



University of
Science & Technology



2024 Annual Campus Security and Fire Safety Report

Contains Information for the 2024-2025 Academic Year

Contains Information on Crime and Fire Statistics for 2021-2023

Missouri Science and Technology Police Department

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In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

Greetings:

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act require 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 to learn more about the [Jeanne Clery Act](#).

In compliance with this act, the Missouri S&T Police Department has produced this report, "Annual Campus Security 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

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

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

M. I. N. E. R.

Making a difference:

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

Integrity:

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

Neighborhood:

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

Excellence:

We will strive for personal and professional excellence.

Respect:

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

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 Department's 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, who is 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.

All Campus Security Authorities should report crimes as soon as they are aware of them. So that they can 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 Success addressing student conduct, Equity and 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. A reminder email is sent to all CSAs, University Deans, Directors, and Department Heads requesting statistical information on a bi-monthly basis.

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.

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. The Missouri S&T Police Officers have the authority to enforce State, Local, and Federal laws, and University Policies.

The Missouri University of Science and Technology has a mutual aid agreement with the City of Rolla to provide services within the City of Rolla's jurisdiction including the investigation of alleged criminal offenses.

All sworn members are required to be licensed by the Missouri Department of Public Safety's Peace Officers Standards and Training Program (P.O.S.T.). 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. The Missouri S&T Police Officers have jurisdiction to operate on Missouri S&T owned or controlled property. Additionally, Missouri S&T Police Officers have an expanded patrol district and can operate within the city limits of Rolla.

Campus Police personnel work closely with local, state, and federal law enforcement agencies. Assistance from outside agencies may sometimes be required, these agencies include but are not limited to: Rolla Police Department, Phelps County Sheriff's Department, Missouri State Highway Patrol, Federal Bureau of Investigation, Rolla City Fire and Rescue, Department of Health and Environmental Safety, American Red Cross, and Rolla Municipal Utilities. 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 Security Guards and Campus Service Officers that patrol campus, ensure building security, conduct safety escorts on main campus, check for maintenance issues and report to Operations office any violation of University Policy or violations of local or state law. The patrol jurisdiction of Security Guards and Campus Service Officers is limited to any main campus buildings or main campus property owned or controlled by Missouri University of Science and Technology. As non-sworn officers, Security Guards and Campus Service Officers do not use any type of weapons or physical force while in the performance of their job duties. The only authority the Security Guards or Campus Service Officers have is to follow and report to Operations and Campus Police Officers, they have no authority to detain, arrest, or enforce University Policy. The Security Guards and Campus Service Officers uniform is meant to be a deterrent for any problems. In the event that it does not deter, every Security Guard and Campus Service Officer carries a portable radio to contact the operations office, which is also monitored directly by University Police Officers, to request immediate assistance. The Security Guards and Campus Service Officers will then guide officers to the scene and bear witness to any incident that occurs.

PARKING DEPARTMENT

The Parking Department is also part of the Missouri S&T Police Department. The Parking Department has parking officers that have the authority to monitor parking lot activity, ensure parking rules are enforced, and checked for maintenance issues. They have no authority to detain or make arrests. All personnel out on campus are equipped with radios that are monitored by the Police Operations and Missouri S&T Police Officers to request assistance if needed. The parking officers have jurisdiction to operate on Missouri S&T owned or controlled property.

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 substantial 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. 12th 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

Community members, students, faculty, staff, and guests are encouraged to report all crimes, emergencies, and public safety related incidents accurately and promptly.

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 Success and/or the Office of Equity and Title IX. 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 Success and/or the Office of Equity and Title IX 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 600.040 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 a reported alleged major offense, such as rape, murder, aggravated assault, and robbery at the University, the 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 prosecution of criminal offenses is processed by either the City of Rolla Prosecuting Attorney's Office or the Phelps County Prosecuting Attorney's Office.

For the purpose 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/or appropriate department, 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.

Crimes should be reported to:

Missouri S&T Police Department	police@mst.edu	573-341-4300
Manager of Fraternity and Sorority Life	involvement@mst.edu	573-341-6771
Dean of Students	studentsupport@mst.edu	573-341-4209
Athletic Director	minerathletics@mst.edu	573-341-4175
Resident Assistant	reslife@mst.edu	573-341-4218
Physician in Student Health	mstshs@mst.edu	573-341-4284
Title IX Director	equity@mst.edu	573-341-7734

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.

REPORTERS

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:

1. 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.
2. 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.

3. 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.

Annual training for all identified CSAs is required by the University. All CSA training will be done through Percipio. New employees who are classified as a CSA will receive their initial training shortly after starting employment, then will annually be required to take a refresher training.

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.

TIMELY WARNINGS

Timely Warnings is the timely dissemination of information in emergency situations or situations in which there is serious or continuing 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. In the event a crime is reported within the Missouri S&T Clery Geography (On Campus, On Campus – Residential, Public Property, and Non-Campus Property), that in the judgment of the Chief of Police, or their designee, constitutes a serious or continuing threat, a campus wide “timely warning” notice will be issued.

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 may 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, a string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another, 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 or update 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, and text messaging. 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.

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. The institution is not required to issue a Timely Warning with respect to crimes reported to pastoral or professional counselor.

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

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 as well as 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, and text messaging. If any of these systems fail or the University deems it appropriate, in person communication may be used to communicate an emergency. The larger community can also access emergency information via the University's alert page-Alert.mst.edu., S&T's website, news media, and/or social media. Follow-up information will be distributed using some or all of the identified communication system.

System to use	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender/Distributor	Backup Message Sender/Distributor
Primary (Internal)	Chief Marketing and Communications Officer or designee	Highest ranked Police Officer	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer	Director of Strategic Communications
Phone	Chief Marketing and Communications Officer or designee	Highest ranked Police Officer	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer	Director of Strategic Communications
Email	Chief Marketing and Communications Officer or designee	Highest ranked Police Officer	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer	Director of Strategic Communications
Text	Chief Marketing and Communications Officer or designee	Highest ranked Police Officer	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer	Director of Strategic Communications
Secondary (External)	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee
News Media	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee
Website	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee
Social Media	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee	Chief Marketing and Communications Officer or designee

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 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 email 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 Miner Alert to 78015 to receive campus emergency alerts until midnight

Emergency 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 Missouri University of Science and Technology 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 announced or unannounced test a year of its Emergency Management Plan and Emergency Evacuation Procedures. Test is defined as regularly scheduled drills, exercises, and appropriate follow through activities, designed for assessment and evaluation of emergency plans and capabilities. These tests may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. These tests are conducted by the Missouri S&T Emergency Operations Committee and may include other campus departments and local first responders. The University assess and evaluates the test in an after-action review, including maintaining documentation of a description of the exercise, the date, the time, and whether it was announced or unannounced.

The University publicizes a summary of the emergency response and evacuation procedures via eConnection at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergencies. At Missouri S&T, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The Missouri S&T Police Department does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Missouri S&T Police Department staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes

Individuals can report emergencies occurring at Missouri S&T by calling 573-341-4300.

The University’s [Emergency Management Plan](#).

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify Missouri S& T Police Department at 573-341-4300 or dial 911.

- Remain Calm
- Do NOT use Elevators, Use the Stairs.
- Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform Missouri S&T Police Department or the City of Rolla Fire and Rescue of the individual’s location.
- Proceed to a clear area at least 150 feet from the building.
- Keep all walkways clear for emergency vehicles.
- Make sure all personnel are out of the building.
- Do NOT re-enter the building.

Shelter-in-Place Procedures – What it Means to “Shelter-in-Place”

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card,

etc..) and follow the evacuation procedures for your building (closed your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A “shelter-in-place” notification may come from several sources, Missouri S&T Police Department, Housing Staff members, other university employees, Local Police Departments, or other authorities utilizing the University’s emergency communications tools.

How to “Shelter- in-Place”

No matter where you are, the basic steps of “shelter-in-place” will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

- If you are inside, stay where you are. Collect any emergency “shelter-in-place” supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
- Locate a room to shelter inside. It should be:
 - ✓ An interior room;
 - ✓ Above ground level; and
 - ✓ Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
- Shut and lock all windows (tighter seal) and close exterior doors.
- Turn off air conditioners, heaters, and fans.
- Close vents to ventilation systems as you are able. University staff will turn off the ventilation as quickly as possible.
- Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to Missouri S&T Police Department so they know where you are sheltering. If only students are present, one of the students should call in the list.
- Turn on a radio (KMST 88.5 FM) or TV and listen for further instructions; Or online sources like weather.com.
- Make yourself comfortable.

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

CRIME PREVENTION AND SECURITY

Academic and Administrative

The Missouri S&T Campus is open to the public. The academic and administrative buildings 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 university recognized holidays, access is generally restricted to university personnel. Most buildings have individual hours, and the hours may vary depending on the time 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 Chairperson 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 Service Officers, and Security 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 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 ID 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, 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.

Always keeping every room door 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 a community respectful of individual and group rights and responsibilities.

Other tips for your security include:

- Ask strangers to wait in communal 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 and/or ID card with you. Also, lock your room door when sleeping.
- Keep small valuable items out of sight, in a closed drawer, or other 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 during move-in.
- Do not leave your car unlocked when loading or unloading.
- Do not leave coats, books, or other valuable items in communal areas. Keep them in your room.
- If you hear or see something suspicious, call the police immediately.

Student Organizations at Non-Campus Locations

Monitoring and recording will be done through local police agencies of criminal activity at non-campus locations of student organizations officially recognized by the university, including student organizations with non-campus housing facilities within the agency's jurisdictions. 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.

