the information received into the Annual Campus Security and Fire Safety Report.

The Procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from the following sources: The Missouri S&T Police Department and Campus Security Authorities, as defined below. For statistical purpose crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

A written request for statistical information is made on a bi-monthly basis to all Campus Security Authorities and to University Deans, Directors, and Department Heads. All Campus Security Authorities should report crimes as soon as they are reported to be entered onto the daily crime log within two business days of the report. Statistical information is requested and provided to Missouri’s S&T Police by the employees at the University Counseling Center, even though they are not required by law to provide statistics for the compliance document. Members of Student Conduct, Title IX, and Human Resources provide statistics to Missouri S&T Police Department about cases they have dealt with where the victim chose not to report the incident to Missouri S&T Police Department.

All the statistics are gathered, compiled, and reported to the University community via this Annual Security and Fire Safety Report which is published by the police department. The Missouri S&T Police Department submits the annual crime statistics published in the brochure to the Department of Education. The statistical information gather by the Department of Education is available to the public through the Department of Education’s website.

## **Campus Security Authorities**

“Campus security authority” is defined as - An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings.

An official is defined as any person who has the authority and the duty to act or respond to particular issues on behalf of the institution. Clery further defines campus security authorities as:

A Campus police department or a campus security department of an institution. If your institution has a campus police or security department, those individuals are campus security authorities. A security department can be as small as one person.

Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department, an individual who is responsible for monitoring the entrance into institutional property. Include individuals who provide security at a campus parking kiosk, monitor access into a campus facility, function as event security or escort students around campus after dark.

Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses. If you direct the campus community to report criminal incidents to anyone or any organization in addition to police or security-related personnel that individual or organization is a campus security authority.

Examples of individuals who meet the criteria for being campus security authorities include:

- A coordinator of Greek affairs.
- A dean of students who oversees student housing, a student center or student extracurricular activities.
- A director of athletics, a team coach, trainer, or a faculty advisor to a student group.
- A student resident advisor or assistant or a student who monitors access to dormitories.
- A physician in a campus health center, a counselor in a campus counseling center or a victim advocate or sexual assault response team in a campus rape crisis center if they are identified by your school as someone to whom crimes should be reported or if they have significant responsibility for student and campus activities.

However, if these individuals are not identified as people to whom crimes should be reported or do not have significant responsibility for student and campus activities, they would not be considered CSAs.

Twice a year an invitation to a Canvas CSA Training module is sent to all identified CSAs. The training only must be completed once a year per Clery requirements.

## **Voluntary Confidential Reporting Procedures**

The University investigates all reports; it does not have a voluntary, confidential reporting policy. Missouri S&T Police Department encourages anyone who is the victim or witness to any crime to report the incident to the police promptly. Because police reports are public records under state law, Missouri S&T Police Department cannot hold reports of crime in confidence. When a potentially dangerous threat to the University community arises, Missouri S&T Police Department will issue timely warnings through media release, mass e-mail, and/or do a web posting.

The University does not have a voluntary confidential reporting procedure and therefore, pastoral, and professional counselors cannot notify their clients of the existence of such a reporting type/option. However, it should be noted that these counselors are not CSAs under the Clery Act and are thus considered exempt from reporting confidential statistics.

## **Pastoral and Professional Counselors**

**Pastoral counselor:** A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.

**Professional counselor:** A person whose official responsibilities, include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.

The Clery Act provides for this exemption to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may learn about through client care. This exemption is intended to protect the counselor-client relationship. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime. Further, if a counselor deems it appropriate, he/she may encourage clients to report incidents of crime.

## **Daily Crime Log**

The purpose of the Daily Crime Log is to record criminal incidents, and alleged criminal incidents, which are reported to University Police and other Campus Security Authorities, within two business days of the report. The report includes date, time, general location, type of crime, and disposition of the crime, to include the Missouri S&T Police Department's expanded patrol district. The Daily Crime Log does not include reports made to other agencies. The Missouri S&T Police Department maintains the Daily Crime Log. The Daily Crime log can be viewed 24 hours a day on the Police Department website or in the atrium of the Police Department. The most recent 60 days are available immediately, free of charge. For entries older than 60 days requests are available within two business days.

## **Missouri State Uniform Crime Reporting (UCR) Statistics**

Every law enforcement agency in the state is required to report crime data monthly to the Missouri State Highway Patrol (MSHP). MSHP creates and maintains computer files of the Missouri data and supplies information not only to the Federal Bureau of Investigations (FBI) for use in national crime statistics, but also to local agencies and organizations. To access crime data for the Missouri S&T police department submitted to the MSHP visit the MSHP Statistical Analysis Center:

[http://www.mshp.dps.missouri.gov/MSHPWeb/SAC/data\\_and\\_statistics\\_ucr.html](http://www.mshp.dps.missouri.gov/MSHPWeb/SAC/data_and_statistics_ucr.html)

## **Timely Warnings**

Timely Warning is the timely dissemination of information in emergency situations or situations in which there is an imminent or continued threat to the safety of the campus community. When members of the campus community have prompt information about threats to their safety, they can make informed decisions about protecting themselves. Timely Warnings are triggered when an institution determines that a crime for which it must report Clery statistics presents a serious or continuing threat to students or employees. Because the nature of criminal threats, often is not limited to a single location, a timely warning must be issued in a manner likely to reach the entire campus community. The Clery Act requires the issuance of warnings in a manner that is timely and will aid in the prevention of similar crimes. Timely Warnings will be distributed as soon as pertinent information is available, in a manner that withholds the names of the victims confidential, and with the goal of aiding in the prevention of similar occurrence. Even if all the facts surrounding the case of a criminal incident are not necessarily available, a warning should be issued. Follow up messages with additional information should be issued as more information becomes available. The warning should include all information that would promote safety and that would aid in the prevention of similar crimes.

Timely Warning are usually distributed for the following uniform crime reporting program (USCR)/National Incident Based Reporting System (NIBRS) classifications: major incidents of arson, murder/non-negligent manslaughter, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by Missouri S&T Police Department. For example, if an assault occurs between two student who have a disagreement, there may be no on-going threat to the other campus community members and a Timely Warning would not be distributed. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a timely warning to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred when it was reported, and the amount information known by the Missouri S&T Police Department.

If the decision is made to disseminate a timely warning, the Police on-call supervisor will generate an email which will be approved and forwarded by the University Marketing and Communications Department as a mass email. Notifications may also occur through use of the University's mass notification service, through the local media, or through other communication channels as appropriate for the emergency. The University's mass notification service allows for notification through multiple means, including home phone, work phone, cell phone, S&T email address, text messaging, numeric pager, and alphanumeric pager. Updates to the S&T community about any particular case resulting in a crime alert may be distributed via mass email, text or may be shared at [Alert.mst.edu](mailto:Alert.mst.edu).

Crimes that would otherwise be reportable but are reported to a licensed mental health counselor or pastoral counselor—in the context of a privileged (confidential) communication—are not subject to the timely warning requirement.

According to the Federal Educational Rights and Privacy Act (FERPA), an educational institution may disclose information from educational records to any person whose knowledge of the information is necessary to protect the health and safety of the student or other individuals in the event of an articulable and significant threat to health and safety.

## **Emergency Response and Evacuation Procedures**

The Missouri S&T Emergency Operations Committee is responsible for the Emergency Management Plan. The Emergency Management Plan is an all-hazards disaster response and emergency management plan that complies with FEMA guidelines for Higher Education. The Emergency Management Plan provides the framework to structure the response and resources of the Missouri S&T academic and administrative community to any emergency affecting the University. The Missouri S&T Police Department activates the Emergency Management Plan when an emergency affecting the University reaches proportions that cannot be managed by established measures. This emergency may be sudden and unforeseen, or there may be varying periods of warning. The University of Missouri intends the Emergency Management Plan to be sufficiently flexible to accommodate contingencies of all types, magnitudes, and durations. Our priorities are life safety, infrastructure integrity, and environmental protection during an emergency.

The University conducts at least one test a year of its Emergency Management Plan. The test may be announced or unannounced. These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises documenting a description of the exercise, the date, the time, and whether it was announced or unannounced.

## **Emergency Mass Notification**

In the event of an emergency, the Missouri S&T campus will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee, and visitors. The Missouri S&T Police is responsible for reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders, and/or the national weather service.

The Missouri S&T Police Department and University Marketing and Communications Department will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the Campus Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. The Missouri S&T Police Department and University Marketing and Communications Department will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will in the judgement of the first responders, including but not limited to Rolla Police Department, Rolla City Fire and Rescue, and/or Emergency Medical Services, compromise the efforts to assist a victim, to contain, respond to, or otherwise mitigate the emergency. The local media may be utilized to disseminate emergency information to members of the larger community.

Emergency Notifications are triggered by incidents that represent a continuing dangerous or life-threatening situation. These situations include but are not limited to: Significant weather events such as tornados, flooding, or large hail and natural disasters such as earthquakes. Safety hazards such as fire, gas leaks, chemicals spills, explosions, or the outbreak of a serious illness. If the decision is made to disseminate an emergency notification, the police on-call supervisor will generate an email which will be approved and forwarded by the University Marketing and Communications Department as a mass email. Notifications may also occur through use of the University's mass notification service, through the local media, or through other communication channels as appropriate for the emergency. The University's mass notification service allows for notification through multiple means, including home phone, work phone, cell phone, S&T email address, text messaging, numeric

pager, and alphanumeric pager. The larger community can also access emergency information via the University’s alert page, Alert.mst.edu., and/or social media. Follow-up information will be distributed using some or all of the identified communication system.

If there is an immediate threat to the health or safety of students or employees occurring on campus. An institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances, however the institution must provide adequate follow-up information to the community as needed.

The University’s [Emergency Management Plan](https://police.mst.edu/emergencies/management/) can be found at <https://police.mst.edu/emergencies/management/>.

**The following information is how to opt-in for Emergency Alerts on the Missouri S&T Campus.**

New students will be prompted to opt into the Emergency Mass Notification System the first time they log into their Joe’SS for the first time. They can add any phone numbers or additional emails address that would like to be notified of emergency alerts.

Current Students can access the Emergency Mass Notification System through their Joe’SS.

Parents or guardian who would like to receive an alert, please encourage your student to add your cell phone number to their account on the Joe’SS Emergency Mass Notification Registration Page.

Faculty and Staff can access the emergency alert system through the myHR website.

Visitors to campus can text MinerAlert to 78015 to receive campus emergency alerts until midnight.

**Mass Notification Annual Test**

As part of Missouri S&T's Crisis Communication Plan, Missouri S&T tests its mass notification system at least once every semester. The test focuses on the messaging capabilities of the system. When a test has been deemed appropriate, the Emergency Notification System is activated, and people enrolled in the system are notified that a test is being performed and there is no immediate emergency.

**Homeland Security and Terrorism**

The Missouri S&T Police Department works with numerous law enforcement agencies to combat terrorism and related crimes in our service area. To aid our department and the community combat terrorism, it is essential that the community reports suspicious activity that may be related to terrorism. If you have seen a person or incident that you consider suspicious or related to terrorist type activity, please report it to the Missouri S&T Police Department at (573) 341- 4300. Immediate or emergency information can be relayed by calling 911.

**Important Phone Numbers**

Emergency	911
Missouri S&T Police Department	573-341-4300
Rolla Police Department	573-308-1213 (Non-Emergency)
Rolla Fire and Rescue	573-364-3989 (Non-Emergency)

Phelps Health Hospital 573-458-8899

Student Health 573-341-4284

## **Missing Student**

Section 485 of the Higher Education Opportunity Act (HEOA), every institution of higher education maintaining on-campus housing is required by law to establish a missing student notification procedure for on-campus housing residents. Every student residing in campus housing shall have the option to identify an emergency notification individual to be contacted by the University in the event that the student is determined missing. This emergency contact is confidential, accessible only to authorize campus officials, and is separate from the student's general emergency contact. If the missing student is under the age of eighteen (18), and not an emancipated individual, the University is required to contact the missing student's parent[s] or guardian[s] within 24 hours of the determination that the student is missing. If the missing student is eighteen (18) years of age or older, the University will contact the confidential contact person provided by the student within 24 hours of the determination that the student is missing.

Individuals should report a student as missing to Residential Life, Student Support and Community Standards, Office of the Vice Chancellor for Student Affairs, and/or Missouri S&T Police Department. Any officially missing student report must be referred immediately to the Missouri S&T Police Department. Local law enforcement agencies will be notified of the missing student within 24 hours of the determination that the student is missing.

# **CRIME PREVENTION AND SECURITY**

## **Academic and Administrative**

The Missouri S&T Campus is open to the public. The academic and administrative building are accessible to members of the campus community, guests, and visitors during normal business hours Monday through Friday and limited designated hours on Saturday and Sunday. During recognized holidays access is generally restricted to university personnel. Most facilities have individual hours, and the hours vary at various times of the year. Access to these buildings is also controlled by card access after normal business hours, for students, faculty, and staff with authorization to enter. It is on the recommendation of the Department Chairman or Administrative Head, in accordance with established procedures which Faculty, students, and staff have access afterhours. It is the policy of Missouri S&T that after normal working hours, all buildings should be locked to maintain security of the buildings and their contents. Missouri S&T Police Officers, Campus Security Officer, and Guards patrol the academic and administrative buildings on a regular basis.

## **Residence Halls**

All University residence halls have a 24-hour security program which includes auto-locking the exterior doors. Access to residence halls is restricted to residents, their approved guests, and other approved members of the University community. Residents gain entry after hours by swiping their cards in the card access readers.

Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their access card. The names and telephone numbers and locations of on-call student staff are posted in the residence halls; each resident should locate this information in advance of an emergency. Keeping every room door always locked will deter crime, as almost every theft in a residence hall is a result of an unsecured room or unattended belongings. Every security measure taken by the residence hall staff depends on the responsible actions of each resident for its effectiveness. House Staff and community directors also enforce security measures in the halls and work with residents to achieve community respectful of individual and group rights and responsibilities.

Other tips for your security include:

- Ask strangers to wait in common areas while their friends are summoned.
- Lock your room door and windows when you leave, even if only for a minute, and take your keys with you. Also, lock your room door when sleeping.
- Keep small valuable items out of sight, in a closed drawer, or another safe place.
- Politely offer assistance to persons in your building or residence you do not recognize. If they have legitimate business, they will appreciate your help. If they do not, ask them to leave.
- Keep your room locked when you are out during move-in. Do not leave your car unlocked when loading or unloading.
- Do not leave coats, books, or other valuable items in common areas. Keep them in your room.
- If you hear or see something suspicious, call the police immediately.

## **Maintenance Facilities**

Facilities and Landscaping are maintained in a manner that minimizes hazardous conditions. Landscaping and outdoor lighting on campus are surveyed and modified for pedestrian safety and security. Missouri S&T Police Officers, Campus Security Officers, and Guards regularly patrol campus and reports malfunctioning lights, security hardware operating deficiencies, and other unsafe physical conditions to Facilities Management for correction. Other members of the university community are helpful when they report equipment problems to Missouri S&T Police Department or to Facilities Management.

## **Security Cameras**

Security Cameras are placed to enhance the sense of security on campus. Cameras are placed in public or high-risk areas to record any criminal activity; these cameras may be monitored continuously or intermittently by university police staff. Cameras are placed, and media is recorded so that if an item is discovered stolen or vandalized that crime can be solved by identifying the perpetrator. The cameras are placed in public areas as not to interfere with anyone's privacy. All cameras are recorded and can be monitored at any time. The University Police are tasked to respond and investigate suspicious and criminal activity observed, detected, or recorded by the security camera system. The security camera recordings are shielded from public release but will be retained for not less than thirty days.

## Safety Escorts

Missouri S&T Police Officers, Campus Security Officers, and Guards provide personal safety escort service, 24 hours a day seven days a week to students, staff, faculty, and visitors who request it by calling the Missouri S&T Police Department at 573-341-4300.

## Rave Guardian

A free mobile phone app that turns your smart phone into a personal safety device. Your family or friends can virtually walk with you on or off campus, when you invite them to join your network as your “Guardian.” It includes a safety feature that directly connects you to 911 in an emergency. As well as gives you the ability to text the Missouri S&T Police Department with a tip regarding any concerns or suspicious situation. Students, Faculty, and Staff are encouraged to download the app to enhance their personal safety. Police Operations personnel monitor the app 24 hours a day.

## Crime Prevention Programs

The Missouri S&T Police Department provides educational programming and other crime prevention functions to the university community. Periodically, during the academic year the members of the Missouri S&T Police Department present crime prevention awareness sessions. A common theme of all the awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. The purpose of community crime prevention is simple: to help you recognize your own vulnerability to crime and reduce your risk through preventive action and cooperation with the police. A secure environment is made possible through community involvement in crime prevention. Knowing how to protect yourself and being aware of your environment are the best ways to prevent becoming a victim. The Missouri S&T Police Department offers several programs centered on preventing crimes. All programs are free to the university affiliated community.

**R.A.D.-** The Rape Aggression Defense program teaches basic self-defense skills and techniques capitalizing on women’s lower center of gravity and greater lower body strength. The program assists women in gaining confidence in their own abilities, as well as making them more aware of their surroundings.

**Identity Theft and Fraud Prevention-** 25 years of experience as a Financial Crimes Investigator with the United States Secret Service, Police Chief Roberts will instruct a course to help you from becoming a victim of identity theft or fraud.

**Operation ID-** The Operation Identification program promotes engraving serial numbers or owner’s recognized numbers, example Driver’s license number, on items of value. Engravers are made available upon request free of charge by Missouri S&T Police Department.

**Active Shooter: Run – Hide – Fight** - Active Shooter Response Training is taught by a Missouri S&T Police Officer and engages the Run-Hide-Fight. process in reacting to an active shooter’s scenario.

Programs are presented on a requested basis. For more information on programs, to register for a program, or to schedule one for your area, please contact the Missouri S&T Police Department at

[http://police.mst.edu/programs/training/.](http://police.mst.edu/programs/training/)

# DRUG AND ALCOHOL POLICIES AND PROGRAMS

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## Alcohol Policy

Missouri S&T lends full support to all state, federal, and local laws and ordinances regulating the sale, possession, and consumption of alcoholic beverages. The use, or possession of any alcoholic beverage is prohibited on all University property, except in the President's residence and the Chancellors' residences. The sale, use or possession may, by appropriate University approval be allowed in approved University Alumni Centers, Faculty Clubs, or other designated facilities, for single events and reoccurring similar events in designated conference, meeting, or dining facilities provided by university food services, subject to all legal requirements. All requests for use of alcoholic beverages on university property should be submitted to the Chancellor or designee at least two weeks prior to the date of the intended use. Each written request should include the date, time, and location of the activity, the name of the group making the request, the general makeup of the activity, the nature of the activity, the general makeup of the group to attend, and the name of the person responsible for the activity.

Consumption and purchase of alcoholic beverages by minors, people under the age of twenty-one, and selling or giving alcoholic beverages to minors is prohibited by law. Beverage alcohol may not be provided as free awards to individuals or campus groups.

Representatives of recognized student organizations that have events involving alcoholic beverages will be required to attend an at-risk management seminar. The University will annually provide the seminar. Faculty advisors will be encouraged to attend. Recognized student organizations and their advisors must sign a form stating they have met this requirement or are exempt from it and return it to the Office of Student Activities at the beginning of each fall semester.

## Drug Policy

University of Missouri regulations prohibit the unlawful possession, use, distribution, and sale of illicit drugs by students, employees, and visitors on university-owned or controlled property and at university-sponsored or supervised activities. Each employee engaging in the performance of work supported by a federal grant or contract, as a condition of employment, must notify the University of any Criminal Drug Statue Conviction for a violation occurring in the workplace no later than five days after each conviction. The University must notify the contracting party within 10 days after receiving notice from the employee or otherwise receiving actual notice of an employee's conviction.

The university also enforces federal and state drug laws. The possession, sale, manufacture, or distribution of illegal drugs is prohibited on campus or as any part of the university's activities. Violators of the university's policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possibly criminal action.

## **Federal Drug Laws**

**Denial of Federal Benefits (21 U.S.C. § 862)** - A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction. Federal drug convictions for possession may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions, successful completion of a drug treatment program, including periodic testing, and appropriate community service, or any combination of the three.

**Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853)** – Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued, and property seized at the time an individual is arrested on charges that may result in forfeiture.

**Federal Drug Trafficking Penalties (21 U.S.C. § 841)** – Penalties for federal drug trafficking convictions vary according to the type and quantity of controlled substance involved in the transaction. Penalties for subsequent convictions are more severe.

In the case of a controlled substance in schedule I or schedule II, GHB, or flunitrazepam, a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years and the fine shall not be more than \$250,000, or both, for a first offense.

**Distribution or manufacturing in or near schools and colleges (21 U.S.C. § 860)** – Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

## **State Drug and Alcohol Laws**

**Possession of a Controlled Substance (MO. REV.STAT. § 579.015 – 579.040)** – Possession of a controlled substance is illegal. Possession of any controlled substance except 35 grams or less of marijuana or any synthetic cannabinoid is a class D felony. More than 10 grams but 35 grams or less of marijuana or any synthetic cannabinoid is a class A misdemeanor. Not more than 10 grams of marijuana or any synthetic cannabinoid is a class D misdemeanor or if previously found guilty of any offense of the laws related to controlled substances of this state or of the United States, or any state, territory, or district the offense is a class A misdemeanor.

**(Mo Constitution XIV Section 1)** - Medical marijuana for certain conditions is allowed.

**(Mo Constitution XIV Section 2)** – Marijuana legalization for anyone over the age of 21 years of age.

**(MO. REV. STAT. § 558.002, § 558.011)** Delivery of a controlled substance other than thirty-five grams or less of marijuana is a Class C felony, resulting in a prison term of not less than 3 years and not more than 10 years, and a fine up to \$10,000.

**Minor in Possession (MO. REV. STAT. § 311.325)** – In Missouri, it is illegal for anyone under the age of twenty-one to possess, purchase, or attempt to purchase any intoxicating liquor, subject to a fine not to exceed \$500.

**Misrepresentation of age by minor to obtain liquor (MO. REV. STAT. § 311.20)** - A subsequent violation is a Class A misdemeanor, subject to a term of up to one year in jail and a fine not to exceed \$2000. Anyone between 17-21 who represents that they are twenty-one for the purpose of obtaining intoxicating liquor is guilty of a misdemeanor. The use of a fake identification is subject to a \$500 fine. An attempt to purchase, or possession of alcohol, may also result in license suspension.

**Driving While Intoxicated (MO. REV. STAT. § 577.10)** – A person is guilty of a DUI if the person has a blood alcohol concentration of 0.08 percent. A first offense results in a suspended license for 30 days and then a restricted license for 60 days and may require a certified ignition interlock device. A second offense within five years results in a one-year restricted license and additional penalties.

[State of Missouri Alcohol Laws and Regulations](#)

[State of Missouri Controlled Substance Laws](#)

[Federal Law Controlled Substance](#)

## **Drug and Alcohol Abuse Prevention Program**

The university has a drug and alcohol abuse and prevention program, which includes an annual notification to students and employees regarding certain drug/alcohol-related information such as legal sanctions for violations of applicable laws, health risks, etc., and conducts a biennial review of this program to evaluate its effectiveness and assesses whether sanctions are being consistently enforced. More information about the program, including the university's drug and alcohol policies, can be located at:

[Missouri S&T/Student Conduct](#)

[Employee Handbook](#)

[Missouri S&T Alcohol Policy](#)

[Drug-Free Schools and Campuses Biennial Review](#)

**Prescription Drug Drop Box** – Located in the lobby of the University Police Department a prescription drug box is available 24/7 – 365 for proper disposal of unused or expired prescription medications.

**BASICS** – Brief Alcohol Screening Intervention for College Students. A program for any student who seeks to develop alcohol safety skills and to become more knowledgeable about reducing harmful consumption and negative consequences associated with high-risk alcohol consumption.

**CASICS** – Cannabis Screening Intervention for College Students. A program for any student who seeks to reduce risky behaviors and harmful consequences of marijuana using a harm-reduction approach.

Programs addressing controlled substance and alcohol use, including personnel actions that may result from such violations, and self-referrals as well as supervisory referrals to drug and alcohol counseling and rehabilitation programs. The University's Employee Assistance Program offers free, confidential, and short-term counseling for benefit-eligible employees and their household members. Such referrals will respect individual confidentiality.

For further information on student resources on the Missouri S&T campus can be found at

[Student Well-Being](#).

## **SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, and STALKING**

The University is committed to affording equal employment and education opportunities to its employees and students, and to creating an environment free from discrimination and harassment. Both University policy and applicable state and federal law, prohibit all students, employees, volunteers, and visitors at the University from engaging in sexual harassment. The jurisdiction of Missouri S&T under the Title IX policies shall be limited to sexual harassment which occurs in an education program or activity of the University of Missouri against a person in the United States. For the purpose of this policy, "education program or activity" includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the conduct occurs and includes any building owned or controlled by a student organization that is officially recognized by the University. This policy does not apply to sexual harassment which occurs outside of the United States, even when the conduct occurs in an education program or activity of the University. This includes the crimes of domestic violence, dating violence, sexual assault, and stalking. The following section provides the University's definitions, policies, procedures, and programs to prevent these crimes.

**Sexual Harassment** – Sexual harassment means conduct based on sex that satisfies one or more of the following:

**Dating Violence** – The term "dating violence" means violence committed by a person-- (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship, (ii) The type of relationship, and (iii) The frequency of interaction between the persons involved in the relationship.

**Domestic Violence** – The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Missouri, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Missouri. (MO REV. STAT. § 565.076)

**Sexual Assault-** Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- **Rape-** is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. There is “carnal knowledge” if there is the slightest penetration of the vagina or penis by the sex organ of the other person. Attempted Rape is included.
- **Sodomy-** is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Fondling-** is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.
- **Sexual Assault with an Object** – Using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim.
- **Incest** – is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Missouri law. (MO. REV. STAT. § 568.020)
- **Statutory Rape** – is sexual intercourse with a person who is under the statutory age of consent as defined by Missouri law. (MO.REV. STAT. § 566.034)

**Stalking** – The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to--(A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

**Quid Pro Quo** – An employee of the University conditioning the provision of an aid benefit, or service of the university on an individual’s participation in unwelcome sexual conduct.

**Hostile Environment** – Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity.

## Consent

Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent, or withdrawal of consent may be communicated by words or non-verbal acts.

Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent.

**Incapacitated or incapacitation** – A state in which rational decision-making or the ability to consent is rendered impossible because of a person’s temporary or permanent physical or mental impairment, including but not limited to physical or mental impairment resulting from drugs or alcohol, disability, sleep, unconsciousness, or illness. Consent does not exist when the Respondent knew or should have known of the other individual’s incapacitation. Incapacitation is determined based on the totality of the circumstances. Incapacitation is more than intoxication, but intoxication can cause incapacitation.

Factors to consider in determining incapacity include, but are not limited to, the following:

1. Lack of awareness of circumstances or surroundings (e.g., an inability to understand, either temporarily or permanently, the who, what, where how and/or why of the circumstances, blackout state)
2. Inability to communicate coherently, particularly physically or verbally with regard to consent (e.g., slurred, or incoherent speech)
3. Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance)
4. Physical symptoms (e.g., vomiting or incontinence).

## Bystander Intervention Education - STEP UP!

Bystander intervention means safe and positive options that may be conducted by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures, and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

The program helps increase motivation, skills, and confidence when responding to problems or concerns. Change starts with you:

- **Notice the event** – Noticing an event happening is the first step in intervening appropriately in a situation. We need to be aware of our surroundings to be able to notice a problematic event.

- **Interpret the event as a problem** - Deciding quickly whether it is a problem or a situation where a form of intervention is necessary. It is important to err on the side of caution and interpret it as a problem. This is crucial if you believe someone's physical well-being is at risk.
- **Assume personal responsibility** – It is vital we assume personal responsibility in a situation, so a harmful situation does not escalate. The “bystander effect,” a proven theory in which people are less likely to help in a situation if other people, especially strangers, are present. This is often because of diffusion of responsibility, feeling like other people will help, or are more equipped to help, so we choose to do nothing.
- **Know how to help** - There are four strategies that Bystander Intervention teaches:
  - **Direct**- This is directly intervening in a situation as it is happening and is often calling out the perpetrator(s) causing the problem without being aggressive. This is an essential style for situations that are urgent and threatening to physical safety.
  - **Distract**- This is directly intervening in a situation as it is happening. This can look like asking the Perpetrator(s) victim(s) to leave the situation with you.
  - **Delay**- This is waiting until after a situation is over and approaching the perpetrator(s) to call out behavior or the victim(s) to make sure they are okay and do not need anything.
  - **Delegate** – This is taking the responsibility to find someone who can intervene or help a situation if you feel you are unable to.
- **Implement the help- STEP UP!** – Intervening appropriately is a key part in making sure problems are resolved quickly and effectively.