Facility and Landscaping Maintenance

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 Service Officers, and Security Guards regularly patrol campus and report 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. Chain link fencing is used around constructions sites on campus, to mitigate hazardous conditions.

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 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. 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 no less than thirty days.

Safety Escorts

Missouri S&T Police Officers, Campus Service Officers, and Security 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 activity. 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 7 days a week.

Security Awareness & 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, members of the Missouri S&T Police Department present crime prevention awareness sessions. During the 2023-2024 academic year, Missouri S&T offered approximately 82 crime prevention and security awareness programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness and sexual assault prevention are some examples of programs offered during the prior academic year.

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 University of Science and Technology 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 an owner’s recognized number (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/>.

DRUG AND ALCOHOL POLICIES AND PROGRAMS

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 unlawful use, sale, or possession of any alcoholic beverage is prohibited on all University property. The Chief of Police, in conjunction with the University Police Department, have primary responsibility for the enforcement of State underage drinking laws. 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 illegal 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 Chief of Police in conjunction with the University Police Department enforces federal and state drug laws. The possession, sale, use, 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 \$500,00, 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

In compliance with the Drug-Free Schools and Communities Act, 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](#)

STATISTICAL REPORTS

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 police 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, crime logs must be requested and 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 Statistical Analysis Center at:

http://www.mshp.dps.missouri.gov/MSHPWeb/SAC/data_and_statistics_ucr.html

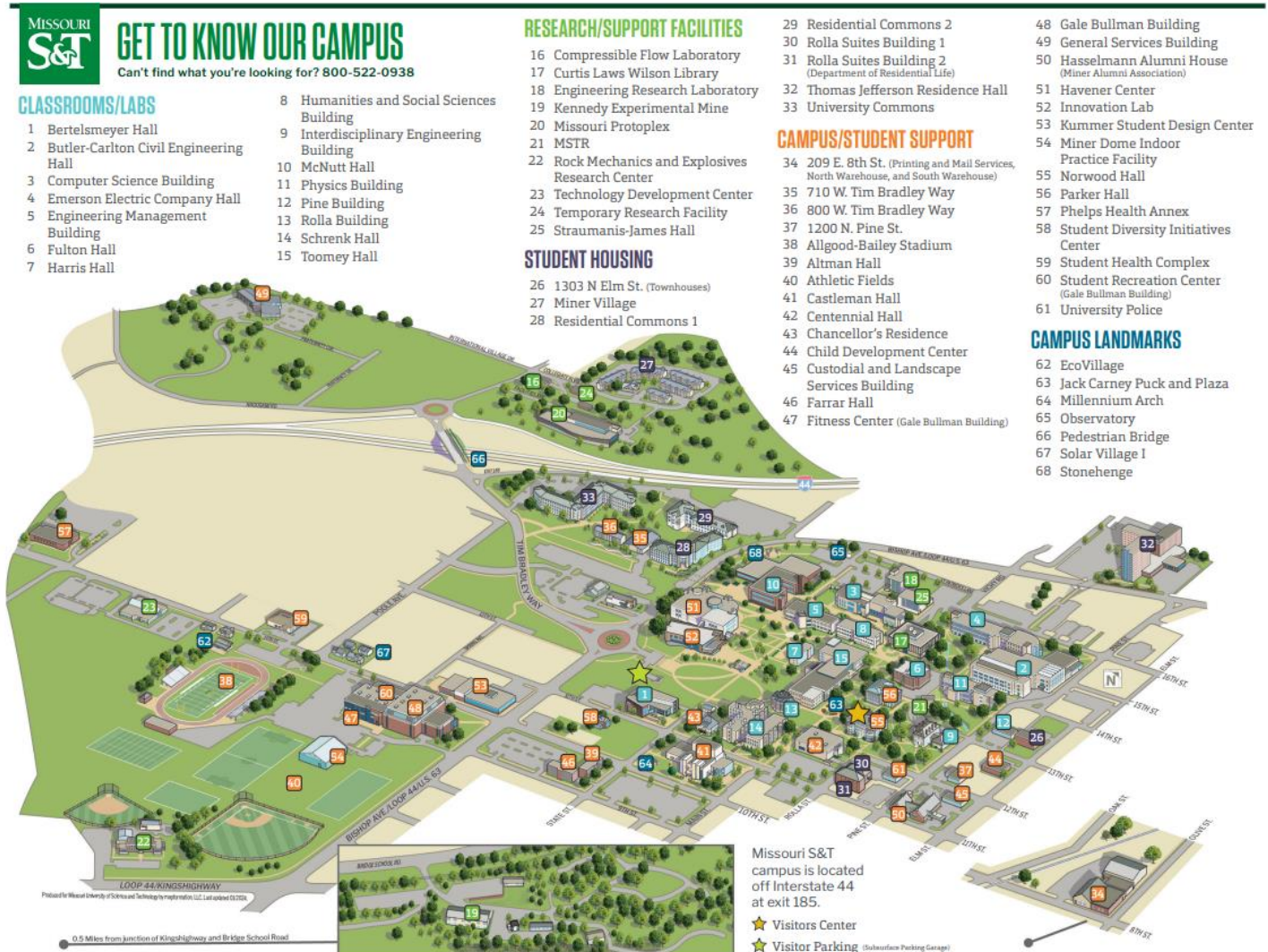
CLERY REPORTING

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.

Clery Geography

The map provided are for reference only.

See maps for examples of “On-Campus” Clery Geography. When in doubt, report it and let the Clery and Compliance Specialist decide the proper geography category.



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:

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.

2021-2023 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		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Murder/Non-Negligent Manslaughter	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	0	1	2	0	1	2	1	0	5	0	0	0	1	1	7
Fondling	1	4	4	1	3	3	1	0	0	0	0	0	2	4	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	2	3	0	2	1	0	1	0	0	0	0	1	3	3
Burglary	0	7	2	0	3	0	3	1	0	0	0	0	3	8	2
Motor Vehicle Theft	2	0	4	0	0	0	2	1	1	0	0	2	4	1	7
Arson	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Liquor Law Arrests	4	1	0	0	0	0	1	0	0	1	2	1	6	3	1
Drug Law Arrests	5	4	2	0	2	0	0	0	0	2	4	0	7	8	2
Weapons Arrests	0	1	0	0	1	0	0	0	0	0	1	0	0	2	0
Liquor Law Referrals	37	40	35	30	40	34	6	3	7	0	0	0	43	43	42
Drug Law Referrals	2	17	1	1	12	1	2	4	0	0	0	0	4	21	1
Weapons Referrals	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Domestic Violence	0	1	3	0	1	0	0	1	0	0	2	1	0	4	4
Dating Violence	1	0	0	0	0	0	0	0	3	0	0	0	1	0	3
Stalking	3	5	7	0	0	1	1	2	0	0	0	0	4	7	7
Total	57	83	64	32	65	42	17	13	16	3	9	4	77	105	84

2021 – 0 Unfounded Crimes, 2022 – 0 Unfounded Crimes, 2023 – 0 Unfounded Crimes.

Hate Crimes

2023: 2 – On Campus – Residential – Destruction/Damage/Vandalism of Property characterized by Gender Identity.

1 - On Campus – Simple Assault characterized by Religion.

2022: There were no reported hate crimes for the 2022 year.

2021: 2 - On Campus Destruction/Damage/Vandalism of Property characterized by race bias.

1 – Non-Campus Intimidation characterized by race bias.

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		
	2021	2022	2023	2021	2022	2023
Murder/Non-negligent Manslaughter	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
Total	0	0	0	0	0	0

No Hate Crimes – 2021, 2022, 2023

0 Unfounded Crimes – 2021, 2022, 2023

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 – is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

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

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

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

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 the 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.

Procedures for Student Housing Evacuation in Case of a Fire

In these programs, procedures that students and employees should follow in case of a fire are reviewed and include the following:

Student Housing Evacuation Procedures In Case of a Fire

- If you hear the fire alarm immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so.
- Awaken any sleeping roommate or suitemates. Prepare to evacuate by putting on shoes and coat if necessary. Feel the doorknob and the door. If they are hot, do not open the door. If they are cool, open slowly, if heat or heavy smoke rushes in, close the door immediately and remain inside.
- When leaving your room, be sure to take your key in case it is necessary to return to the room should conditions in the corridor deteriorate. Make sure to close the door tightly when evacuating.
- Residential life staff members who are present on their floors should facilitate the evacuation of their floor/section if possible. When the alarm sounds shout (Example: there is an emergency in the building leave by the nearest exit) and knock on doors as they make their way to the nearest exit and out the building.
- When exiting in smoky conditions keep your hand on the wall and crawl to the nearest exit. Always know more than one path out of your location and the number of doors between your room and the exit.
- DO NOT USE ELEVATORS. Elevator shafts may fill with smoke, or the power may fail, leaving you trapped. Elevators have features that recall and deactivate the elevator during an alarm. Standing and waiting for an elevator wastes valuable time.
- Each resident should report to their assigned assembly area. Residential life staff should report to their assigned assembly area and make sure that students have cleared the building. Conduct a head count and do not allow re-entry into the building until directed to do so by emergency personnel.

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. The University does not have any planned improvements in fire safety at this time.

Fire Log

A fire log is available 24 hours for review in the lobby of the University Police Department. The information in the fire log includes information about fires that occur in residential facilities, including the nature, date, time, and general location.

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 Held During the Prior Calendar Year	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.										

2021 Annual Fire Safety Report

Facility	Total Fires	Fire Number	Cause of Fire	Category (intentional, unintentional, undetermined)	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	Cause of Fire	Category (intentional, unintentional, undetermined)	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						

2023 Annual Fire Safety Report

Facility	Total Fires	Fire Number	Cause of Fire	Category (intentional, unintentional, undetermined)	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 A39:A53+A39:A53 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	1	1	Grease Fire	Unintentional	0	0	\$100-999
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						

MISSING STUDENT

Individuals should report a student as missing to Residential Life, Office of the Vice Chancellor for Student Success, and/or Missouri S&T Police Department. Any official missing student report must be referred immediately to the Missouri S&T Police Department. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, Missouri S&T will inform the local law enforcement agency that has jurisdiction in the area that the student is missing within 24 hours of the determination that the student is missing.

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 annually to identify a person designated as a confidential missing person contact to be contacted by the University in the event that the student is determined missing. When students are informed of their option to provide a confidential contact, they are advised that their confidential missing person is confidential, accessible only to authorize campus officials and law enforcement and that it may not be disclosed outside of a missing person investigation and is separate from the student's general emergency contact. Students are advised that, in the event a student under 18 years of age and not emancipated, Missouri S&T must notify a custodial parent(s) or guardian(s) in addition to notify any additional contact person designated by the student within 24 hours of the determination that the student is missing. Students are also advised that, in addition to notifying any additional contact person designated by the student. Students are advised that, for all missing students, Missouri S&T will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

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 custodial parent(s) or guardian(s) in addition to notifying any additional contact person designated by the student 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.

DISCLOSURE OF DISCIPLINARY PROCEEDING OUTCOME TO VICTIMS (OR NEXT OF KIN) OF SEX CRIMES OR OF VIOLENCE

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 domestic violence, dating 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 Adam Walsh Child Protection and Safety Act of 2006 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 to 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](#).

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT (VAWA) OF 2013

Missouri S&T prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, Missouri S&T issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking which will be followed regardless of whether the incident occurs on or off campus when it is reported to a university official. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students.

VAWA Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

- **Dating Violence** – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - ii. For the purposes of this definition –

- A. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B. Dating Violence does not include acts covered under the definition of domestic violence.
 - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposed of Clery Act reporting.
- **Domestic Violence** – A felony or misdemeanor crime of violence committed –
 - A. By a current or former spouse or intimate partner of the victim;
 - B. By a person with whom the victim shares a child in common;
 - C. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - E. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Sexual Assault** – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, A sex offense is "any sexual act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent."
 - **Rape** – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - **Fondling** – the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - **Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Statutory Rape** – Sexual intercourse with a person who is under the statutory age of consent.
- **Stalking** –
 - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to –
 - A. Fear for the person's safety or the safety of others; or
 - B. Suffer substantial emotional distress.
 - ii. For the purposes of this definition-
 - A. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

- **Dating Violence** – The state of Missouri does not have a definition of Dating Violence.
- **Domestic Violence** – The state of Missouri defines domestic violence as abuse or stalking committed by a family or household member.
 - ✓ “*Family*” or “*household member*”, spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.
- **Sexual Assault** – The state of Missouri defines sexual assault as causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person’s consent.
- **Stalking** – The state of Missouri defines stalking as when any person purposely engages in an unwanted course of conduct that causes alarm to another person, or a person who resides together in the same household with the person seeking the order of protection when it is reasonable in that person’s situation to have been alarmed by the conduct.
 - ✓ “*Alarm*” to cause fear of danger of physical harm.
 - ✓ “*Course of Conduct*” two or more acts that serve no legitimate purpose including, but not limited to, acts in which the stalker directly, indirectly, or through a third party follows, monitors, observes, surveils, threatens, or communicates to a person by any action, method, or device.
- **Consent** – The state of Missouri does not specifically define consent. However, Missouri Law provides that rape in the first degree is committed if the offender has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by use of the forcible compulsion.

Institution’s Definition of Consent

Missouri S&T defines 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 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. (600.010.B.3 and 600.020.B.2). The purpose for which that definition is used for when there is an allegation of a violation of our Equal Employment/Education Opportunity and Nondiscrimination Policy and our Sexual Harassment under Title IX policy.

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.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Missouri University of Science and Technology has several programs to prevent domestic violence, dating violence, sexual assault, and stalking. The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

- Identifies domestic violence, dating violence, sexual assault, and stalking as prohibited conduct.
- Defines using definitions both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Defines what behaviors and actions constitute consent in reference to sexual activity in the State of Missouri.
- The institutional definition of consent and the purposes for which that definition is used.

- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures, and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- Information on risk reduction. Risk reduction means options designed to decrease perpetration 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.
- Provides information regarding:
 - Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, and Stalking Occurs” elsewhere in this document).
 - How the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document).
 - Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document).
 - Options for, available assistance in and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document).
 - Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document).
 - Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Examples of Primary and Ongoing Programs include:

R.A.D - Rape, Aggression, and Defense

Joe’s PEERS

Prescription Drug Drop Box

Denim Day

Walk a Mile in Their Shoes

U Got This! Sexual Violence Prevention Program

The programming listed above is a sample of training provided by various university departments and I not meant to be an inclusive list. All programming is available upon request.

University Police Department

Student Well-Being

Office of Equity and Title IX

Primary Prevention and Awareness Programs

Under the 2013 Reauthorization of the Violence Against Women Act, new students and new employees must be offered “primary prevention and awareness programs” that promote awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.

The University has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students, participating in and presenting information and materials during new employee orientation.

As a part of the University’s commitment to provide violence prevention training and education to its student population, Missouri S&T encourages all of its students to complete an online interpersonal violence prevention training program called” **U Got This!** “. This video-based program provides critical information about consent, bystander intervention, sexual assault, dating and domestic violence, stalking, and much more.

Specifically, the University offered the following primary prevention and awareness programs for all incoming student in the 2023-24 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
U Got This	Varies	On-Line	Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking
STEP UP! for Bystander Intervention Training – This training was provided to al incoming students during opening week.	August 16 th – August 18 th , 2023 (three presentations each day)	On campus in Toomey Hall	This training helps students recognize problematic events and increases their motivation, skills, and confidence when responding to problems or concerns. It teaches them the steps to overcome the bystander effect. During orientation week, we had an attempted sexual assault scenario that students walked through to learn how to step in to prevent sexualized violence.

The University offered the following primary prevention and awareness programs for all new employees in the 2023-24 academic year.

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Eliminating Discrimination and Harassment (FY24)	Within 30 days of employment start date.	On-line Percipio	Sexual Harassment, Sexual Assault, Consent, Dating Violence, Domestic Violence, Stalking

Ongoing Prevention and Awareness Campaigns

Under the 2013 Reauthorization of the Violence Against Women Act, new students and new employees must be offered “ongoing prevention and awareness programs” that promote awareness of rape, domestic violence, dating violence, sexual assault, and stalking

The University has developed an educational campaign consisting of presentations that will be presented throughout the year. These will be a mixture of face-to-face presentations, online trainings/programs, printed materials, etc. As a part of the University’s commitment to provide prevention and awareness training, developed an online program that is encouraged to be completed by all employees and students annually.

The University offered the following ongoing prevention and awareness programs for student in the 2023-24 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
STEP UP! for Bystander Intervention Training for all Student Athletes – This training was provided to all student-athletes to meet NCAA standards.	August 23 rd , 2023 August 28 th , 2023 November 2 nd , 2023 November 5 th , 2023 November 6 th , 2023 December 6 th , 2023 March 20 th , 2024	On campus in Havener Center, the Computer Science building, and in Toomey Hall	This training helps students recognize problematic events and increases their motivation, skills, and confidence when responding to problems or concerns. It teaches them the steps to overcome the bystander effect. During the student-athlete trainings, we had an attempted sexual assault scenario that students walked through to learn how to stop in to prevent sexualized violence. Further, we provided education about what consent is during the presentation.

STEP UP! for Sexualized Violence Prevention Training.	November 7 th , 2023 April 15 th , 2023 *Please note that this presentation can be requested by any group on campus to be scheduled at any time.	November 7 th training – A fraternity house on campus. April 15 th training – On campus in the Havener Center.	This is a bystander intervention training for student to learn how to recognize and respond to situations where someone may be at risk of being a victim of sexualized violence , how our campus is impacted, and how concepts of gender and consent influence perceptions.
Sexual Assault Awareness Week Spring 2024	April 15 th -19 th , 2024	On campus (various locations)	A week on campus with events dedicated to raising awareness of and helping prevent sexualized violence and assault (Please visit https://wellbeing.mst.edu/saaw24/ to view all the events). These events were open to all campus members to attend. This included promoting the “It’s On Us” Pledge that all campus members could sign outside of the library to showcase how it is on all of us on campus to prevent sexualized violence from occurring.
Sexual Assault Awareness Week Event – “What Wear You Wearing” Exhibit	April 15 th – 19 th , 2024	On campus- Innovation Lab	The purpose of this exhibit is to dispel the victim-blaming myth that clothing somehow invites a sexual assault . Victims of crime are not responsible for crimes committed against them. Survivors of rape/sexual assault are often asked, “What were you wearing?” We need to stop asking this. At the exhibit, there were resources shared for students and education about the importance of asking for consent .
Sexual Assault Awareness Week Event – Walk a Mile in Their Shoes	April 18 th , 2024	On campus- Innovation Lab and Havener Center	Walk a Mile is a program where everyone was asked to walk a mile in high heels. This was to create awareness and a reflection about how sexual assault can happen to anyone, anywhere. The participants walked around and stopped at 5 different stations where they participated in activities and received information relevant to sexual assault awareness.