## Risk Reduction

Risk reduction means options designed to decrease perpetrator action and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Decide ahead of time how you will get home and with whom.
- Keep track of your drink (whether alcoholic or not).
- Stay with the crowd.
- Communicate clearly – verbally and with body language.
- Do not ignore signs of trouble.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Communicate clearly – verbally and with body language.
- Not everyone who wants to flirt, or kiss wants to have sex.

- Purposely getting someone drunk so that they cannot resist is a crime.
- Being drunk is not a defense to your behavior.
- Asking repeatedly in hopes of getting a different answer is coercive.
- Drunk, drugged or sleeping people CANNOT consent.

## Warning signs of an abusive person

- **Threats of violence or abuse** - Threats can involve anything that is meant to control the victim. For example, "I'll tell your parents about your drug use if you don't do what I want." Healthy relationships do not involve threats, but an abusive person will try to excuse this behavior by saying that "everybody talks like that."
- **Breaking objects** - An abuser may break things, beat on tables or walls, or throw objects around or near the victim. This behavior terrorizes the victim and can send the message that physical abuse is the next step.
- **Use of force** - An abuser may use force during arguments, including holding the victim down, physically restraining the victim from leaving the room, and pushing and shoving. For example, an abuser may hold a victim against the wall and say, "You're going to listen to me."
- **Jealousy** - An abuser will say that jealousy is a sign of love. Jealousy has nothing to do with love. It is a sign of insecurity and possessiveness. An abuser may question the victim about whom they talk to or be jealous of time spent with other people. As the jealousy progresses, the abuser will call the victim frequently, stop by unexpectedly or monitor the victim's activities.
- **Controlling behavior** - An abuser will claim that controlling behavior is out of concern for the victim's welfare. They will be angry if the victim is late and will frequently interrogate the victim. As this behavior gets worse, the abuser will control the victim's appearance and activities.
- **Quick involvement** - An abuser will often pressure someone to make a commitment after a very short amount of time. The abuser comes on quickly, claiming "love at first sight," and will tell the victim flattering things such as "You're the only person I could ever love."
- **Unrealistic expectations** - The abuser is dependent on the victim for everything and expects perfection. The victim is expected to take care of everything for the abuser, particularly all emotional support. The abuser will say things like, "You're the only person I need in my life."
- **Isolation** - The abuser will attempt to diminish and destroy the victim's support system. If a female victim has male friends, she is accused of being a "whore." If she has female friends, she is accused of being a "lesbian." If she is close to her family, she is accused of being "tied to the apron strings." The abuser will accuse people who are close to the victim of "causing trouble."
- **Blames others for problems** - Abusers will rarely admit to the part they play in causing a problem. He or she will blame the victim for almost anything that goes wrong.

- **Blames others for their feelings** - An abuser will tell the victim, "I hurt you because you made me mad," or "You're hurting me when you don't do what I ask." Blaming the victim is a way of manipulating them and avoiding any responsibility.
- **Hypersensitivity** - An abuser can be easily insulted. The slightest setbacks are seen as personal attacks. An abuser will rage about the everyday difficulties of life as if they are injustices -- such as getting a traffic ticket or not doing well on an exam.
- **Cruelty to animals or children** - An abuser may brutally punish animals or be insensitive to their pain or suffering. Pets can be used to control the victim or to emotionally abuse them.
- **"Playful" use of force during sex** -The abuser may like to hold the victim down during sex. They may want to act out sexual fantasies in which the victim is helpless. An abuser may show little concern about whether the victim wants to have sex and use sulking or anger to manipulate the victim into compliance. They may demand sex or start having sex with the victim when they are sleeping or very intoxicated.
- **Rigid sex roles** -Male abusers often expect women to serve and obey them. They view women as inferior to men and believe that a woman is not a whole person without a relationship with a man.
- **Jekyll-and-Hyde personality** - Explosiveness and mood swings are typical of abusers, and these behaviors are related to other traits such as hypersensitivity. This is not always a sign of mental health problems but may be a way of controlling the victim by being unpredictable.

No victim is ever to blame for being assaulted or abused. Unfortunately, a person who is the victim of sexual or dating violence is more likely to be re-victimized.

If you are being abused or suspect that someone you know is being abused, speak up or intervene:

- Contact Wellness Services and request to meet with a counselor for support.
- Look for “red flags” in relationships so you can learn to avoid those characteristics in future partners.
- Consider getting a protective order from the court, or a no-contact order from the Office of Title IX and Equity as a supportive measure.
- Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported.
- Trust your instincts—if something does not feel right in a relationship, speak up or end it.

## **Sexual Assault Prevention**

*(Taken from [www.rainn.org](http://www.rainn.org))*

Be aware of rape drugs.

Do not leave your drink unattended.

Only drink from un-opened containers or from drinks you have watched being made and poured.

Avoid group drinks like punch bowls.

It is okay to lie. If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it is okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured, or threatened.

Be a good friend. Trust your instincts. If you notice something that does not feel right, it probably is not.

Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top or choose drinks that are contained in a bottle and keep your thumb over the nozzle.

If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.

If you suspect you have been drugged, go to a hospital, and ask to be tested.

Keep track of how many drinks you have had.

Try to come and leave with a group of people you trust.

Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take his/her number instead of giving out yours.

## **Social media safety**

<https://www.rainn.org/safe-media>

Turning off geolocation.

Pause before you post.

Predators look for pictures posted on social media showing that you are incapacitated.

## **Traveling Around Campus**

Make sure your cell phone is easily accessible and fully charged.

Avoid dimly lit places and notify University Police if lights need to be installed in an area.

Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

Walk with a friend.

Carry a noisemaker (like a whistle or personal alarm) on your keychain.

Carry a small flashlight on your keychain.

If walking feels unsafe, contact University Police for an escort.

Sign up for RAVE Guardian, and virtually walk with a friend or family member.

## **Educational Programs**

Missouri S&T offers several programs to educate the campus community about relationships, sexual assault, and preventative methods. Each April, there are several events that happen around campus for Sexual Assault Awareness month. The programs and activities may differ from year to year, but may include “Denim Day,” “Walk a Mile in Their Shoes,” and “Take Back the Night.” The Missouri S&T Police Department also offers R.A.D., Rape, Aggression, and Defense training upon request from an organization, group or individual. This training program is taught by a Certified R.A.D. instructor. There are several opportunities for education and student awareness within Student Well-Being, which can be found at their website [www.wellbeing.mst.edu](http://www.wellbeing.mst.edu). All students and staff are required to take a yearly training on Eliminating Discrimination and Harassment.

## **New Student Programs**

All new students and transfer students must complete training sessions during opening week. They are also required to complete annual training to Eliminating Discrimination and Harassment. These training sessions include Title IX, sexual assault, bystander intervention and suicide prevention.

## **U Got This! Sexual Violence Prevention Program**

All new students to the University are directed to complete the sexual violence prevention program as required by Federal law. This educational program includes bystander, intervention, Consent, healthy relationships, sexual harassment, sexual assault, dating and domestic violence, stalking, and more.

## **Title IX Training**

Informs the general student body of their rights and responsibilities under Title IX. This training will include the process of filing a report, provide definitions and terms, and provide a greater understanding of consent. The training can be adapted for different audiences to include residential life, Greek life, athletics, new student programs, and other areas of campus. This course is required on an annual basis for all students new and returning.

## **Title IX Training for Student Leaders**

This training has a stronger focus on reporting responsibilities and obligations. It can also be adapted for different audiences. One of the outcomes of this training is understanding your role with Title IX as a student leader.

## **Title IX Training for First Responder**

This training is geared towards faculty and staff members in the Missouri S&T community who work closely with students and focuses on how to work with students/individuals who disclose that they have experienced a form of sexualized discrimination/harassment/assault. Definitions, responsibilities, best practices, and case studies are covered. Title IX training is an annual requirement for all new and current employees.

## **Joe's PEERS**

Is a student leadership organization within Student Well-Being. They provide students education, encouragement, and resources in the following areas:

- Alcohol and Drugs Harm Reduction
- Mental Well-Being Promotion
- Miner Support Network,
- Public Health and Nutrition & Fitness
- Sexual Health
- Sexualized Violence Prevention and Healthy Relationships
- STEP UP! Bystander Intervention.

## **Student Health 101**

On-line magazine for students and staff, covering health and wellness issues, including protecting against sexual assault, depression, stress, and college life.

## **NOTANYMORE – from Vector Solutions**

This is a program of a variety of online courses covering different topics. These topics include Health, Primary Sexual Violence Prevention, and Supplemental Sexual Violence Prevention.

Courses cover topics of Consent, Bystander Intervention, Sexual violence, and relationships. The Sexual Violent Prevention training course is required by all new students.

## **Student Well-Being**

Student Well-Being offers students options on several different support groups. These include Healthy Relationships, Miners 4 Recovery, Safety/PTSD Support, and Family Issues. A list of support groups can be found at the [student well-being website](#).

## **Denim Day**

In April for Sexual Assault Awareness Month students and staff are encouraged to wear denim with the purpose of supporting survivors and education on sexual violence.

## **Walk a Mile in Their Shoes**

Is an opportunity to raise awareness on campus about the serious causes, effects, and remediation to sexualized violence. Participants walk on campus with their heels to raise awareness.

## **Mandated Reporter**

Any employee of the University, except as noted below, who becomes aware of sexual harassment as defined by university policy 600.020 or any form of discrimination or harassment as defined by 600.010 is a Mandated Reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer, or visitor of the University. A Mandated Reporter is required to promptly report the information to the appropriate Title IX Coordinator. The report must be made regardless of how the Mandated Reporter becomes aware of the offense. Even if the complainant requests confidentiality they must report the information to Title IX.

Non-compliance with this policy may increase the Mandated Reporter's risk of personal liability. Failure to comply can result in disciplinary action and be determined to be ineligible for defense or protection under Section 490.010 of the UM System Collected Rules and Regulation for any associated claims, causes of action, liabilities, or damages.

Employees with a legal obligation or privilege of confidentiality to include health care providers, counselors, lawyers, and their associated staff are not considered Mandated Reports and are not required to report when the information is learned during a confidential communication. This also means that the employee seeking the exemption is employed by the University for that specific purpose and was acting in that capacity when the confidential disclosure was made. If the information is not learned during confidential communication, then the employee has the same obligations as a Mandated Reporter.

Designated Confidential Employees upon approval from the Office of the General counsel, Universities may also designate non-professional counselors or advocates as confidential for purposes of this policy and therefore, excluded from the definition of Mandated Reporters.

## **Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking**

If you are a victim of a sexual assault, domestic violence, dating violence, or stalking, go to a safe place and call 911. At the earliest opportunity, you should also contact the University's Title IX Coordinator at 573-341-4655 or [hirtz@mst.edu](mailto:hirtz@mst.edu) or [titleix@mst.edu](mailto:titleix@mst.edu) or mail to 900 Innovation Drive Suite 500; Rolla, MO 65409.

## **Preservation of Evidence & Forensic Examinations**

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Do not bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at Phelps Health; 1000 W 10th Street, phone 573-458-8899. Completing a forensic examination does not require you to file a police report but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

## Law Enforcement & How to Make a Police Report

Missouri S&T Police Department                      573-341-4300

City of Rolla Police Department                      573-308-1213

To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of their ability.

## Protection Orders

In Missouri, victims may obtain an Adult Order of Protection, which provides protective relief for victims of domestic violent, stalking, or sexual assault. A protection order may be obtained by filing a petition with the court. Courts can issue two types of orders:

**Ex Parte Orders**- which function as a temporary emergency order to protect a victim, for up to 15 days, until a court hearing.

**Full Orders of Protection** – which may be issued for up to one year.

Information about obtaining an Order of Protection Phelps County can be found here: [www.courts.mo.gov](http://www.courts.mo.gov).

A Petition for Order of Protection should be filed in the 25th Circuit of Phelps County's Courthouse. The address is: 200 N. Main Street, Rolla, Missouri 65401. The phone number is 573-458-6000. More information is available here: [phelpscountycourt.com](http://phelpscountycourt.com).

The circuit court clerk's office can provide the necessary forms and may assist in completing the forms. Forms may also be found online at: <https://www.courts.mo.gov>.

A victim should be prepared to present documentation and/or other forms of evidence when filing for an order of protection.

Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order. When a protection order is granted, it is enforceable statewide.

If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department and University Police. The institution will also enforce any temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX Coordinator and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus. Upon learning of any orders, the institution will take all reasonable and legal action to implement the order.

The institution does not issue legal orders of protection. As a matter of institutional policy, the institution may impose a no-contact order between individuals in appropriate circumstances. The institution may also issue a "no trespass warning" if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

## **Services available**

Parties will be provided written notification about existing counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community as outlined in the Title IX policy. The contacts below can provide additional information concerning these matters.

### **Important Missouri S&T contact information**

Student Support and Community Standards	573-341-4209
Human Resources	573-341-4241
Director of the Office of Equity & Title IX Coordinator	573-341-7734
Missouri S&T Police Department	573-341-4300
Student Health Services	573-341-4284
Student Well-Being	573-341-4211

### **Other Sources of Counseling, advocacy, and support off campus**

Emergency	911
City of Rolla Police Department	573-308-1213 (non-emergency)
Phelps Health – Hospital	573-458-7800
National Domestic Violence Hotline	800-799-7233
National Sexual Assault Hotline	800-656-4673
Healing Hearts Counseling LLC	573-240-2778

## **Accommodations and Protective Measures:**

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Title IX Coordinator at 573-341-7734, and the Title IX Coordinator is responsible for deciding what, if any, accommodations, or protective measures will be implemented.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant.

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the University considering the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

## **Revised Statutes of Missouri**

These definitions are provided for educational and awareness purposes. They are not used for the purposes of reporting Clery Acct statistics. Missouri Revised Statutes: <https://revisor.mo.gov/main/Home.aspx>.

### **Rape/Statutory Rape/Sodomy statutes:**

**566.030** – Rape in the first degree - A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitate, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

**566.031** – Rape in the second degree - a Person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

**566.032** – Statutory rape and attempt to commit – A person commits the crime of statutory rape in the first degree if he has sexual intercourse with another person who is less than fourteen years old.

**566.034** – Statutory rape, second degree – A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

**566.060** – Sodomy in the first degree – A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes it the use of a substance

administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

**566.061** – Sodomy in the second degree – A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent.

**566.062** – Statutory sodomy and attempt to commit, first degree, penalties – A person commits the offense of statutory sodomy in the first degree if he or she had deviate sexual intercourse with another person who is less than 14 years of age.