Sexual Assault Awareness Week Event – Denim Day Tabling Event	April 24., 2024	On campus – Havener Center	This was a tabling event where people could sign the “It’s On Us” Pledge and receive a denim day pin to show their support for sexual assault awareness.
Sexual Assault Awareness Week Event – Denim Day Panel	April 24, 2024	On campus – Havener Center	The Denim Day Panel was hosted by University Police Department, Student Well-Being, and Strategic Diversity Initiatives. The panelists discussed their roles should a report of a sexual assault occur. Some of the departments/organizations featured on the panel are Rolla Police Department, University Police, Russell House, Phelps Health, Student Well-Being, Student Health, Community Standards, and Equity/Title IX.
All Forms of Consent – Tabling Event	September 27, 2023	On campus – Havener Center	The purpose of this table was to spread awareness about consent and how consent should be asked for in many different circumstances, including during sexual activity.
Empower Consent – Tabling Event	March 20 th , 2024	On campus – Havener Center	The purpose of this table was to spread awareness about consent and how consent should be asked for in many different circumstances, including during sexual activity.
All Forms of Consent – Street Outreach	November 10 th , 2023	Sidewalks around campus	During this street outreach, members of Student Well-Being passed out brochures to those on campus that showcased the importance of asking for consent in many different circumstances, including during sexual activity.
Healthy Relationships – Street Outreach	November 10 th , 2023	Sidewalks around campus	During this street outreach, members of Student Well-Being (including our paid student workers) passed out brochures to those on campus to demonstrate what the signs of a healthy and an unhealthy relationship is. This included information on domestic and dating violence.

The University offered the following ongoing prevention and awareness programs for employees in 2023-24.

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Eliminating Discrimination and Harassment (FY24)	To be completed by mid-September 2023	On-line Percipio	Sexual Harassment, Sexual Assault, Consent, Dating Violence, Domestic Violence, Stalking
Sexual Assault Awareness Week Spring 2024	April 15 th -19 th , 2024	On campus (various locations)	<p>A week on campus with events dedicated to raising awareness of and helping prevent sexualized violence and assault (Please visit https://wellbeing.mst.edu/saaw24/ to view all the events). These events were open to all campus members to attend.</p> <p>This included promoting the “It’s On Us” Pledge that all campus members could sign outside of the library to showcase how it is on all of us on campus to prevent sexualized violence from occurring.</p>
Sexual Assault Awareness Week Event – “What Wear You Wearing” Exhibit	April 15 th – 19 th , 2024	On campus- Innovation Lab	<p>The purpose of this exhibit is to dispel the victim-blaming myth that clothing somehow invites a sexual assault. Victims of crime are not responsible for crimes committed against them. Survivors of rape/sexual assault are often asked, “What were you wearing?” We need to stop asking this. At the exhibit, there were resources shared for students and education about the importance of asking for consent.</p>
Sexual Assault Awareness Week Event – Walk a Mile in Their Shoes	April 18 th , 2024	On campus- Innovation Lab and Havener Center	<p>Walk a Mile is a program where everyone was asked to walk a mile in high heels. This was to create awareness and a reflection about how sexual assault can happen to anyone, anywhere. The participants walked around and</p>

Sexual Assault Awareness Week Event – Denim Day Tabling Event	April 24., 2024	On campus – Havener Center	This was a tabling event where people could sign the “It’s On Us” Pledge and receive a denim day pin to show their support for sexual assault awareness.
Sexual Assault Awareness Week Event – Denim Day Panel	April 24., 2024	On campus – Havener Center	The Denim Day Panel was hosted by University Police Department, Student Well-Being, and Strategic Diversity Initiatives. The panelists discussed their roles should a report of a sexual assault occur. Some of the departments/organizations featured on the panel are Rolla Police Department, University Police, Russell House, Phelps Health, Student Well-Being, Student Health, Community Standards, and Equity/Title IX.

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

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 573-341-7734, equity@mst.edu, in person, or mail to 900 Innovation Drive Suite 500; Rolla, MO 65409.

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report violations of this policy whether it occurred on or off campus to law enforcement including the Missouri S&T Police Department and/or Rolla Police Department, it is the victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the Equity and Title IX, Student Health Services, Student Well-Being, and Community Standards will assist any victim with notifying law enforcement if the victim so chooses. University’s Title IX Coordinator at 573-341-7734 or equity@mst.edu will assist victims with notifying law enforcement if the victim so chooses. The Missouri S&T Police Department may also be reached directly by calling (573) 341-4300, in person at 205 W. 12th Street, email police@mst.edu. Additional information about the University Police Department may be found online at police.mst.edu. Additionally, Rolla Police Department may be reached directly by calling (911) or (573)308-3061, in person at 1007 N. Elm Street, or online at www.rollacity.org/pd-home.shtml.

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 Equity and 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 and protection of employees 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.

Specific Mandated Reporting Information

In Missouri, if you have "reasonable cause to believe" a child is being abused or neglected you must report that suspicion to the state Department of Children's Services or to local law enforcement and are required by law to report it immediately.

Mandated reporters are physicians, nurses, social workers, day care staff, teachers, ministers, and law enforcement officials. Mandated reporters also include any other person with responsibility for the care of children. Reporting is required by state statute for abuse/neglect, when there is reasonable cause to suspect a child has been or is being abused/neglected, or if a child is observed as being subjected to such conditions or circumstances.

Law Enforcement & How to Make a Police Report

Missouri S&T Police Department 573-341-4300

Rolla Police Department 573-308-1213

To make a police report

To make a police report, the victim can either come to the Missouri S&T Police Department; or call the department and an officer can come to them. The officer will then:

- Speak with the victim about the situation.
- The officer will request that the victim give them a written statement about what happened, with as much detail as possible.
- If applicable, the officer will provide information about preservation of evidence and forensic examination.

- The officer will give the victim written information about campus resources to include Student Well-Being, Student Health Services, Community Standards, and Equity and Title IX. Information will also be provided for community resources.
- A business card with the officer's information and report number will be given to the victim, in case they have any questions or concerns.

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 W10th 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.

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 from Phelps County can be found here:

<https://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: <https://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” through the Missouri S&T Police Department, 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.

Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation, and working situations, if reasonably available. The University will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the Missouri S&T Police Department or local law enforcement. Students and employees should contact Equity and Title IX department by phone at (573)341-7734 or equity@mst.edu or in person or mail to 900 Innovation Drive Suite 500; Rolla MO 65409. If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

Incident Being Reported	Procedure Institution Will Follow
Sexual Assault	<ol style="list-style-type: none">1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care.2. Institution will assess immediate safety needs of complainant.3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police.4. Institution will provide complainant with referrals to on and off campus mental health providers.5. Institution will assess need to implement interim or long-term protective measures, if appropriate.6. Institution will provide the victim with a written explanation of the victim’s rights and options.7. Institution will provide a “No trespass” (PNG) directive to accused party if deemed appropriate.8. Institution will provide written instructions on how to apply for Protective Order.9. Institution will provide written information to complainant on how to preserve evidence.

	<ol style="list-style-type: none"> 10. Institution will assess need to implement interim or long-term protective measures to protect the complainant if appropriate. 11. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution. 12. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is. 13. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.
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Stalking	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 3. Institution will provide complainant with referrals to on and off campus mental health providers. 4. Institution will assess need to implement interim or long-term protective measures, if appropriate. 5. Institution will provide the victim with a written explanation of the victim's rights and options. 6. Institution will provide a "No Trespass" (PNG) directive to accused party if deemed appropriate. 7. Institution will provide written instructions on how to apply for Protective Order. 8. Institution will provide written information to complainant on how to preserve evidence. 9. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 10. Institution will provide the victim with a written explanation of the victim's rights and options.
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Dating Violence	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 3. Institution will provide complainant with referrals to on and off campus mental health providers. 4. Institution will assess need to implement interim or long-term protective measures, if appropriate. 5. Institution will provide the victim with a written explanation of the victim's rights and options. 6. Institution will provide a "No Trespass" (PNG) directive to accused party if deemed appropriate. 7. Institution will provide written instructions on how to apply for Protective Order. 8. Institution will provide written information to complainant on how to preserve evidence.
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	<ol style="list-style-type: none"> 9. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 10. Institution will provide the victim with a written explanation of the victim's rights and options.
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Domestic Violence	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care. 2. Institution will assess immediate safety needs of complainant. 3. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. 4. Institution will provide complainant with referrals to on and off campus mental health providers. 5. Institution will assess need to implement interim or long-term protective measures if appropriate. 6. Institution will provide the victim with a written explanation of the victim's rights and options. 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. 8. Institution will provide written instructions on how to apply for Protective Order. 9. Institution will provide written information to complainant on how to preserve evidence. 10. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 11. Institution will provide the victim with a written explanation of the victim's rights and options.
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Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred.
- Information about how the institution will protect the confidentiality of victims and other necessary parties.
- A statement that the institution will provide written notification to students and employees about victim services within the institution and in the community.
- A statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures.
- An explanation of the procedures for institutional disciplinary action.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Missouri S&T will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling	<ul style="list-style-type: none"> • Individual Counseling • Employee Assistance Programs 	Student Well-Being Counseling Services	<ul style="list-style-type: none"> • 320 W. 12th Street Rolla, MO 65409 • (573) 341-4211 • wellbeing@mst.edu • wellbeing.mst.edu
Health	<ul style="list-style-type: none"> • Urgent Care • Allergy Injections • STI Testing • Women's Health • Vaccines • Travel Consults • Orthopedics • ADHD • Mental Health 	Student Health	<ul style="list-style-type: none"> • 910 W. 10th Street Rolla, MO 65409 • (573) 341-4284 • mstshs@mst.edu • studenthealth.mst.edu
	<ul style="list-style-type: none"> • Immediate Needs • Personalized Action Plan • Support Well-Being 	Case Management	<ul style="list-style-type: none"> • 320 W. 12th Street Rolla, MO 65409 • (573)341-4209 • wellbeing@mst.edu • wellbeing.mst.edu
Mental Health	<ul style="list-style-type: none"> • Mental Health 	Student Health	<ul style="list-style-type: none"> • 910 W. 10th Street Rolla, MO 65409 • (573) 341-4284 • mstshs@mst.edu • studenthealth.mst.edu

	<ul style="list-style-type: none"> • Individual Counseling • Employee Assistance Programs 	Student Well-Being	<ul style="list-style-type: none"> • 320 W. 12th Street Rolla, MO 65409 • (573) 341-4211 • wellbeing@mst.edu • wellbeing.mst.edu
	<ul style="list-style-type: none"> • Someone to talk to • Resources to Consult 	ComPsych	<ul style="list-style-type: none"> • (833) 515-0754 • TTY (800) 697-0353
	<ul style="list-style-type: none"> • Counseling Sessions • Emotional Well-Being 	Employee Assistance Program (EPA)	<ul style="list-style-type: none"> • (573) 882-6701 • umsystem.edu/totalreqards/benefits/eap
Victim Advocacy	<ul style="list-style-type: none"> • UCARE • Basic Needs Support • Health and Well-Being Resources • Barrier to Accessibility • Community Standards 	Student Support	<ul style="list-style-type: none"> • 320 W. 12th Street 107 Norwood Hall • 573-341-4209 • studentsupport@mst.edu
Legal Assistance	<ul style="list-style-type: none"> • Copyright 	Library and Learning Resources	<ul style="list-style-type: none"> • copyright@mst.edu
	<ul style="list-style-type: none"> • Academic Advising • FERPA 	Advising	<ul style="list-style-type: none"> • 400 W. 14th Street Suite G6 Rolla, MO 65409
Visa and Immigration Assistance	<ul style="list-style-type: none"> • Advising Services • Applying for Student Visa • Employment Opportunities • Helpful Resources • Immigration Document Process • Tax Information • ISSS Gateway Portal Information 	The Office of International Student and Scholar Services	<ul style="list-style-type: none"> • 106 Centennial Hall 300 W. 12th Street Rolla, MO 65409 • (573)341-4208 • iss@mst.edu • international.mst.edu

	<ul style="list-style-type: none"> • Process for Academic Departments 		
Student Financial Aid	<ul style="list-style-type: none"> • Scholarships • Financial Aid 	Future Students	<ul style="list-style-type: none"> • 205 Centennial Hall 300 w. 12th Street Rolla, MO 65409 • (573) 341- 6731 • admissions@mst.edu • futurestudents.mst.edu
Police Report	<ul style="list-style-type: none"> • Courses and Training • Alcohol Safety • Personal Security Escorts 	University Police Department	<ul style="list-style-type: none"> • 205 W. 12th Street Rolla, MO 65409 • (573)341-4300 • police@mst.edu • police.mst.edu

OFF CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling	<ul style="list-style-type: none"> • Family Medicine • Dental • Mental Health • Alcohol Treatment • Drug Treatment 	Compass Health Network	<ul style="list-style-type: none"> • 1450 E. 10th Street Rolla, MO 65401 • (844) 853-8937 • Crisis Line (888) 237-4567 • Compasshealthnetwork.org
Health	<ul style="list-style-type: none"> • Emergency Medical Services • Health Care 	Phelps Health Hospital	<ul style="list-style-type: none"> • 1050 W. 10th Street Rolla, MO 65401 • (573) 458-8899
Mental Health	<ul style="list-style-type: none"> • Mental Health Support • Inpatient Hospitalization • Outpatient Services 	Phelps Health Psychiatric Services	<ul style="list-style-type: none"> • Inpatient (573) 458-7444 • Outpatient (573) 364-2007
Victim Advocacy	<ul style="list-style-type: none"> • Services to victims of family violence and their children • Coordinate resources 	Russell House	<ul style="list-style-type: none"> • Crisis Hotline (800) 988-8340 • (573) 364-0579 • russellhousemo.org

	<ul style="list-style-type: none"> • Crime Victim Advocacy 	Missouri Victim Assistance Network	<ul style="list-style-type: none"> • (800) 698-9199 • Phelps County – (573) 458-6170
Legal Assistance	<ul style="list-style-type: none"> • Legal Forms • Myfreetaxes.com • Domestic/Sexual Violence • Consumer • Public Benefits • Community Education/Outreach • Family • Housing • Elder Law • Expungement • EdRights App 	Legal Services of Southern Missouri	<ul style="list-style-type: none"> • Toll Free – (800) 444-4863 • media@lsosm.org • www.lsosm.org
Visa and Immigration Assistance	<ul style="list-style-type: none"> • Forms • Training • Manage Your Case 	U.S. Citizenship and Immigration Services	<ul style="list-style-type: none"> • www.uscis.gov
Student Financial Aid	<ul style="list-style-type: none"> • FAFSA form • Loans and Grants • Loan Repayment • Loan Forgiveness 	Federal Student Aid	<ul style="list-style-type: none"> • Studentaid.gov
Police Report	<ul style="list-style-type: none"> • Reports • Services 	Rolla Police Department	<ul style="list-style-type: none"> • 1007 N. Elm Street Rolla, MO 65401 • (573)308-1213 • Confidential Hotline (573) 364-0111 • www.rollacity.org

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse, and Incest National Network

<http://www.ovw.usdof.gov/sexassault.htm> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education, Office for Civil Rights

Confidentiality

Complainants may request that directory information on file with the University be withheld by making a request to the Office of the Registrar at (573)341-4181 or registrar@mst.edu.

Regardless of whether a complainant has opted-out of allowing the University to share “directory information,” personally identifiable information about the complainant and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including supportive measures and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any supportive measures or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Adjudication of Violations

The University’s disciplinary process includes a prompt, fair, and impartial process from the initial investigation to the final resolution. In all instances, the process will be conducted in a manner that is consistent with University policy and transparent to both Parties (complainant and respondent). Usually, the resolution of domestic violence, dating violence, sexual assault, and stalking complaints are completed within the timeframe outlined in CRR 600.030, 600.040, and 600.050 as applicable. The resolution process may take longer based on the nature and circumstances of the Complaint. The University will provide regular updates to Parties throughout the process. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault, and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing that protects the safety of both Parties and promotes accountability. Furthermore, each policy provides that:

- The complainant and the respondent will have timely notice for meetings at which the complainant or respondent, or both, may be present as applicable.
- The complainant, the respondent, and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings.
- The institutional disciplinary procedures will not be conducted by official’s who have a conflict of interest or bias for or against the complainants or respondents generally or for or against an individual complainant or respondent.
- The University will provide the complainant and the respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- The University will not limit the choice of a support person for either the complainant or the respondent in any meeting including interviews with the exception of hearings following the process under CRR 600.030, where each Party may have an advisor of their choice. Note, the role of a support person is

limited to providing support and advice to the individual for which they are serving as a support person. Parties are expected to participate on their own behalf.

- The University will not limit the choice of advisors for hearings following the process under CRR 600.030. The role of the advisor is limited asking questions and conducting cross-examination on behalf of their Party and Make objections to questions on limited grounds outlined in the Rules of Decorum for such hearing. Advisors are not allowed to make presentations or otherwise represent their Party during the hearing. They may consult with the Party to whom they are serving as an advisor throughout the hearing.
- The University provides that the result of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking require simultaneous notification in writing to both the respondent and the complainant. Those results must include the rationale, and the sanctions.
- Where an appeal is permitted under the applicable policy, the complainant and the respondent will be notified simultaneously in writing, of the procedures for the respondent and the complainant to appeal a determination, including determinations of dismissal, summary resolution, administrative resolution, and hearing panel resolution. When an appeal is filed, the complainant and the respondent will be notified simultaneously in writing of any decisions as part of the appeal process as well as of the final result once the appeal is resolved.

Whether or not criminal charges are filed, the university or a person may file a complaint under the following policies, depending upon the status of the respondent (student or employee). The University will not wait for the conclusion of a criminal investigation or criminal proceeding to begin the University's resolution process.

Types of Disciplinary Proceedings Utilized in Cases of Alleged Domestic, Violence, Dating Violence, Sexual Assault, and Stalking.

The University employs six distinct disciplinary processes for handling allegations of domestic violence, dating violence, sexual assault, and stalking. In the event of any discrepancies between the descriptions provided below and the University's official Collected Rules and Regulations, the latter, available at this link https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600, will prevail.

Collected Rule and Regulation (CRR) 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020.

1. How to File a Disciplinary Complaint Under this Policy

Any person (whether or not the person reporting is the complainant) may report sexual harassment as defined by CRR 600.020 Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020, 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, or 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. Individuals may also contact University Police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may

provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

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2. How the University Determines Whether This Policy will be Used

Upon receiving a report, the Title IX Coordinator shall promptly contact the Complainant to discuss the availability of Supportive Measures as defined herein, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, 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.