**566.064** – Statutory sodomy, second degree – A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age.

#### **Sexual Misconduct/Sexual Abuse statutes:**

**566.093** – Sexual misconduct, first degree – A person commits the offense of sexual misconduct in the first degree if such person: 1. Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm. 2. Has sexual contact in the presence of a third person or persons under circumstance in which he or she knows that such conduct is likely to cause affront or alarm. 3. Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person.

**566.095** – Sexual misconduct, second degree – A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under circumstances in which he or she knows that such request or solicitations likely to cause affront or alarm.

**566.100** – Sexual abuse in the first degree – A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

**566.101** – Sexual abuse, second degree – A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

#### **Domestic Violence statutes:**

**565.072** – Domestic assault first degree – A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.

**565.073** - Domestic assault, second degree – Person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and he or she 1. Knowing causes physical injury to such domestic victim by any means, including but not limited to, use of deadly weapon or dangerous instrument, or by choking or strangulation. 2. Recklessly causing serious physical injury to such domestic victim. 3. Recklessly causes physical injury to such domestic victim by means of any deadly weapon.

**565.074** – Domestic assault, third degree – a person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term "domestic victim" is defined under section 565.002.

**Stalking statute:**

**565.225** – Stalking, first degree – The term “disturbs” shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed. A person commits the offense of stalking in the first degree if he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and 1. Makes a threat communicated with the intent of cause the person who is the target of the threat to reasonable fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person’s residence or on such person’s property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person’s family or household members, or the person’s domestic animals or livestock. 2. At least one of the acts constitution the course of conduct is in violation of an order of protection and the person has received actual notice of such order. 3. At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal. 4. At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older, 5. He or she has previously been found guilty of domestic assault, violation of an order of protection or any other crime where the other person was the victim. 6. At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681 and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.

**565.227** – Stalking, second degree – A person commits the offense of stalking in the second degree if he or she purposely, through his or her course of conduct, disturbs, or follows with the intent to disturb another person. This section shall not apply to activities of federal, state, county, or municipal law enforcement officers conducting investigations of any violation of federal, state, county, or municipal law. Any law enforcement officer may arrest, without a warrant, any person he or she has probable cause to believe has violated the provisions of this section.

There is currently no Missouri Statute governing Dating Violence.

## **Title IX Resolution Process**

### **Make a Report**

Any person, whether or not the person reporting is the Complainant, may report sexual harassment to the Title IX Coordinator. Such Reports may be made in person, or at any time, including during non-business hours by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, by an online portal set up by the University for this purpose, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report.

### **Preliminary Contact**

Upon receiving a Report, the Title IX Coordinator shall promptly contact the Complainant to discuss the availability of Supportive Measures with or without the filing of a Formal Complaint, consider the

Complainant's wishes with respect to Supportive Measures, and explain to the Complainant the process for filing a Formal Complaint. If the identity of the Complainant is unknown, the Title IX Coordinator may conduct a limited investigation sufficient to identify the Complainant to the extent possible.

## **Formal Complaint**

A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by mail, or by electronic mail. The Complainant must be participating in or attempting to participate in an education program or activity of the University.

The Title IX Coordinator may sign a Formal Complaint when they believe that the allegations require an investigating with or without the Complainant's desire to participate in this process, when the response is clearly unreasonable considering known circumstances,

The University will consolidate the Formal Complaints for purposes of investigation and resolution in accordance with university policy, if the Respondent files a Formal Complaint, within ten business days of the date of the Notice of Allegations, against the Complainant where the allegations of sexual harassment in both Formal Complaints arise out of the same facts or circumstances.

The University may consolidate Formal Complaints as to allegations of sexual harassment 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 facts or circumstances. If the Respondent files a Formal Complaint against the Complainant more than ten business days after the date of the Notice of Allegations where the allegations of sexual harassment in both Formal Complaints arise out of the same facts or circumstances, the University may consolidate the Formal Complaints for purposes of investigation and resolution in accordance with this policy. Where this process involves more than one Complainant or more than one Respondent, each Complainant and each Respondent shall be entitled and subject to all the rights and obligations set forth in university policy.

## **Notice of Allegations:**

Upon receipt of a Formal Complaint, the Title IX Coordinator will provide a written notice to the known Parties that includes the following:

- A description of the University's Title IX Process.
- Notice of the allegations of sexual harassment, including sufficient details known at the time. Sufficient details include the identities of the Parties involved in the incident, if known; the conduct allegedly constituting the sexual harassment, and the date and location of the alleged incident.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Title IX process.
- A statement reminding the Respondent that they have the right to file a report or Formal Complaint with the Title IX Coordinator; however, both Parties are advised that retaliation against any Party is prohibited.

- A statement notifying the Parties of the availability of Supportive Measures.
- A statement notifying the Parties of their right to have an Advisor of their choice. If they do not have an Advisor, the University will appoint such an Advisor.
- A statement notifying the Parties that they may have a Support Person selected by a Party accompany the Party to all meetings and interviews to provide support for the Party throughout the Title IX Process.
- A statement notifying the Parties that they will be permitted to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint.
- A statement notifying the Parties that they must be truthful when making any statement or providing any information or evidence to the University throughout the Title IX process, and all documentary evidence must be genuine and accurate.
- A statement that nothing in the Title IX process is intended to supersede nor expand any rights the individual may have under applicable state or federal statutory laws or the U.S. Constitution.
- A statement informing a Party that all notices will be sent via their university-issued email account, unless they provide to the Title IX Coordinator an alternate method of notification. If a Party does not have a university-issued email account, all notices will be via U.S. Mail unless they provide the Title IX Coordinator with a preferred method of notification.

The Notice of Allegations will be made in writing to the Parties by email to the Party's University-issued email account, with a read-receipt or reply email requested. If a read-receipt or reply email is not returned within three business days or the Party does not have a University-issued email account, the Notice of Allegations shall be sent via U.S. Mail postage pre-paid to the last known address of the Party. Notice also may be provided in person to either Party. Notice is presumptively deemed delivered, when: provided in person, emailed to the individual, or when mailed.

## **Supportive Measures**

Supportive measures are non-disciplinary, non-punitive individualized services offered, without fee to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Supportive Measures provided to the Complainant or Respondent are confidential. The Title IX Coordinator is responsible for the effective implementation of Supportive Measures. Supportive Measures may include:

- Referral and facilitating contact for the Complainant or Respondent for counseling or other support services.
- Mutual restrictions on contact.
- Providing campus escort services.
- Increased security and monitoring of certain areas of the campus.
- Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and/or the Respondent.

- If a student, referral of that Party to academic support services and any other services that may be beneficial to the Party, adjusting the courses, assignments, and/or exam schedules, altering the on-campus housing assignments, dining arrangements, or other campus services.
- Providing limited transportation accommodations.
- The right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.

## **Emergency Removal**

The Title IX Coordinator may implement a removal of a Respondent from the University's education program or activity on an emergency basis, if the Title IX Coordinator, after conducting an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment, justifies removal.

In all cases in which an Emergency Removal is imposed, the Respondent will immediately be given notice and an opportunity to challenge the decision of the Title IX Coordinator either prior to such Removal being imposed, or as soon thereafter as reasonably possible, but no later than five business days following the Removal.

Any challenge by Respondent shall be made in writing and directed to the Title IX Coordinator and must show cause why the Removal should not be implemented. The Title IX Coordinator will forward the challenge to the Emergency Removal Appeal Individual/Committee, which will make a final decision on Removal within three business days.

Violation of an Emergency Removal under this policy may be grounds for discipline under applicable University conduct policy.

## **Interim Suspension of Student Organization**

The Title IX Coordinator may suspend, on an interim basis, a Respondent Student Organization's operations, University recognition, access to and use of the University campus/facilities/events and/or all other University activities or privileges for which the Respondent Student Organization might otherwise be eligible, pending the completion of the Title IX Process when the Title IX Coordinator finds and believes from available information that the presence of the student organization on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student organization will be initiated within seven business days.

## **Administrative Leave**

The Title IX Coordinator may implement an administrative leave for an employee in accordance with University Human Resources Policies. Administrative leave for an employee is not an Emergency Removal under this policy. An investigation may be conducted at the University's discretion. Employees should be informed of the investigation, and supervisors shall contact UM System Human Resources before beginning an investigation.

Refusal by an employee to participate in and/or otherwise cooperate with workplace investigations may be considered insubordination and subject to disciplinary action.

Departments may consider placing employees on unpaid leave during an investigation. Pay may be restored to the employee if the investigation of the incident or infraction absolves the employee of wrongdoing.

### **Employees and Students Participating in the Title IX Process**

All University employees and students must be truthful when making any statement, providing any information, or evidence to the University throughout the process, including but not limited to the Investigator, Title IX Coordinator, the Hearing Panel and/or the Equity Resolution Appellate Officer, and all documentary evidence must be genuine and accurate. False statements or fraudulent evidence provided in this process by an employee may be the basis for personnel action, or if by a student may be the basis for disciplinary action. This obligation does not supersede nor expand any rights the individual may have under applicable state or federal statutory law or the U.S. Constitution. Nothing in this provision is intended to require a Party or witness to participate in the process. The fact that a determination has been made that a Respondent has or has not violated any policy is not sufficient grounds, by itself, to declare that a false statement or fraudulent evidence has been provided by a Party or witness.

No employee or student, directly or through others, should take any action which may interfere with the investigation. Employees and students are prohibited from attempting or actually intimidating or harassing any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

More information on University Human Resources Policy – 601 Discipline Guidelines, can be found at [www.umsystem.edu](http://www.umsystem.edu).

More information on University Policy 370.10 – Academic Grievance procedure, can be found at [www.umsystem.edu](http://www.umsystem.edu).

More information on University Policy 200.010 – Standard of Conduct, can be found at [www.umsystem.edu](http://www.umsystem.edu).

### **Rights of the Parties in the Title IX Process**

To be treated with respect by university officials.

To be free from retaliation.

To have access to university support resources such as counseling, mental health, and University health services.

To request a no contact directive between the Parties.

To have a Support Person of the Party's choice accompany the party to all interviews and meetings, excluding hearings throughout the Title IX Process.

To refuse to have an allegation resolved through the Informal Resolution Processes.

To receive an investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and written response prior to a hearing or other time of determination regarding responsibility.

To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.

To have Formal Complaints heard in substantial accordance with these procedures.

To receive written notice of any delay of this process or limited extension of time frames for good cause which may include considerations such as the absence of a Party, a Party's Advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

To be informed of the finding, rationale, sanctions, and remedial actions.

To report the matter to law enforcement and to have assistance in making that report.

To have an opportunity to appeal the dismissal of all or a portion of a Formal Complaint and appeal the determination of a Hearing Panel or other decision-maker.

### **Additional Rights for Students as a Party:**

To request altering housing, living and other accommodations and remedies.

To receive amnesty for minor student misconduct that is secondary to the incident, at the discretion of the Title IX Coordinator.

### **Additional Rights for Hearing Panel Resolution:**

To receive notice of a hearing.

To have the names of witnesses who may participate in the hearing, copies of all documentary evidence gathered during the investigation, and any investigative report prior to the hearing.

To be present at the hearing, which right may be waived by either written notification to the Hearing Officer or by failure to appear.

To have present an Advisor during the hearing, to consult with the Advisor during the hearing, and have the Advisor conduct cross-examination and other questioning on behalf of the Party at the hearing.

To have an Advisor of the University's selection appointed for a Party where the Party does not have an Advisor of their own choice at a hearing.

To testify or refuse to testify at the hearing.

To have an equal opportunity to present and question witnesses, including fact and expert witnesses, and present relevant evidence.

To request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other.

## **Additional Rights for Academic Medical Center Process:**

To receive notice of the meeting with the decision-maker.

To submit written, relevant questions that a Party wants asked of any Party or witness and to be provided with the answers to such questions.

To be allowed additional, limited follow-up questions.

## **Support Persons**

Each Complainant and Respondent is allowed to have one Support Person of their choice present with them for all Title IX Process interviews and meetings. The Parties may select whomever they wish to serve as their Support Person, including an attorney or parent. The Support Person may also act as the Party's Advisor.

If requested by a student Party, the Title IX Coordinator may assign a Trained Support Person to explain the Title IX process and attend interviews and meetings with a Party. University Trained Support Persons are University administrators, faculty, or staff trained on the Title IX Process. A Trained Support Person cannot be called upon as a witness by a Party in a hearing to testify about matters learned while that individual was acting in their capacity as a Trained Support Person.

## **Advisor**

Each Party may have an Advisor of their choice present at the hearing to conduct cross-examination and other questioning for the Party. A Party may not directly question any other Party or any witness; all cross-examination and other questioning must be conducted by their Advisor. The Advisor may be, but is not required to be, an attorney. If a Party does not have an Advisor, the University will provide one, without fee. The Parties may not require that the assigned Advisor have specific qualifications such as being an attorney.

At the hearing, a Party's Advisor may ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. An Advisor may conduct cross-examination and other questioning for a Party, and object to questions on limited grounds. The Advisor may not make a presentation or otherwise represent the Complainant or the Respondent during the hearing. The Advisor may consult with the Party quietly, in writing, or outside the hearing during breaks, but may not speak on behalf of the Party, other than to conduct cross-examination or other questioning for the Party.

## **Investigation**

When a Formal Complaint is filed, then the Title IX Coordinator will promptly appoint a trained Investigator or a team Investigators to investigate.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.

Unless the University obtains that Party's voluntary, written consent for use in the Title IX process, the University cannot access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, or other recognized professional or paraprofessional acting in the professional's or

paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party.

The Parties are not prohibited from discussing the allegations under investigation or from gathering and presenting relevant evidence. The Parties may present witnesses, and evidence; all such evidence must be relevant.

A Party whose participation is expected at a hearing, interview, or other meeting, shall receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.

The Parties shall be permitted to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, inculpatory or exculpatory evidence whether obtained from a Party or other source, and copies of recordings of all interviews conducted during the investigation, in sufficient time for the Parties to meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the University will make available to each Party and the Party's Advisor, the evidence to inspection and review in an electronic format or a hard copy, and the Parties will have ten business days to submit a written response to the Investigator, which the Investigator will consider prior to completion of the investigative report.

The final investigative report will fairly summarize the relevant evidence, and prior to a hearing the investigator will send to each Party and the Party's Advisor, the final investigative report in an electronic format or a hard copy, for their review and written response. If a written response is received from either Party, that response will be shared with the other Party and their Advisor.

All investigations will be thorough, reliable, and impartial. All interviews shall be recorded. In the event that recording is not possible due to technological issues, the investigator shall take thorough notes and such notes shall be provided to the Parties in lieu of recordings. The investigator shall document the reason the recording was not possible and such documentation shall become part of the Record of the Case.