A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information set forth in CRR 600.020 Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020, or through an online portal provided for this purpose by the University. At the time of filing a Formal Complaint, 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 with or without the Complainant's desire to participate in this process, a non-deliberately indifferent response to the allegations requires an investigation. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a Party under this policy. The filing of a Formal Complaint will initiate the Investigative process.

During or upon the completion of the investigation, the Title IX Coordinator will review the Formal Complaint and the investigative report, if available, to determine if the Formal Complaint is subject to dismissal. A Formal Complaint shall be dismissed: (1) if the conduct alleged in the Formal Complaint would not constitute sexual harassment, as defined in CRR 600.020 Sexual Harassment under Title IX- for matters involving conduct alleged to have occurred on or after August 14, 2020, even if proved; (2) the conduct alleged in the Formal Complaint did not occur in the University's education program or activity, or (3) 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.

3. Steps in the Disciplinary Process

Following the receipt of a Formal Complaint, the Title IX Coordinator will appoint a trained Investigator or a team of Investigators to investigate the Complaint. A Notice of Allegation will be issued to both Parties simultaneously. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University. The Parties may present witnesses and

other inculpatory and exculpatory evidence; all such evidence must be relevant. Prior to the conclusion of the investigation, the Investigator will make available the evidence gathered for inspection by the Parties no less than ten (10) business days prior to the completion of the investigative report. At the conclusion of the investigation, the Investigator shall produce a final investigative report summarizing the relevant evidence.

The Title IX Coordinator will issue a Notice of Hearing to both parties, simultaneously, at least twenty (20) business days ahead of the hearing and following the conclusion of the investigation. Determinations under Hearing Panel Resolution may be appealed following the appeal process outlined in in CRR 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020.

Parties may mutually choose to participate in Administrative Resolution, an Informal Resolution Process. If Parties mutually choose administrative Resolution, the Title IX Coordinator will issue Parties, simultaneously, a Notice of Administrative Resolution. At any time prior to a determination being made under Administrative Resolution, either party may request the matter be referred to Hearing Panel Resolution. Determinations under Administrative Resolution may be appealed following the appeal process outlined in in CRR 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020.

If at any time during the investigative period the Title IX Coordinator determines the Formal Complaint is subject to dismissal, the Title IX Coordinator will direct the investigation to end and will notify both Parties, simultaneously. Both Parties may request an appeal of the determination to dismiss. The Equity Resolution Appellate Officer will review the appeal following the appellate process outlined in CRR 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020, which may result in the matter being returned to the investigative process. However, if the appeal is denied, the resolution process will end, and the decision is final.

Parties may mutually agree to participate in facilitated mediation or dialogue, an Informal Resolution Process. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Support Person may attend the facilitated dialogue meetings. 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 resolution that is reached. If the Parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution.

Among the resolutions which may be reached at this stage (or at any point prior to a finding through Administrative or Hearing Panel Resolution), 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.

4. Anticipated Timelines

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the filing of a Formal Complaint. Investigation of a Formal Complaint may take longer based on the nature and circumstances of the Formal Complaint.

If the Parties agree and enter into facilitated dialogue, an Informal Resolution method, the University will provide a reasonable time for the Parties to successfully complete the process, which may delay the investigative process.

Following the investigation period, matters may be resolved either using Administrative Resolution, an Informal Resolution method, or Hearing Panel Resolution. The Administrative Resolution process will normally be completed within sixty (60) business days of the decision-maker's receipt of the Formal Complaint. Deviations from this timeframe will be promptly communicated to both Parties.

The Hearing Panel Resolution process will normally be completed within sixty (60) business days of the Notice of Hearing of the Formal Complaint. Deviations from this timeframe will be promptly communicated to both Parties.

Both Parties may appeal an Administrative Resolution determination and Hearing Panel Resolution determination. The appeal process will normally be completed within thirty (30) business days of the decision-maker(s) determination. Deviations from this timeframe will be promptly communicated to both Parties.

5. Decision-Making Process

A. 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, if available, to determine if the Formal Complaint is subject to dismissal. A Formal Complaint shall be dismissed: (1) if the conduct alleged in the Formal Complaint would not constitute sexual harassment, as defined in CRR 600.020 Sexual Harassment under Title IX – For matters involving conduct alleged to have occurred on or after August 14, 2020 even if proved; (2) the conduct alleged in the Formal Complaint did not occur in the University's education program or activity, or (3) 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 (1) the Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; (2) the Respondent is no longer enrolled or employed by the University; or (3) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or the allegations therein.

Upon a dismissal required or permitted, the University will promptly send written notice of the dismissal and reason(s) therefore simultaneously to the Parties. Either Party may appeal a dismissal as set forth CRR 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020.

B. Administrative Resolution (an informal resolution process)

Both Parties may mutually choose to participate in administrative resolution (not available where a student alleges an employee sexually harassed the student). The Administrative Resolution process is a process whereby the decision-maker will meet separately with the Parties and their Support Person, if any, 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 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 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.

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 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 shall provide written finding on each allegation and on sanctions and remedial actions for findings of responsibility. The findings will be issued to both Parties, simultaneously.

Either Party may appeal an Administrative Resolution determination as set forth in CRR 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020.

C. Hearing Panel Resolution

When a Formal Complaint is not dismissed or resolved through an Informal Resolution process, a hearing panel will be selected consisting of two (2) trained members from the Hearing Panelist Pool to serve together with a trained Hearing Officer. A notice of hearing will be issued at least twenty (20) business days prior to the hearing which outlines the allegations and alleged policies that were violated, description of the procedures, statement concerning the use of advisors for questioning and conducting cross-examination, timing and location/modality of the hearing, a listing of the panelist and how to object to a panelist’s participation, copy of the investigative

report, how to access all gathered evidence, notice that Parties and witnesses must submit to cross-examination for any statements from those persons to use in making a determination, and how to request accommodations including to have the modality of the hearing be virtual.

On the day of the hearing, the hearing officer shall preside over the hearing. The order of evidence shall generally be the following:

- 1) 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.
- 2) 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.
- 3) 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.
- 4) The Hearing Panel may ask questions of the Parties or any witnesses including the Investigator at any time during the hearing.

The hearing panel will deliberate at the conclusion of the hearing and will prepare a written determination on each allegation, based on a preponderance of the evidence, and will determine sanctions and remedial actions where there is a finding of responsibility of a violation. The hearing panel's determinations will be simultaneously issued to both Parties within ten (10) business days following the conclusion of deliberations.

Either Party may appeal a Hearing Panel Resolution determination as set forth in CRR 600.030 Resolution Process for Resolving Complaints of Sexual Harassment under title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020.

6. Range of Supportive and Protective Measures Available

A. Supportive Measures.

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the

Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. These measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter sexual harassment. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures. 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 between the Parties.
- Providing campus escort services to the Parties.
- 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, as appropriate.
- If either Party is 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 of the Party.
 - Altering the on-campus housing assignments, dining arrangements, or other campus services for the Party.
- Providing limited transportation accommodations for the Parties.
- Informing the Parties of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.

B. 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 (5) 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 (3) business days.

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

C. 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 (7) business days.

D. 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.

CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization - for matters involving conduct alleged to have occurred on or after August 14, 2020.

1. How to File a Disciplinary Complaint Under this Policy

Any person (whether or not the person reporting is the complainant) may report discrimination and/or harassment, including sexual harassment for matters that do not rise to the substantive definition of sexual harassment defined in CRR 600.020 Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020, and where the respondent is a student, student organization, or faculty member to the Equity Officer. 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 Equity Officer, or by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer receiving the person's verbal or written report. Individuals may also contact University Police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

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2. How the University Determines Whether This Policy will be Used

Upon receiving a report as outlined in #1 above and describing a violation of CRR 600.010 Equal Employment/Educational Opportunity and Nondiscrimination Policy – for matters involving conduct alleged to have occurred on or after August 14, 2020, the Equity Officer shall promptly contact the Complainant to discuss the availability of Supportive Measures as defined herein, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of availability of Supportive Measures with or without the filing of a Complaint, and explain to the Complainant the process for filing a Complaint. If the identity of the Complainant is unknown, the Equity Officer may conduct a limited investigation sufficient to identify the Complainant to the extent possible.

In addition to making preliminary contact, the Equity Officer shall conduct a preliminary inquiry to gather enough information to make a threshold decision regarding whether the report describes a possible violation of the University's anti-discrimination policies.

If the report describes a possible violation, the Equity Officer will move the process forward either based on a Complaint filed by the Complainant or by a Complaint filed by the Equity Officer on behalf of the University and provide appropriate Supportive Measures. If the report does not describe a possible violation and no Complaint is filed by the Complainant, the matter will be referred to the appropriate non-equity process. Under those circumstances, the Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

3. Steps in the Disciplinary Process

Following the receipt of a Complaint, the Equity Officer will appoint a trained Investigator or a team of Investigators to investigate the Complaint. A Notice of Allegation will be issued to both Parties simultaneously. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University. The Parties may present witnesses and other inculpatory and exculpatory evidence; all such evidence must be relevant. The Investigator shall provide the Equity Office a final investigative report summarizing the relevant evidence at the conclusion of the investigation.

The Equity Officer will issue Parties, simultaneously, a Notice of Administrative Resolution at the conclusion of the investigation where the Equity Officer has determined there is a sufficient basis to proceed. Parties are given ten (10) business days to request a hearing to resolve the Complaint from the Notice of Administrative Resolution. If neither Party request a hearing, the matter will be resolved under Administrative Resolution. Determinations under Administrative Resolution may be appealed following the appeal process outlined in in CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization – for matter involving conduct alleged to have occurred on or after August 14, 2020.

Where at least one-party request Hearing Panel Resolution, the Equity Officer will issue a Notice of Hearing to both parties, simultaneously, at least twenty (20) business days ahead of the hearing. Determinations under hearing panel resolution may be appealed following the appeal process outlined in in CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment

against a Faculty Member or Student or Student Organization – for matter involving conduct alleged to have occurred on or after August 14, 2020.

At any time during the investigative period the Equity Officer determines there is not a sufficient basis to continue with the Complaint, the Equity Officer will direct the investigation to end and will notify both Parties, simultaneously. Both Parties may request that an Equity Resolution Appellate Officer review the determination to end the process. If the Equity Resolution Appellate Officer agrees with the determination the process is concluded with no further appeal permitted. If the Equity Resolution Appellate Officer believes there is sufficient basis to continue, the investigation will resume.

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Equity Support Person may attend the Conflict 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 Equity Officer for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer will keep records of any Conflict Resolution that is reached. If the Parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution.

Among the resolutions which may be reached at this stage (or at any point prior to a finding through Administrative or Hearing Panel Resolution), the Respondent may voluntarily request to permanently separate from the University of Missouri System. If the Equity Officer accepts the Respondent's proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Equity Resolution Process.

4. Anticipated Timelines

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the filing of a complaint. Investigation of a complaint may take longer based on the nature and circumstances of the complaint.

If the Parties agree and enter into facilitated dialogue, called Conflict Resolution, the University will provide a reasonable time for the Parties to successfully complete the process, which may delay the investigative process.

Following the investigation period, matters may be resolved either using Administrative Resolution or Hearing Panel Resolution. The Administrative Resolution process will normally be completed within a reasonably prompt time period, not to exceed one hundred twenty (120) days, following the Equity Officer's receipt of a Complaint. Unusual delays will be promptly communicated to both Parties.

The Hearing Panel Resolution process will normally be completed within normally be completed within sixty (60) business days of the Notice of Hearing of the Complaint. Deviations from this timeframe will be promptly communicated to both Parties.

Both Parties may appeal an Administrative Resolution determination and Hearing Panel Resolution determination. The appeal process will normally be completed within thirty (30) business days of the decision-maker(s) determination. Deviations from this timeframe will be promptly communicated to both Parties.

5. Decision-Making Process

A. Summary Resolution

During or upon completion of the investigation, the Equity Officer will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution. Based on that review, the Equity Officer will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer determines that there is a sufficient basis to proceed with the Complaint, the Equity Officer will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer determines that there is an insufficient basis to proceed with the Complaint, then the process will end, and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that the Equity Resolution Appellate Officer reconsider summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution Appellate Officer decides there is a sufficient basis to proceed with the Complaint, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Equity Resolution Appellate Officer will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer that there is not a sufficient basis to proceed with the Complaint, then the process will end, and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

B. Administrative Resolution

Both Parties may mutually agree to participate in Administrative Resolution. The Administrative Resolution process is a process whereby the decision-maker will meet separately with the Parties and their Support Person, if any, 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. Parties have ten (10) business days to request the matter be resolved through the Hearing Panel Resolution process from the Notice of Administrative Resolution at the conclusion of the investigation. After that time period, the right to hearing panel is waived if not requested by either party.

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 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.

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 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 shall provide written finding on each allegation and on sanctions and remedial actions for findings of responsibility, except where the respondent is a faculty member, the Provost will make final determination on sanctions and remedial actions. The findings will be issued to both Parties, simultaneously.

Either Party may appeal an Administrative Resolution determination as set forth CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization – for matters involving conduct alleged to have occurred on or after August 14, 2020.

C. Hearing Panel Resolution

When a Complaint is found to have merit and at least one party makes a request the matter be resolved with a hearing panel, a hearing panel will be selected consisting of two (2) trained members from the Hearing Panelist Pool to serve together with a trained Hearing Officer. A Notice of Hearing will be issued at least twenty (20) business days prior to the hearing which outlines the allegations and alleged policies that were violated, description of the procedures, statement concerning the assistance of an Equity Support Person, timing and location/modality of the hearing, a listing of the panelist and how to object to a panelist’s participation, copy of the investigative report, how to access all gathered evidence, and how to request accommodations including to have the modality of the hearing be virtual.

On the day of the hearing, the Hearing Officer shall preside over the hearing. The order of evidence shall generally be the following:

- 1) **Investigator’s Report and Testimony.** The Investigator(s) will first present the written investigative report and may give a narrative report of the investigation, and then be subject to questioning by the Complainant, the Respondent, and the Hearing Panel. The

Investigator(s) may also call witnesses who will be subject to questioning by the Investigator, the Complainant, the Respondent, and the Hearing Panel. The Investigator may also submit documentary evidence. The investigator(s) will remain present during the entire hearing process.

- 2) **Complainant's Evidence.** The Complainant may give testimony and be subject to questioning by the Investigator, the Respondent (through the Hearing Officer as discussed in Section P of CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization – for matters involving conduct alleged to have occurred on or after August 14, 2020) and the Hearing Panel. The Complainant may also call and question witnesses who may also then be questioned by the Respondent, the Investigator, and the Hearing Panel. The Complainant may also submit documentary evidence.
- 3) **Respondent's Evidence.** The Respondent may give testimony and be subject to questioning by the Investigator, the Complainant (through the Hearing Officer as discussed in Section P of CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization – for matters involving conduct alleged to have occurred on or after August 14, 2020)) and the Hearing Panel. The Respondent may also call and question witnesses who may also then be questioned by the Complainant, the Investigator, and the Hearing Panel. The Respondent may also submit documentary evidence.
- 4) **Record of Hearing.** The Hearing Officer shall arrange for recording of the hearing, whether by audio, video, digital or stenographic means. The recording of the hearing will become part of the Record of the Case.

The Hearing Panel will deliberate at the conclusion of the hearing and will prepare a written determination on each allegation, based on a preponderance of the evidence, and will determine sanctions and remedial actions where there is a finding of responsibility of a violation, except where the respondent is a faculty member, the Provost will make final determination on sanctions and remedial actions. The determinations will be simultaneously issued to both Parties within ten (10) business days following the conclusion of deliberations.

Either Party may appeal a Hearing Panel Resolution determination as set forth in CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student organization – for matters involving conduct alleged to have occurred on or after August 14, 2020.

6. Range of Supportive and Protective Measures Available

A. Supportive Measures

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Complaint. These measures are designed to restore or

preserve equal access to the University's education programs, activities or employment without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter discrimination and harassment. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures. The Equity Officer 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 between the Parties.
- Providing campus escort services to the Parties.
- 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 Respondent, as appropriate.
- If either Party is 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 of the Party.
 - Altering the on-campus housing assignments, dining arrangements, or other campus services for the Party.
- Providing limited transportation accommodations for the Parties.
- Informing the Parties of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.

B. Emergency Removal

The Equity Officer may implement a removal of a Respondent from the University's education program or activity on an emergency basis, if the Equity Officer, 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 discrimination or 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 Equity Officer either prior to such Removal being imposed, or as soon thereafter as reasonably possible but no later than five (5) business days following the Removal. Any challenge by Respondent shall be made in writing and directed to the Equity Officer and must show cause why the Removal should not be implemented. The Equity Officer will forward the challenge to the Emergency Removal Appeal Individual/Committee, which will make a final decision on Removal within three (3) business days.
- Violation of an Emergency Removal under this policy may be grounds for discipline under applicable University conduct policy.

C. Interim Suspension of Student Organization

The Equity Officer 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 Equity Process when the Equity Officer 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 (7) business days.

D. Administrative Leave

The Equity Officer 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.

CRR 600.050 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Staff Member or the University of Missouri - for matters involving conduct alleged to have occurred on or after August 14, 2020

1. How to File a Disciplinary Complaint Under this Policy

Any person (whether or not the person reporting is the complainant) may report discrimination and/or harassment, including sexual harassment for matters that do not rise to the substantive definition of sexual harassment defined in CRR 600.020 Sexual Harassment under Title IX – for matters involving conduct alleged to have occurred on or after August 14, 2020, and where the respondent is a staff member or an entity of the University to the Equity Officer. 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 Equity Officer, or by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer receiving the person's verbal or written report. Individuals may also contact University Police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

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2. How the University Determines Whether This Policy will be Used

Upon receiving a report as outlined in #1 above and describing a violation of CRR 600.010 Equal Employment/Educational Opportunity and Nondiscrimination Policy – for matters involving conduct alleged to have occurred on or after August 14, 2020, the Equity Officer shall promptly contact the Complainant to discuss the availability of Supportive measures as defined herein, consider the Complainant's wishes * respect to Supportive measures, inform the Complainant of availability of supportive measures with or without the filing of a Complaint, and explain to the Complainant the process for filing a Complaint. If the identity of the Complainant is unknown, the Equity Officer may conduct a limited investigation sufficient to identify to Complainant to the extent possible.

In addition to making preliminary contact, the Equity Officer shall conduct a preliminary inquiry to gather enough information to make a threshold decision regarding whether the report describes a possible violation of the University's anti-discrimination policies.