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty business days of the filing of the Formal Complaint. Investigation of a Formal Complaint may take longer based on the nature and circumstances of the Formal Complaint.

## **Dismissal of a Formal Complaint**

During or upon the completion of the investigation, the Title IX Coordinator will review the Formal Complaint and the investigative report to determine if the Formal Complaint is subject to dismissal. A Formal Complaint shall be dismissed:

- if the conduct alleged in the Formal Complaint would not constitute sexual harassment.
- the conduct alleged in the Formal Complaint did not occur in the University's education program or activity.
- the conduct alleged in the Formal Complaint did not occur against a person in the United States. A dismissal under this provision does not preclude action under other applicable University processes.

A Formal Complaint or any allegations therein, may be dismissed at any time during the investigation or hearing if:

- the Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein.
- the Respondent is no longer enrolled or employed by the University.
- specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or the allegations therein.

Upon a dismissal the University will promptly send written notice of the dismissal and reason(s) simultaneously to the Parties. Either Party may appeal a dismissal.

If the Title IX Coordinator determines there is a sufficient basis to proceed with the Formal Complaint, then the Title IX Coordinator will direct the process to continue. The Formal Complaint will then be resolved through Informal Resolution, Hearing Panel Resolution, or the Academic Medical Center Process.

## **Informal Resolution**

Parties may choose to engage in Informal Resolution. The decision of the Parties to engage in Informal Resolution must be voluntary, informed, and in writing. The Parties are not required to engage in Informal Resolution as a condition of enrollment, continuing enrollment, employment, continuing employment, or enjoyment of any other right. The Parties are not required to waive their right to an investigation of a Formal Complaint, a right to a hearing process, or Academic Medical Center Process. At any time prior to agreeing to or rendering of a final resolution, any Party has the right to withdraw from the Informal Resolution process and the matter will be referred for further investigation and/or hearing.

Informal Resolution is never available to resolve allegations that an employee sexually harassed a student.

Informal Resolution, a neutral facilitator will foster a dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Support Persons may attend the Informal Resolution meeting. The Parties will abide by the terms of the agreed-upon resolution. Failure to abide by the terms of the agreed-upon resolution may be referred to the Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Title IX Coordinator will keep records of any Informal Resolution that is reached.

If Parties are unable to reach a mutually agreeable resolution, the matter will be referred for further investigation and/or hearing. The content of the Parties' discussions during the Informal Resolution Process will be kept confidential in the event the matter proceeds to the hearing process. The Parties' agreement to participate, refusal to participate in, or termination of participation in Informal Resolution shall not be factors in any subsequent decisions regarding whether a policy violation occurred.

Among the resolutions which may be reached at this stage, the Respondent may voluntarily request to permanently separate from the University of Missouri System. If the Title IX Coordinator accepts the Respondent's proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Title IX Process.

## **Procedural Details for Administrative Resolution**

The Parties may mutually choose to participate in Administrative Resolution. The Administrative Resolution process is not available where a student has alleged that an employee sexually harassed the student. The Administrative Resolution process is not available to Academic Medical Centers.

A decision-maker will meet separately with the Parties and their Support Person, and consider the evidence provided by the investigator, including the investigative report, and evidence provided by the Parties, and will make a determination of responsibility that is binding on both Parties. The decision of the Parties to participate in Administrative Resolution must be voluntary, informed and in writing provided to the investigator, and must include a knowing written waiver of their right to a hearing under the Title IX process. However, either Party may choose to leave the process and opt for a hearing at any time before a final determination has been rendered. The following will apply:

The standard of proof will be “preponderance of the evidence,” defined as determining whether the evidence shows it is more likely than not that a policy violation occurred.

The decision-maker has the discretion to determine the relevance of any witness or documentary evidence and may exclude information that is irrelevant, immaterial, cumulative, or more prejudicial than informative.

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

Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party’s character is of limited utility or shall not be admitted unless deemed relevant by the decision-maker.

Incidents or behaviors of the Respondent not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by the Respondent that shows a pattern may be considered only if deemed relevant by the decision-maker.

A Party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party’s express consent.

The decision-maker shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

In the Administrative Resolution Process, the Respondent and the Complainant may provide a list of questions for the decision-maker to ask the other Party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting Party; answers to such questions will be shared with the requesting Party.

At any time prior to a final determination being rendered, the Complainant and/or the Respondent may request that the Formal Complaint shift from the Administrative Resolution Process to the Hearing Panel Resolution Process. Upon receipt of such timely request from either Party, the Formal Complaint will shift to the Hearing Panel Resolution Process.

The Administrative Resolution process will normally be completed within sixty business days of the decision-maker’s receipt of the Formal Complaint. Deviations from this timeframe will be promptly communicated to both Parties.

For good cause, the decision-maker in the Administrative Resolution Process may, in their discretion, grant reasonable extensions to the time frames and limits provided.

## **The Administration Resolution process consists of:**

A prompt, thorough and impartial investigation.

A separate meeting with each Party and their Support Person and the decision-maker.

A written finding by the decision-maker on each of the alleged policy violations.

A written finding by the decision-maker on sanctions and remedial actions for findings of responsibility

The Student or Student Organization Respondents and Staff Respondents, the decision-maker, will be the Title IX Coordinator.

The Faculty Respondents, the decision-maker will be as follows:

The Title IX Coordinator will function as decision-maker and make recommendation(s) on findings of responsibility and sanctions and remedial actions to the provost who will be the final decision-maker.

The Title IX Coordinator has the option to request that a designee from the Provost's Office function as decision-maker in Administrative Resolution and make recommendation(s) regarding findings of responsibility and sanctions and remedial actions, to the provost who will be the final decision-maker.

At least fifteen business days prior to meeting with the decision-maker or if no meeting is requested, at least fifteen business days prior to the decision-maker rendering a finding(s), the Title IX Coordinator or Provost's designee, will send a Notice of Administrative Resolution to the Parties with the following information:

- A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
- The name of the decision-maker.
- Reference to or attachment of the applicable procedures.
- A copy of the final investigative report.
- The option and deadline of ten business days from the date of the notice to request a meeting with the decision-maker.
- An indication that the Parties may have the assistance of a Support Person of their choosing at the meeting, though the Support Person's attendance at the meeting is the responsibility of the respective Parties.

The sanctions of expulsion and termination are not available sanctions under the Administrative Resolution process. Any suspension of a student under this Administrative Resolution process shall not exceed two years. Any suspension of an employee under this Administrative Resolution process may be without pay but may not exceed ten business days.

The decision-maker can, but is not required to, meet with, and question the Investigator and any identified witnesses. The decision-maker may request that the Investigator conduct additional interviews and/or gather additional information. The decision-maker will meet separately with the Complainant and the Respondent, and their Support Person, to review the alleged policy violations and the investigative report. The Respondent may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If the

Respondent admits responsibility, in whole or in part, the decision-maker will render a finding that the individual is in violation of university policy for the admitted conduct. For any disputed violations, the decision-maker will render a finding using the preponderance of the evidence standard. The decision-maker will also determine appropriate sanctions or remedial actions.

The decision-maker will inform the Respondent and the Complainant simultaneously of the finding on each of the alleged policy violations and the finding of sanctions in writing by email to the Party's University-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when provided in person, emailed to the individual to their university-issued email account, or when sent via the alternate method of notification specified by the Party. Either Party may appeal a decision under Administrative Resolution.

## **Hearing Panel Resolution**

This process is not available for Academic Medical Centers. Each University will create and annually train a pool of not less than five faculty and five administrators and/or staff to serve as hearing panel members. Pool members are selected by the Chancellor or Designee and serve a renewable one-year term. Selection of hearing panel pool members shall be made with an attempt to recognize the diversity of the University community.

The Chancellor or Designee will select a Hearing Panelist Pool Chair. The Pool Chair randomly selects and coordinates the hearing panel members to serve on the Hearing Panel for a specific Formal Complaint. The Pool Chair may serve as a panel member for a specific Formal Complaint.

Administrators, faculty, and staff will be removed from the Hearing Panelist Pool if they fail to satisfy the annual training requirements, as determined by the Title IX Coordinator.

When a Formal Complaint is not resolved through an Informal Resolution process, the Pool Chair will randomly select two members from the Hearing Panelist Pool to serve on the specific Hearing Panel together with the Hearing Officer. Up to two alternates may be designated to sit in throughout the process as needed. The University reserves the right to have its attorney present during the hearing and during deliberations to advise the Hearing Panel.

## **Notice of Hearing**

At least twenty business days prior to the hearing, the Title IX Coordinator will send a Notice of Hearing to the Parties with the following information:

- A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
- A description of the applicable procedures.
- A statement that the Parties may have the assistance of an Advisor of their choosing, at the hearing; that will conduct all cross-examination and other questioning of the other Party and all witnesses on their behalf; an Advisor will be provided by the University if they do not have one, and the Advisor may be, but is not required to be, an attorney.

- The time, date, and location of the hearing.
- A list of the names of each of the Hearing Panel members, including the Hearing Officer, and alternates, and information on how to raise an objection to any member of the Hearing Panel and the timeline in which to raise any objections.
- A copy of the final investigative report and exhibits.
- Notification to the Parties that all of the evidence gathered in the course of the investigation that is directly related to the allegations including inculpatory and exculpatory evidence, is available to the Parties and instructions regarding how to request access to that evidence.
- Notice that if a Party or witness does not submit to cross-examination at the hearing, the decision-maker(s) must not rely on any statement of that Party or witness in reaching a determination regarding responsibility, but no inference can be drawn from the fact that a Party or witness failed to submit to cross-examination.
- Notice that the Parties may request a virtual hearing and/or any necessary accommodations.
- The Notice of Hearing letter will be sent to each Party by email to their university-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when: provided in person, emailed to the individual to their university-issued email account, or when sent via the alternate method of notification specified by the Party.

### **Pre-Hearing Witness List and Documentary Evidence**

At least fifteen business days prior to the hearing, the Complainant and Respondent will provide to the Investigator a list of the names of the proposed witnesses and copies of all proposed documentary evidence that a Party intends to call or use at the hearing.

At least ten business days prior to the hearing, the Investigator will provide to each Party the names of proposed witnesses and proposed documentary evidence that the other Party intends to call or use at the hearing.

No employee or student, directly or through others, should take any action which may interfere with the investigation or hearing procedures. Employees and students are prohibited from attempted or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

### **Objection to or Recusal of Hearing Panel Member**

Hearing Panel members, including the Hearing Officer, shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. If a Hearing Panel member or Hearing Officer feels that they have a conflict of interest or bias, or cannot make an objective determination, they must recuse themselves from the proceedings in advance of the hearing.

The Parties will have been given the names of the Hearing Panel members, including the Hearing Officer. Should any Complainant or Respondent object to any panelist, they must raise all objections, in writing, to the Title IX Coordinator at least fifteen business days prior to the hearing.

Hearing Panel members will only be unseated and replaced if the Title IX Coordinator concludes that good cause exists for the removal of a panel member. Good cause may include, but is not limited to, bias that would preclude an impartial hearing or circumstances in which the Hearing Panel member's involvement could impact the Party's work or learning environment due to current or potential interactions with the Hearing Panel member, for example a panel member being in the same department as either Party. If the Title IX Coordinator determines that a Hearing Panel member, other than the Hearing Officer, should be unseated and replaced, then Title IX Coordinator will ask the Hearing Panel Pool Chair to randomly select another member from the pool to serve on the Hearing Panel. The Title IX Coordinator will select an alternate Hearing Officer if they determine that the Hearing Officer should be replaced. The Title IX Coordinator will provide a written response to all Parties addressing any objections to the Hearing Panel members.

### **Alternative Attendance or Questioning Mechanisms**

All hearings will be live. At the request of either Party or by the university's designation, the live hearing may occur with the Parties located in separate rooms with technology enabling the Hearing Panel, their legal advisor, the Parties, their Advisors, and the Investigator, to simultaneously see and hear the Party or the witness answering questions. Should any hearing take place in this manner, the Title IX Coordinator or Designee shall be in charge of the technology during the hearing. The University will make reasonable accommodations for the Parties in keeping with the principles of equity and fairness. For good cause, the Title IX Coordinator may grant requests to reschedule the hearing date.

### **Pre-Hearing Matters**

At least ten business days prior to the hearing date, a Party shall inform the Title IX Coordinator whether the Party intends to bring an Advisor of their choice to the hearing.

At least ten business days prior to the hearing date, a Party shall inform the Title IX Coordinator whether the Party is requesting accommodations for the hearing.

At least five business days prior to the hearing date, the final investigative report and all exhibits will be provided to the Hearing Panel members.

Unless otherwise agreed by the Parties and the Hearing Officer, a pre-hearing meeting may be scheduled one hour prior to the start of the hearing between the Hearing Officer and Parties' Advisors. Parties may, but are not required to, attend this meeting.

The Hearing Officer shall participate on the Hearing Panel and preside at the hearing, call the hearing to order, call the roll of the Hearing Panel and alternates in attendance, ascertain the presence or absence of the Investigator, the Complainant, and the Respondent, confirm receipt of the Notice of Allegations and Notice of Hearing by the Parties, report any extensions requested or granted and establish the presence of any Advisors.

## **Order of Evidence**

The order of evidence shall generally be the following:

The Complainant will proceed first and may give a verbal statement of their allegations of sexual harassment against the Respondent. The Hearing Panel may next ask questions of the Complainant. The Complainant will then be subject to cross-examination by the Advisor of the Respondent. The Complainant may also call witnesses who will be subject to questioning by the Advisor of the Complainant, questioning by the Hearing Panel, and cross-examination by the Advisor of the Respondent. The Complainant may also submit documentary evidence.

The Respondent will proceed next and may give a verbal statement in response to the allegations of sexual harassment made by the Complainant. The Hearing Panel may next ask questions of the Respondent. The Respondent will be subject to cross-examination by the Advisor of the Complainant. The Respondent may also call witnesses who will be subject to questioning by the Advisor of the Respondent, questioning by the Hearing Panel, and cross-examination by the Advisor of the Complainant. The Respondent may also submit documentary evidence.

The Investigator will then be available to answer questions of the Hearing Panel. The Investigator will next be subject to cross-examination by the Advisors of the Complainant and the Respondent. The Investigator may also call witnesses who will be subject to questioning by the Hearing Panel, and cross-examination by the Advisors of the Complainant and Respondent. The Investigator may also submit documentary evidence.

The Hearing Panel may ask questions of the Parties or any witnesses including the Investigator at any time during the hearing.

## **Record of Hearing**

The Title IX Coordinator shall arrange for an audio or audiovisual recording of the hearing. The recording of the hearing will become part of the Record of the Case.

## **Hearing Process Rules**

The formal rules of evidence shall not apply to any live hearing.

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

Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party's character is of limited utility or shall not be admitted unless deemed relevant by the Hearing Officer.

Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the Hearing Officer.

A Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party's express consent.

The Hearing Officer shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

The relevancy and admissibility of any evidence offered at the hearing shall be determined by the Hearing Officer, whose ruling shall be final.

A Party's Advisor will be permitted to ask the other Party and any witnesses relevant questions and follow-up questions, including those challenging credibility. Before a Complainant, Respondent or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Where the Hearing Officer permits a question to be answered, a presumption shall be made that the Hearing Officer determined that the question was relevant.

If a Party or witness does not submit to cross-examination at a hearing, the Hearing Panel must not rely on any statement of that Party or witness in reaching a determination regarding responsibility, but no inference can be drawn from the fact that a Party or witness failed to submit to cross-examination.

The Party's Advisors may object to questions on limited grounds as specified in the Rules of Decorum. The Hearing Officer will rule on such objections and that ruling shall be final.

The Hearing Officer may dismiss any person from the hearing who interferes with or obstructs the hearing, fails to adhere to the Rules of Decorum, or fails to abide by the rulings of the Hearing Officer.

Procedural questions which arise during the hearing, and which are not covered by these general rules shall be determined by the Hearing Officer, whose ruling shall be final.

## **Findings of the Hearing Panel**

The Hearing Panel will deliberate with no others present, except any legal advisor to the Hearing Panel, to find whether the Respondent is responsible or not responsible for the policy violation(s) in question. The Hearing Panel will base its finding on a preponderance of the evidence, whether it is more likely than not that the Respondent committed each alleged violation. If a Respondent is found responsible by a majority of the Hearing Panel, the Hearing Panel will determine appropriate sanctions and remedial actions by a majority vote.

The Hearing Officer will prepare a written determination reflecting the decision of the Hearing Panel regarding responsibility, sanctions, and remedial actions, and deliver it to the Title IX Coordinator detailing the following:

Identification of the allegations potentially constituting sexual harassment.

A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence and hearings held.

Findings of fact supporting the determination.

Conclusions regarding the application of the University's Title IX Policies to the facts.

A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education programs or activities will be provided by the University to the Complainant

The procedures and permissible bases for the Complainant and the Respondent to appeal.

The Hearing Panel Decision should be submitted to the Title IX Coordinator within five business days of the end of deliberations. Deviations from the five-day period will be communicated by the Hearing Officer to the Parties and the Title IX Coordinator, along with an expected time for completion. The Hearing Panel Decision will be provided to the Title IX Coordinator who will provide it to the Parties simultaneously within five business days of receipt of the decision.

The Hearing Panel Decision will be sent to each Party by email to their university-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when provided in person, emailed to the individual to their university-issued email account, or when sent via the alternate method of notification specified by the Party.

The Hearing Panel Decision will become final either on the date that the Parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The Title IX Coordinator is responsible for effective implementation of any remedies.

## **Process for Academic Medical Centers (AMC)**

Academic Medical Centers at the University of Missouri are not required to provide for a live hearing, but rather must adhere to the following process for resolving Formal Complaints alleging Title IX violations. The decision-maker(s) for the Title IX Process for Academic Medical Centers shall be a neutral, impartial, and unbiased decision-maker designated by the Executive Vice Chancellor for Health Affairs.

The decision-maker will meet separately with each Party. At least fifteen business days prior to the initial meeting with the decision-maker, the Title IX Coordinator will send a Notice of AMC Meeting to the Parties with the following information:

- A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
- A description of the applicable procedures.
- A statement that the Parties may be accompanied by a Support Person of their choosing at the AMC Meeting.
- The time, date, and location of the AMC Meeting.
- The name of the decision-maker, and information on how to raise an objection to the decision-maker and the timeline in which to raise any objections.
- A copy of the investigative report and exhibits.
- Notification to the Parties that all of the evidence gathered in the course of the investigation that is directly related to the allegations, including inculpatory and exculpatory evidence, is available to the Parties and how to request access to that evidence.

The Notice of AMC Meeting letter will be sent to each Party by email to their university-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when provided in person, emailed to the individual to their university-issued email account, or when sent via the alternate method of notification specified by the Party.

At least fifteen business days prior to the initial AMC Meeting, the Investigator will provide to the Parties access to all evidence gathered in the investigation which is directly related to the allegations in the Formal Complaint, including any evidence upon which the Investigator does not intend to rely, and inculpatory and exculpatory evidence whether obtained from a Party or other source, copies of recordings of all interviews conducted during the investigation, and a copy of any investigative report.

At least ten business days prior to the initial AMC Meeting, the Complainant and Respondent may provide the decision-maker with written, relevant questions the Party wants asked of any Party or witness. At least five business days prior to the initial AMC Meeting, the decision-maker will provide each Party with the answers, and allow for additional, limited follow-up questions from each Party. The decision-maker must explain to the Party proposing the questions any decision to exclude a question as not relevant. The Parties may also provide the decision-maker with documentary evidence.

No employee or student, directly or through others, should take any action which may interfere with the investigation or the AMC process. Employees and students are prohibited from attempted or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

The decision-maker shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. If a decision-maker feels that they have a conflict of interest or bias, or cannot make an objective determination, they must recuse themselves from the proceedings in advance of the AMC meeting.

At least ten business days prior to the initial AMC Meeting, the Parties shall provide to the Title IX Coordinator all objections in writing to the decision-maker identified in the Notice of AMC Meeting. If the Title IX Coordinator determines that the decision-maker should be replaced, the Title IX Coordinator will select an alternate decision-maker. The Title IX Coordinator will provide a written response to all Parties addressing the objections.

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

Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either Party's character is of limited utility or shall not be admitted unless deemed relevant by the Hearing Officer.

Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the Hearing Officer.

A Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that

capacity, and which are made or maintained in connection with the provision of treatment to the Party, may not be used without that Party's express consent.

The decision-maker shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

All meetings between the decision-maker and Parties and/or witnesses shall be recorded.

Within ten business days of the last meeting with any Party or witness, the decision-maker must issue a written determination regarding responsibility, applying the preponderance of the evidence standard of evidence. The written determination must include:

Identification of the allegations potentially constituting sexual harassment.

A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence and meetings held.

Findings of fact supporting the determination.

Conclusions regarding the application of the Title IX policies to the facts.

A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether any remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and

The University's procedures and permissible bases for the Complainant and Respondent to appeal as set forth in Section U.

The written determination will be provided to the Title IX Coordinator, who will provide it to the Parties simultaneously within five business days of receipt of the determination. Notification will be made in writing and sent to each Party by email to their university-issued email account, or by the method of notification previously designated in writing by the Party. Notice is presumptively deemed delivered, when provided in person, emailed to the individual to their university-issued email account, or when sent via the alternate method of notification specified by the Party.

The determination becomes final either on the date that the University provides the Parties with the written determination of the result of the appeal, if any appeal is filed, or if any appeal is not filed, the date on which an appeal would no longer be considered timely.

The Title IX Coordinator is responsible for effective implementation of any remedies.

For more information on Title IX Policies: [Equity and Title IX policies](#).

## **Sanctions and Remedial Actions**

If the Respondent is found responsible for a violation of the University's Title IX Policies, the Hearing Panel, or the decision-maker in the Administrative Resolution Process or Academic Medical Center Process, will

determine sanctions and remedial actions. The Title IX Coordinator will apply and enforce the sanctions and remedial actions and may also add other remedial actions as deemed appropriate.

Factors Considered When Finding Sanctions/Remedial Actions include but are not limited to:

- The nature, severity of, and circumstances surrounding the violation.
- The disciplinary history of the Respondent.
- The need for sanctions/remedial actions to bring an end to the conduct.
- The need for sanctions/remedial actions to prevent the future recurrence of the conduct.
- The need to remedy the effects of the conduct on the Complainant and the University community.

## **Types of Sanctions**

The following sanctions may be imposed upon any Respondent found to have violated the University's Title IX Policies. Multiple sanctions may be imposed for any single violation.

### **For Respondents who are Student(s) or Student Organization(s):**

**Warning** - A notice in writing to the Respondent that there is or has been a violation of institutional regulations, and cautioning that if there are further violations, the existence of the Warning may result in more severe sanctions in the future.

**Probation** - A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the Respondent is found to be violating any institutional regulation(s) during the probationary period.

**Loss of Privileges** - Denial of specified privileges for a designated period of time.

**Restitution** - Compensating the University for loss, damage, or injury to university property. This may take the form of appropriate service and/or monetary or material replacement.

**Discretionary Sanctions** - Work assignments, service to the University, or other related discretionary assignments, or completion of educational programming.

**Residence Hall Suspension** - Separation of the Respondent from the residence halls for a definite period of time, after which the Respondent is eligible to return. Conditions for readmission may be specified.

**Residence Hall Expulsion** - Permanent separation of the Respondent from the residence halls.

**Campus Suspension** - Respondent is suspended from being allowed on a specific University campus for a definite period of time. Logistical modifications consistent with the sanction imposed, may be granted at the discretion of the Chief Student Affairs Officer (or Designee).

**University System Suspension** - Separation of the Respondent from the University System for a definite period of time, after which the Respondent is eligible to return. Conditions for readmission may be specified.

**Withdrawal of Recognition** - Respondent Student Organization loses its Official Approval as a recognized student organization. May be either temporary or permanent.

**University System Expulsion** - Permanent and complete separation (i.e., not eligible for online courses either) of the Respondent from the University System.

## **For Respondents who are Employee(s):**

Warning – verbal or written.

Performance improvement plan.

Required counseling.

Required training or education.

Loss of annual pay increase.

Loss of supervisory responsibility.

Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions.

For Non-Regular Faculty, immediate termination of term contract and employment.

For Regular, Untenured Faculty, immediate termination of term contract and employment. Notice of not reappointing would not be required.

Suspension without pay.

Non-renewal of appointment.

For Regular, Tenured Faculty, suspension without pay, removal from campus and referral to the Chancellor to initiate dismissal for cause as detailed in Section 310.060 of the Collected Rules and Regulations.

For Staff, Demotion.

For Staff, Termination.

## **Remedial Actions**

The following remedial actions may also be imposed to address the effects of the violation(s) of the University's Title IX Policies on the Complainant. Such remedial actions will vary depending on the circumstances of the policy violation(s), but may include:

### **Where the Complainant is a student:**

- Permitting the student to retake courses.
- Providing tuition reimbursement.
- Providing additional academic support.
- Removal of a disciplinary action.
- Providing educational and/or on-campus housing accommodations.

### **Where the Complainant is an employee:**

- Removal of a disciplinary action.
- Modification of a performance review.
- Adjustment in pay.
- Changes to the employee's reporting relationships.
- Workplace accommodations.

In addition, the University may offer or require training and/or monitoring as appropriate to address the effects of the violation(s) of the University's Title IX Policies.

Sanctions will be imposed once the written determination regarding responsibility becomes final; the determination regarding responsibility is final either on the date that the Parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

### **Withdrawal While Charges Pending**

Should a Respondent decide to resign employment, or withdraw from the University and not participate in the investigation and/or hearing without signing a Voluntary Permanent Separation and General Release Agreement and without the approval of the Title IX Coordinator, the Formal Complaint may be dismissed, or the Title IX Coordinator may determine that the process will nonetheless proceed in the Respondent's absence to a reasonable resolution and, if the Respondent is found responsible, the Respondent will not be permitted to return to the University unless all sanctions have been satisfied.

### **Appeal**

Both Complainant and Respondent are allowed to appeal the dismissal of a Formal Complaint or any of the allegations therein, or the findings of the Administrative Resolution Process, the Hearing Panel Resolution Process, or the Academic Medical Center process. Appeals are limited to the following:

- A procedural irregularity that affected the outcome of the matter.
- To consider new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter.
- The Title IX Coordinator, Investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents.
- The sanctions fall outside the range typically imposed for this offense, or for the cumulative conduct record of the Respondent.

### **Requests for Appeal**

Both the Complainant and the Respondent may appeal a dismissal of a Formal Complaint or any allegations therein, or a determination regarding responsibility to the Equity Resolution Appellate Officer. The Equity Resolution Appellate Officer must not have a conflict of interest or bias for or against Complainants or Respondents. If the Equity Resolution Appellate Officer does not believe that they can make an objective decision about an appeal, they should recuse themselves and the Chancellor or Designee shall appoint an

alternate Equity Resolution Appellate Officer to hear the pending appeal. All requests for appeal must be submitted in writing to the Equity Resolution Appellate Officer within five business days of the delivery of the notice of dismissal or Administrative Resolution Decision, Hearing Panel Decision, or AMC Determination. When any Party requests an appeal, the other Party will be notified and receive a copy of the request for appeal.

## **Response to Request for Appeal**

Within five business days of the delivery of the notice and copy of the request for appeal, the non-appealing Party may file a response to the request for appeal. The response can address for appeal that sufficient grounds have not been met and/or the merits of the appeal.

## **Review of the Request to Appeal**

The Equity Resolution Appellate Officer will make an initial review of the appeal request(s) to determine whether:

- The request is timely.
- The appeal is based on the articulated grounds listed above.
- When viewed in the light most favorable to the appealing Party, the appeal states grounds that could result in an adjusted finding or sanction.

The Equity Resolution Appellate Officer will reject the request for appeal if any of the above requirements are not met. The decision to reject the request for appeal is final and further appeals and grievances are not permitted. The Equity Resolution Appellate Officer will render a written decision whether the request for appeal is accepted or rejected within fifteen business days from receipt of the request for appeal. If no written decision is provided to the Parties within fifteen business days from receipt of the request, the appeal will be deemed accepted.

## **Review of the Appeal**

If all three requirements for appeal listed above are met, the Equity Resolution Appellate Officer will accept the request for appeal and proceed with rendering a decision on the appeal applying the following additional principles:

Appeals are not intended to be full re-hearings of the Formal Complaint and are therefore deferential to the original findings. In most cases, appeals are confined to a review of the written documentation and Record of the Case, and relevant documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original decision-maker for reconsideration.

The Equity Resolution Appellate Officer will render a written decision on the appeal to all Parties within ten business days from accepting the request for appeal. In the event the Equity Resolution Appellate Officer is unable to render a written decision within ten business days from accepting the request for appeal, the Equity Resolution Appellate Officer will promptly notify the Parties in writing of the delay.

Once an appeal is decided, the outcome is final. Further appeals are not permitted.

## **Extensions of Time**

For good cause, the Equity Resolution Appellate Officer may grant reasonable extensions of time, 7-10 business days to the deadlines in the appeal process. The Equity Resolution Appellate Officer will notify the Parties in writing if such extensions are granted.

### **Failure to Complete Sanctions/Comply with Interim and Long-term Remedial Actions**

All Respondents are expected to comply with all sanctions and remedial actions within the timeframe specified. Failure to follow through on these sanctions and remedial actions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions and remedial actions and/or suspension, expulsion, termination, referral to Dismissal for Cause process, or withdrawal of recognition from the University. Suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator.

## **Dismissal for Cause Referral**

If the recommended sanction for a Regular, Tenured Faculty member is referral to the Chancellor to initiate Dismissal for Cause, the Record of the Case will be forwarded to the appropriate Faculty Committee on Tenure. Because the Dismissal for Cause proceeding is not a re-hearing of the Complaint, the Record of the Case will be included as evidence and the findings will be adopted for proceeding as detailed in Section 310.060: Procedures in Case of Dismissal for Cause in the Collected Rules and Regulations.

## **Records**

Records of all Formal Complaints, the Hearing Process or Academic Medical Center Process, and all resolutions, will be kept by the Title IX Coordinator. For the purpose of review or appeal, the Record of the Case will be accessible at reasonable times and places to the Respondent and the Complainant. The Record of the Case will be kept for seven years following final resolution.

A record of the response to all complaints of sexual harassment, must be maintained for a period of seven years, including records of any actions, including Supportive Measures, taken in response to a report or Formal Complaint of sexual harassment. The University must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's education programs or activities. If the University did not provide a Complainant with Supportive Measures, the University must document the reasons why such a response was not clearly unreasonable considering the known circumstances.

Each Title IX Coordinator, including the Title IX Coordinator for the academic medical center, shall maintain statistical, de-identified data on the race, gender, and age of each Party to a Formal Complaint for that university/ academic medical center, and will report such data on an annual basis to the President of the University of Missouri. Additionally, statistical data relating to each university in the University of Missouri System shall be reported on an annual basis to that university's Chancellor and chief officers for human resources, student affairs, and diversity, equity, and inclusion; the academic medical center shall report such statistical data for the academic medical center on an annual basis to the Executive Vice-Chancellor for Health Affairs. Data relating to the University of Missouri System shall be reported on an annual basis to the University of Missouri System's chief officers for human resources, student affairs, and diversity, equity, and inclusion.

[600.020](#) Sex Discriminations, Sexual Harassment and Sexual Misconduct in Education/Employment Policy.

[600.030](#) Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or student Organization.

[600.040](#) Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member.

[600.050](#) Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Staff Member.

## **Notice on Non-Retaliation Policy**

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for policy violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation.

## [UM system Rules and Regulations](#)

## **Notice of Final Results**

The institution will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph. The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

## **Registered Sex Offenders**

Incarceration may remove a sex offender from the streets, but it does nothing to prevent the offender from committing another crime when released.

The federal Campus Crimes Prevention Act, enacted on October 28, 2000 went into effect on October 28, 2002. The law requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by the State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required,

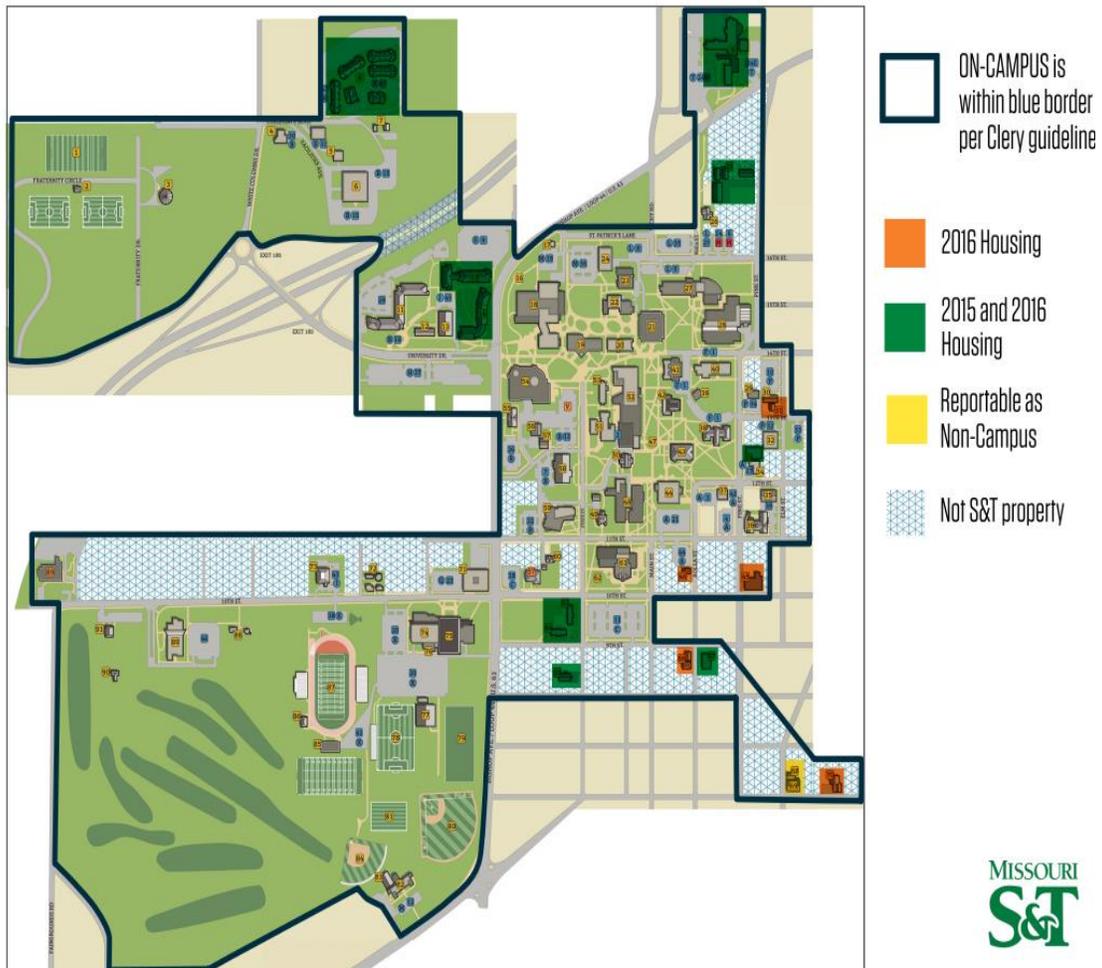
under State Law of each institution of higher education in that State at which a person is employed, carries on a vocation, volunteers services or is a student.

In Missouri convicted sex offender must register with the Missouri Highway Patrol. You can obtain the most accurate link to this information at [Missouri State Highway Patrol](#).

# CLERY REPORTING

## Clery Geography

The Clery Act requires crime statistics to be broken down according to the geographic location where the offense occurred. These locations are defined as Missouri S&T’s “Clery Geography.” The Clery Act divides Missouri S&T’s Clery Geography into four categories: On-Campus Property, On-Campus Student Housing Facilities, Public Property, and Non-Campus Property.



## On-Campus Property

On-Campus Property includes any building or property owned or controlled by Missouri S&T within the same reasonably contiguous geographic area and used by Missouri S&T in direct support of, or in a manner related to, its educational purposes, including residence halls. On-Campus Property also includes any building or property that is within or reasonably contiguous to Missouri S&T's other On-Campus Property that is owned by Missouri S&T but controlled by another person or entity, is frequently used by students, and supports Missouri S&T's institutional purposes.

## On-Campus Student Housing Facilities

On-Campus Student Housing Facilities include any dormitory or other residential facility for students that is located on Missouri S&T's On-Campus Property. Missouri S&T's On-Campus Student Housing Facilities are part of Missouri S&T's On-Campus Property, but the Clery Act requires Missouri S&T to separately disclose statistics for the total number of crimes that occurred on its On-Campus Property, including On-Campus Student Housing Facilities, and the number of crimes that occurred in On-Campus Student Housing Facilities as a subset of the total.

Missouri S&T's On-Campus Student Housing Facilities include property that is owned and controlled by Missouri S&T, property that is owned by Missouri S&T and managed by a third party, and property owned by Missouri S&T and leased to officially recognized student organizations. Missouri S&T's On-Campus Student Housing Facilities are:

Missouri Science and Technology On-Campus Student Housing			
Name	Address	Type	Control
Farrar Hall	620 West 9th Street	Residence Hall	Res Life and Housing
Miner Village	900 Collegiate Blvd	Residence Hall	Res Life and Housing
Residential Commons 1	700 University Drive	Residence Hall	Res Life and Housing
Residential Commons 2	1575 Watts Drive	Residence Hall	Res Life and Housing
Rolla Suites South	1102 North Rolla Street	Residence Hall	Res Life and Housing
Rolla Suites North	1104 North Rolla Street	Residence Hall	Res Life and Housing
Solar Houses	800 West 10th Street	Student Housing	Res Life and Housing
Thomas Jefferson Hall	202 West 18th Street	Residence Hall	Res Life and Housing
University Commons	850 University Drive	Residence Hall	Res Life and Housing
Beta Sigma Psi Fraternity	#2 Fraternity Dr	Student Housing	SAH - On-Campus
Kappa Alpha Fraternity	#1 Fraternity Dr	Student Housing	SAH - On-Campus
Kappa Sigma Fraternity	1701 White Columns Dr	Student Housing	SAH - On-Campus
Sigma Tau Gamma Fraternity	#5 Fraternity Drive	Student Housing	SAH - On-Campus
Tau Kappa Epsilon Fraternity	# 3 Fraternity Dr	Student Housing	SAH - On-Campus

## **Public Property**

For Clery purposes, Missouri S&T's Public Property includes all public property, including thoroughfares such as public bike paths, walking trails, streets, sidewalks, and parking facilities, which are located within Missouri S&T's On-Campus Property or immediately adjacent to and accessible from Missouri S&T's On-Campus Property. Missouri S&T's Public Property includes any public sidewalk that borders Missouri S&T's On-Campus Property, the public street along the sidewalk, and the public sidewalk on the other side of the street. It also includes public trails or parks immediately adjacent to Missouri S&T's On-Campus Property. Major roadways through the Missouri S&T On-Campus Property are considered Public Property because they are not controlled and maintained by Missouri S&T.

## **Non-Campus Property**

The final category of Clery Act property is Non-Campus Property. Non-Campus Property includes any building or property owned or controlled by a student organization that is officially recognized by Missouri S&T. It also includes any building or property owned or controlled by Missouri S&T that is not reasonably geographically contiguous with Missouri S&T's On-Campus Property, used in direct support of or in relation to educational purposes, and is frequently used by students. Non-Campus Property does not include all properties owned or controlled by Missouri S&T. Properties that are not used in direct support of or in relation to educational purposes or frequently used by students are excluded from Missouri S&T's Non-Campus Property and from Missouri S&T statistical disclosures.

The following is a list of Missouri S&T's Non-Campus Property for the years included in this Report. For property owned by Missouri S&T, the Clery Act requires Missouri S&T to disclose statistics only for the portion of the property that is used in direct support of or in relation to educational purposes and frequently used by students. Property that was leased to third parties or used for administrative offices but not frequently used by students is not included in Missouri S&T's statistical disclosures. For property controlled (but not owned) by Missouri S&T, the Clery Act requires Missouri S&T to disclose statistics only for crimes that occurred when Missouri S&T had control of the property, i.e., the dates and times specified in its lease or other written agreement. If Missouri S&T's written agreement is for part of a building or property, Missouri S&T discloses statistics only for crimes that occurred on the contracted space, as well as any other areas of the property that students or employees must use to access that space.

**Missouri Science and Technology Non-Campus Property**

Name	Address	Type	Control
Baptist Student Union	610 West 10th Street	Basement Classroom	Leased
Research Offices - Hypoint	4000 Enterprise Drive	Units 1 & 2	Leased
Classroom	16300 Co Rd 7550 Newburg	Classroom	Owned
Office – Phelps Health	1000 W. 10th Street	Office	Leased
Delta Sigma Phi Fraternity	215 W 8th Street	Student Housing	SAH Off-Campus
Delta Tau Delta Fraternity	2631 Vienna Rd	Student Housing	SAH Off-Campus
Lambda Chi Alpha Fraternity	1705 N. Pine Street	Student Housing	SAH Off-Campus
Phi Kappa Theta Fraternity	707 N. State Street	Student Housing	SAH Off-Campus
Pi Kappa Alpha	613 W. 9th Street	Student Housing	SAH Off-Campus
Pi Kappa Phi Fraternity	1704 N. Pine Street	Student Housing	SAH Off-Campus
Sigma Chi Fraternity	1310 N. Pine Street	Student Housing	SAH Off-Campus
Sigma Nu Fraternity	205 E. 12th Street	Student Housing	SAH Off-Campus
Sigma Phi Epsilon Fraternity	801 Park Street	Student Housing	SAH Off-Campus
Sigma Pi Fraternity	206 East 12th Street	Student Housing	SAH Off-Campus
Theta Xi Fraternity	1605 N. Pine Street	Student Housing	SAH Off-Campus
Triangle Fraternity	807 N. State Street	Student Housing	SAH Off-Campus
Chi Omega Sorority	1607 N. Pine Street	Student Housing	SAH Off-Campus
Kappa Delta Sorority	1800 N. Pine Street	Student Housing	SAH Off-Campus
Zeta Tau Alpha Sorority	204 E. 12th Street	Student Housing	SAH Off-Campus
Chancellors House	10539 Limestone Lane	Admin. Housing	Leased

# 2020-2022 CRIME STATISTICS

## Missouri Science and Technology Annual Crime Report for Clery Annual Report

Type of Crime	On Campus			On Campus - Residential			Non-Campus			Public Property			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	1	0	1	1	0	1	0	1	0	0	0	0	1	1	1
Fondling	0	1	4	0	1	3	0	1	0	0	0	0	0	2	4
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	1	1	2	0	0	2	1	0	1	1	0	0	3	1	3
Burglary	3	0	7	1	0	3	6	3	1	0	0	0	9	3	8
Motor Vehicle Theft	0	2	0	0	0	0	0	2	1	0	0	0	0	4	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	1	4	1	0	0	0	0	1	0	2	1	2	3	6	3
Drug Law Arrests	4	5	4	1	0	2	0	0	0	0	2	4	4	7	8
Weapons Arrests	0	0	1	0	0	1	0	0	0	0	0	1	0	0	2
Liquor Law Referrals	15	37	40	11	30	40	4	6	3	0	0	0	19	43	43
Drug Law Referrals	13	2	17	8	1	12	0	2	4	0	0	0	13	4	21
Weapons Referrals	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0
Domestic Violence	0	0	1	0	0	1	0	0	1	0	0	2	0	0	4
Dating Violence	2	1	0	2	0	0	0	0	0	0	0	0	2	1	0
Stalking	3	3	5	0	0	0	0	1	2	0	0	0	3	4	7
<b>Total</b>	<b>44</b>	<b>57</b>	<b>83</b>	<b>24</b>	<b>32</b>	<b>65</b>	<b>11</b>	<b>17</b>	<b>13</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>58</b>	<b>77</b>	<b>105</b>

Hate Crimes and Bias															
Type of Crime	On Campus			On Campus - Residential			Non-Campus			Public Property			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
Destruction/Damage/Vandalism of Property	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0
Race	0	2	0	0	0	0	0	1	0	0	0	0	0	3	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>

2020 – 0 Unfounded Crimes, 2021 – 0 Unfounded Crimes, 2022 – 0 Unfounded Crimes.

## Separate Campus

In addition to breaking down statistics for On-Campus Property, Public Property, and Non-Campus Property, the Clery Act requires Missouri S&T to separately report statistics for any location that qualifies as a Separate Campus. For purposes of the Clery Act, a Separate Campus is a location owned or controlled by Missouri S&T that is not reasonably geographically contiguous with its main campus and that offers an organized program of study, or courses in educational programs leading to a degree, certificate, or other recognized credential.

Missouri S&T's Global-St. Louis qualifies as a separate campus for Clery purposes. The S&T Global – St. Louis is located at 12837 Flushing Meadows Drive, St. Louis, MO, 63131, and it offers Distance and Continuing Education courses and certificates in a wide variety of topics and skills. S&T Global – St. Louis's On-Campus Property includes the S&T Global building and parking lot, as well as the green space that separates it from adjoining properties. S&T's Global campus Public Property consists of the adjacent portions

of Flushing Meadows Drive and Hidden Creek Court. S&T Global – St. Louis has no On-Campus Student Housing Facilities or Non-Campus Property. Missouri S&T PD does not provide police service or investigate crimes at S&T Global. Members of the University community should immediately report any crimes that occur at S&T Global to the City of Town and Country Police.

## 2020-2022 CRIME STATISTICS

### Missouri S&T Global - St. Louis Separate Campus Annual Crime Report

Type of Crime	On Campus			Total		
	2020	2021	2022	2020	2021	2022
Murder	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0
Weapons Arrests	0	0	0	0	0	0
Liquor Law Referrals	0	0	0	0	0	0
Drug Law Referrals	0	0	0	0	0	0
Weapons Referrals	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

2020- No Hate Crimes, 2021- No Hate Crimes, 2022 – No Hate Crimes.

2020 – 0 Unfounded Crimes, 2021 – 0 Unfounded Crimes, 2022 – 0 Unfounded Crimes.

### **Data from Law Enforcement Agencies**

The University was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the University’s Clery Geography. Certain Law enforcement agencies did not comply with the University’s request for crime statistics.

### **Clery Crime Definitions**

The following definitions were used in determining the crime statistics.

**Arson** – to unlawfully and intentionally damage or attempt to damage any real or personal property by fire or incendiary device.

**Murder/Non-Negligent Manslaughter** – The willful killing of one human being by another.

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

**Robbery** – The taking or attempting to take anything of value under confrontational circumstances from the control, custody, or care of another person by force or threat of force or violence and./or by putting the victim in fear of immediate harm.

**Aggravated Assault** – An unlawful attack by one person upon another wherein the offender uses a weapon or displays it in a threatening manner, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

**Burglary** – The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

**Motor Vehicle Theft** - The theft or attempted theft of a motor vehicle. All motorized vehicles taken by person not having lawful access even though the vehicles are later abandoned, including joyriding.

**Weapon Law Violation** - The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

**Drug Law Violations** - The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

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

**Sexual Assault** – A sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

**Rape** – The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

**Sodomy** – Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

**Sexual Assault with An Object** – To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

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

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

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

**Domestic Violence** - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of the interaction between the persons involved in the relationship. Dating Violence includes but is not limited to sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of domestic violence.

**Dating Violence** - A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim. A person with whom the victim shares a child in common. A person who is cohabitation with or has cohabitated with the victim as a spouse or intimate partner. A person similarly situated to spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. Other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Stalking** - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others OR suffer substantial emotional distress.

## **Clery Hate Crime Definitions**

A hate crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. All hate crime data is collected and reported for all Clery Primary Crimes, except Manslaughter by Negligence, as well as Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property.

**Hate Crime** - A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

**Bias** - A preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

**Larceny-Theft** - The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

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

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

**Destruction/Damage/Vandalism of Property (Except "Arson")** - To destroy willfully or maliciously, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

# FIRE SAFETY REPORT

An annual fire safety report must be published for each eligible institution that maintains any on-campus student housing facility. The report must contain information on campus fire safety practices, standards of the institution, and a reporting of all residential building fires reported on campus. These regulations do not apply to other buildings on campus or to any non-campus student housing facilities. The Fire Safety Report is not required to include MS&T Global – St. Louis, as it does not have any on-campus student housing.

## Residential Life Policies

The use of open flames, such as candles, and the burning of such things as incense, and smoking are prohibited in campus housing. Resident may operate a microwave oven with a capacity of no more than seven hundred watts, air fryers with a capacity of no more than six quarts, hot pots, popcorn poppers, and coffee pots are allowed if they operate with an enclosed element. All other forms of cooking, such as George Foreman grills, toasters, air fryers with a capacity greater than six quarts, air fryer ovens, or toaster ovens are NOT allowed. Refrigerators not to exceed three cubic feet are allowed, and rooms may not have more refrigerators than beds. Halogen lamps must be three hundred watts or less. All Torchiere-style halogen lamps are required to be fitted with a protective wire or glass shield. Use, distribution, or possession of fireworks, explosives, hazardous chemicals, or inflammable materials are not allowed. Fire safety equipment may not be damaged or misuse intentionally or recklessly. No setting or fueling a fire. No use of power tools, saws, or heavy machinery permitted in the residential halls. No tampering with wiring or outlets for electrical, telephone, TV cable, or Ethernet.

The full text of Residential Life policies is available in the [Residence Hall Guide](#).

## Fire Safety Equipment

All residential life facilities are equipped with notification systems that can be initiated by the presence of smoke, heat or via a manual pull station. The initiation of the alarm notifies residents audibly and visually and initiates dispatching of the Missouri S&T Police Department, and Rolla City Fire and Rescue. All facilities are equipped with sprinklers in the hallways. All residential life facilities have fire extinguishers in compliance with the applicable code.

Residents should not attempt to use the fire safety equipment to extinguish fires. The hoses and extinguishers are designed to be used to either put out very small fires or to clear an exit through a fire. Any person who is found to be tampering with any residence hall fire safety equipment will be considered to be in violation of misconduct policy. This includes:

- Activating a fire alarm when no fire emergency exists.
- Using fire hoses or extinguishers at any time other than during a fire emergency.
- Opening a fire extinguisher cabinet at any time other than during a fire emergency.
- Vandalizing any fire safety related equipment.
- Tampering or rendering ineffective any smoke detector or fire alarm equipment.
- Knowingly acting as an accomplice with any person involved in the above-mentioned activities.

## **Fire Safety Training Programs**

Information regarding fire reporting and prevention is reviewed with University Staff and Resident Assistants annually. For the training, the Rolla Fire Department trains the Resident Assistants in the proper use of a fire extinguisher. The Resident Director then reviews with each Resident Assistant, building specific information for buildings they will be overseeing. The Resident Assistants then disseminate this information to the tenants of their section during the first meeting of each semester.

## **Fire Alarm Procedures**

When a resident becomes aware of a fire in the residence halls, they should immediately activate a fire alarm pull station, then, if possible, inform the complex front desk of the exact location and nature of the fire as they exit the building. Any time a fire alarm is activated, all residents are expected to immediately leave the building the following are some procedures to follow during fire alarms:

- Once you hear an alarm, immediately prepare to leave the building. If possible, first put on a pair of shoes, and if the weather is cold, take along a coat or a blanket.
- Before opening any doors first use the backside of your hand to feel them for heat. Never open a door that is hot to touch.
- If a hallway or corridor is partially filled with smoke, crawl with your head about three feet above the floor. Never proceed into a hallway that is entirely filled with smoke.
- Never attempt to use the elevators. Always exit through the stairs. While using stairs, always stay next to the interior stairwell wall.
- After you are out of the building, stay clear of all exits and stay at least fifty feet away from the building. If you are aware of any persons who were unable to get out of the building, report this to a residence hall or university staff member.
- If you cannot leave the building because you are trapped by smoke or fire, you should then enter a resident room, stuff a towel or cloth under the bottom of the door to prevent smoke from entering. You should then drape a sheet or towel from the window as a signal and close the window.
- Do not return to the residence hall until given the all-clear signal by a member of the Residence Life staff.

## **Reporting Fires**

If a fire occurs in a University Building, community members should immediately notify Missouri S&T Police Department at 573-341-4300. The Missouri S&T Police will initiate a response, as the department has a direct dial phone line to the City of Rolla Police Communications Center and can summon the Fire Department quickly through this communication link, or call 911 to speak with Central Dispatch, who will then quickly dispatch the Fire Department.

No matter how small the fire, and even if it is already extinguished, report it to the RA immediately or notify the Missouri S&T Police Department.

Any student housing fire that is reported to any official at your institution must be reported to be included in the fire log.

**Official** – is any person who has the authority and the duty to act or respond to particular issues on behalf of the institution.

## **Plans for Future Improvements in Fire Safety**

The University continues to assess and upgrade fire safety equipment as an ongoing process to ensure that all equipment meets National Fire Safety standards. Future improvements will be made as needed as part of the ongoing assessment process.

## Residential Fire Safety Systems

Facility	Fire Alarm Monitoring	Sprinkler System	Evacuation Plans & Placards	Fire Extinguisher	Smoke Detector	Heat Detector	Pull Stations	Number of Fire Drills	Monthly Fire Testing	Fire Alarm Testing Per Year
Altman Hall 905 N State St.	X		X	X	X	X	X	4	X	12
Farrar Hall 620 W 9th St	X		X	X	X	X	X	4	X	12
Res Common 1 700 University Dr	X	Full	X	X	X	X	X	4	X	12
Res Common 2 1575 Watts Dr	X	Full	X	X	X	X	X	4	X	12
Solar House 800 W 10th St				X	X				*	
TJ Hall 202 W 18th St	X	Full	X	X	X	X	X	4	X	12
Miner Village 900 Collegiate	X	Full	X	X	X		X	4	X	12
Rolla Suites N. 1104 N. Rolla St	X	Full	X	X	X	X	X	4	X	12
Rolla Suites S. 1102 N. Rolla St	X	Full	X	X	X	X	X	4	X	12
Univ. Commons 850 University Dr	X	Full	X	X	X	X	X	4	X	12
Sigma Tau Gamma #2 Fraternity Dr	X		X	X	X	X		2		2
Kappa Alpha #1 Fraternity Dr	X	Full	X	X	X	X	X	2	X	2
Beta Sigma PSI 1701 White Columns	X	Full	X	X	X	X	X	12	X	12
Kappa Sigma # 5 Fraternity Dr	X	Full	X	X	X	X	X	1	X	2
Tau Kappa Epsilon #3 Fraternity Dr	X	Full	X	X	X	X	X	2	X	2

\* The Solar House has hardwired Smoke detector that has the battery changed every year.

## 2020 Annual Fire Safety Report

Facility	Total Fires	Fire Number	Date	Time	Cause of Fire	Number of Injuries that Required Treatment in a Medical Facility.	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire.
Altman Hall 905 N State St.	0							
Farrar Hall 620 W 9th St	0							
Res Common 1 700 University Dr	0							
Res Common 2 1575 Watts Dr	0							
Solar House 800 W 10th St	0							
TJ Hall 202 W 18th St	0							
Miner Village 900 Collegiate	0							
Rolla Suites N. 1104 N. Rolla St	0							
Rolla Suites S. 1102 N. Rolla St	0							
Univ. Commons 850 University Dr	0							
Sigma Tau Gamma #2 Fraternity Dr	0							
Kappa Alpha #1 Fraternity Dr	0							
Beta Sigma PSI 1701 White Columns	0							
Kappa Sigma # 5 Fraternity Dr	0							
Tau Kappa Epsilon #3 Fraternity Dr	0							

## 2021 Annual Fire Safety Report

Facility	Total Fires	Fire Number	Date	Time	Cause of Fire	Number of Injuries that Required Treatment in a Medical Facility.	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire.
Altman Hall 905 N State St.	0							
Farrar Hall 620 W 9th St	0							
Res Common 1 700 University Dr	0							
Res Common 2 1575 Watts Dr	0							
Solar House 800 W 10th St	0							
TJ Hall 202 W 18th St	0							
Miner Village 900 Collegiate	0							
Rolla Suites N. 1104 N. Rolla St	0							
Rolla Suites S. 1102 N. Rolla St	0							
Univ. Commons 850 University Dr	0							
Sigma Tau Gamma #2 Fraternity Dr	0							
Kappa Alpha #1 Fraternity Dr	0							
Beta Sigma PSI 1701 White Columns	0							
Kappa Sigma # 5 Fraternity Dr	0							
Tau Kappa Epsilon #3 Fraternity Dr	0							

## 2022 Annual Fire Safety Report

Facility	Total Fires	Fire Number	Date	Time	Cause of Fire	Number of Injuries that Required Treatment in a Medical Facility.	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire.
Altman Hall 905 N State St.	0							
Farrar Hall 620 W 9th St	0							
Res Common 1 700 University Dr	0							
Res Common 2 1575 Watts Dr	0							
Solar House 800 W 10th St	0							
TJ Hall 202 W 18th St	0							
Miner Village 900 Collegiate	0							
Rolla Suites N. 1104 N. Rolla St	0							
Rolla Suites S. 1102 N. Rolla St	0							
Univ. Commons 850 University Dr	0							
Sigma Tau Gamma #2 Fraternity Dr	0							
Kappa Alpha #1 Fraternity Dr	0							
Beta Sigma PSI 1701 White Columns	0							
Kappa Sigma # 5 Fraternity Dr	0							
Tau Kappa Epsilon #3 Fraternity Dr	0							