If the report describes a possible violation, the Equity Officer will move the process forward either based on a Complaint filed by the Complainant or by a Complaint filed by the Equity Officer on behalf of the University and provide appropriate Supportive Measures. If the report does not describe a possible violation and no Complaint is filed by the Complainant, the matter will be referred to the appropriate non-equity process. Under those circumstances, the Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

3. Steps in the Disciplinary Process

Following the receipt of a Complaint, the Equity Officer will appoint a trained Investigator or a team of Investigators to investigate the Complaint. A Notice of Allegation will be issued to both Parties simultaneously. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University. The Parties may present witnesses and other inculpatory and exculpatory evidence; all such evidence must be relevant. The Investigator shall provide the Equity Office a final investigative report summarizing the relevant evidence at the conclusion of the investigation.

The Equity Officer will issue Parties, simultaneously, a Notice of Administrative Resolution at the conclusion of the investigation where the Equity Officer has determined there is a sufficient basis to proceed. Determinations under administrative Resolution may be appealed following the appeal process outlined in in CRR 600.050 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Staff Member or the University of Missouri – for matters involving conduct alleged to have occurred on or after August 14, 2020.

At any time during the investigative period the Equity Officer determines there is not a sufficient basis to continue with the complaint, the Equity Officer will direct the investigation to end and will notify both Parties, simultaneously. Both parties may request that an Equity Resolution Appellate Officer review the determination to end the process. If the Equity Resolution Appellate Officer agrees with the determination the process is concluded with no further appeal permitted. If the Equity Resolution Appellate Officer believes there is sufficient basis to continue, the investigation will resume.

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to an effective resolution, if possible. The Complainant's and the Respondent's Equity Support Person may attend the Conflict 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 Equity Officer for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer will keep records of any Conflict Resolution that is reached. If the Parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution.

4. Anticipated Timelines

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the filing of a complaint. Investigation of a complaint may take longer based on the nature and circumstances of the complaint.

If the Parties agree and enter into facilitated dialogue, called Conflict Resolution, the University will provide a reasonable time for the Parties to successfully complete the process, which may delay the investigative process.

Following the investigation period, matters may be resolved either using Conflict Resolution or Administrative Resolution. The Administrative Resolution process will normally be completed within a reasonably prompt time period, not to exceed one hundred twenty (120) days, following the Equity Officer's receipt of a Complaint. Unusual delays will be promptly communicated to both Parties.

Both Parties may appeal an Administrative Resolution determination. The appeal process will normally be completed within thirty (30) business days of the decision-maker(s) determination. Deviations from this timeframe will be promptly communicated to both Parties.

5. Decision-Making Process

A. Summary Resolution

During or upon completion of investigation, the Equity Officer will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution. Based on that review, the Equity Officer will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer determines that there is a sufficient basis to proceed with the Complaint, then the Equity Officer will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution or Administrative Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer determines that there is an insufficient basis to proceed with the Complaint, then the process will end, and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The

Equity Officer may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that the Equity Resolution Appellate Officer reconsider summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution Appellate Officer decides there is a sufficient basis to proceed with the Complaint, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Equity Resolution Appellate Officer will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer that there is not a sufficient basis to proceed with the Complaint, then the process will end, and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

B. Administrative Resolution

The Administrative Resolution process is used when a matter is not resolved using Conflict Resolution and the process is not ended under Summary Resolution. The Administrative Resolution process is a process whereby two decision decision-makers will meet separately with the Parties and their Equity Support Person, if any, 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. (Hearing Panel Resolution is not an option under this process)

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 Respondent and the Complainant may provide a list of questions for the decision-makers 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.

The decision-makers can, but is not required to, meet with, and question the Investigator and any identified witnesses. The decision-makers may request that the Investigator conduct additional interviews and/or gather additional information.

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-makers will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the decision-makers will render a finding using the preponderance of the evidence standard. The decision-makers will also determine appropriate sanctions or remedial actions.

The decision-makers shall provide written finding on each allegation and on sanctions and remedial actions for findings of responsibility. The findings will be issued to both Parties, simultaneously.

Either Party may appeal an Administrative Resolution determination as set forth in CRR 600.050 Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Staff Member or the University of Missouri – for matters involving conduct alleged to have occurred on or after August 14, 2020.

6. Range of Supportive and Protective Measures Available

A. Supportive Measures.

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Complaint. These measures are designed to restore or preserve equal access to the University's education programs, activities or employment without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's education environment, or deter discrimination and harassment. The University will maintain as confidential any supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures. The Equity Officer 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 between the Parties.
- Providing campus escort services to the Parties.
- 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 Respondent, as appropriate.
- If either Party is 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 of the Party.
 - Altering the on-campus housing assignments, dining arrangements, or other campus services for the Party.
- Providing limited transportation accommodations for the Parties.
- Informing the Parties of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.

B. Administrative Leave

The Equity Officer 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.

CRR 600.030 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization - for matters involving conduct alleged to have occurred prior to August 14, 2020

1. How to File a Disciplinary Complaint Under this Policy

Any student, employee, volunteer, visitor, or patient who believes that a student or student organization has violated CRR 600.010 Equal Employment/Education Opportunity and Nondiscrimination Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, should report the Complaint to the Equity Officer. Any student, employee, volunteer, visitor, or patient who believes that a student or student organization has violated CRR 600.020 Sex Discrimination, Sexual Harassment, and Sexual Misconduct in Employment/Education Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, should report the Complaint to the Title IX Coordinator.

Complaints 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 Equity Officer or Title IX Coordinator or by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer or Title IX Coordinator receiving the person's verbal or written report. Individuals may also contact University Police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

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2. How the University Determines Whether This Policy will be Used

Upon receiving a complaint as outlined in #1 above, the Equity Officer or Title IX Coordinator shall conduct a preliminary investigation. The purpose of the preliminary investigation is to gather enough information to make a threshold decision regarding whether the complaint describes a possible violation of the University's Anti-Discrimination Policies. If the Complaint describes a possible violation, the Equity Officer or Title IX Coordinator will refer the matter forward and provide appropriate interim remedies. If a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator will promptly appoint a trained Investigator or team of Investigators to investigate.

If the report does not describe a possible violation, the matter will be referred to the appropriate non-equity process. Under those circumstances, the Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

3. Steps in the Disciplinary Process

If a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator will promptly appoint a trained Investigator or team of Investigators to investigate. Within ten (10) business days after commencement of the formal investigation, the Investigator(s) will provide the Parties with written notice identifying the nature of the allegation(s) against the Respondent and stating that an investigation has commenced. All investigations will be thorough, reliable and impartial. The Investigator(s) will make reasonable efforts to include interviews with Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The Investigator(s) will provide an investigative report to the Equity Officer or Title IX Coordinator depending on the nature of the complaint. This report may contain the Investigator(s) observations regarding the credibility of the Complainant, the Respondent, and any witness interviewed.

The investigation of reported misconduct should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinators decision to accept the complaint for formal investigation. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint. A delay may also occur criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law-enforcement agency. University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

The Equity Officer or Title IX Coordinator will issue parties, simultaneously, a Notice of Administrative Resolution at the conclusion of the investigation where the Equity Officer or Title IX Coordinator has determined there is a sufficient basis to proceed. Parties are given ten (10) business days to request a hearing to resolve the complaint from the Notice of Administrative Resolution. If neither party request a hearing, the matter will be resolved under Administrative Resolution. Determinations under Administrative Resolution may be appealed following the appeal process outlined in in CRR 600.030 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization – for matters involving conduct alleged to have occurred prior to August 14, 2020.

Where at least one-party request Hearing Panel Resolution, the Equity Officer or Title IX Coordinator will issue a Notice of Hearing to both parties, simultaneously, at least fourteen (14) business days ahead of the hearing. Determinations under Hearing Panel Resolution may be appealed following the appeal process outlined in in CRR 600.030 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization – for matters involving conduct alleged to have occurred prior to August 14, 2020.

At any time during the investigative period the Equity Officer or Title IX Coordinator determines there is not a sufficient basis to continue with the Complaint, the Equity Officer or Title IX Coordinator will direct the investigation to end and will notify both Parties, simultaneously. Both Parties may request that an Equity Resolution Appellate Officer review the determination to end the process. If the Equity Resolution Appellate Officer agrees with the determination the process is concluded with no further

appeal permitted. If the Equity Resolution Appellate Officer believes there is sufficient basis to continue, the investigation will resume.

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Advisor may attend the Conflict 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 Equity Officer or Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer or Title IX Coordinator will keep records of any Conflict Resolution that is reached. If the parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution. Conflict Resolution is never utilized in cases involving allegations of nonconsensual intercourse or nonconsensual sexual contact.

Among the resolutions which may be reached at this stage (or at any point prior to a finding through Administrative or Hearing Panel Resolution), the Respondent may voluntarily request to permanently separate from the University of Missouri System. If the Equity Officer accepts the Respondent's proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Equity Resolution process.

4. Anticipated Timelines

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinator accepting the Complaint. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint.

If the Parties agree and enter into facilitated dialogue, called Conflict Resolution, the University will provide a reasonable time for the Parties to successfully complete the process, which may delay the investigative process.

Following the investigation period, matters may be resolved either using Administrative Resolution or Hearing Panel Resolution. The Administrative Resolution or Hearing Panel Resolution process will normally be completed within sixty (60) days, following the Equity Officer or Title IX Coordinator's acceptance of the Complaint. Unusual delays will be promptly communicated to both Parties.

Both Parties may appeal an Administrative Resolution determination and Hearing Panel Resolution determination. The appeal process will normally be completed within thirty (30) business days of the decision-maker(s) determination. Deviations from this timeframe will be promptly communicated to both Parties.

5. Decision-Making Process

A. Summary Resolution

During or upon completion of the investigation, the Equity Officer or Title IX Coordinator will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution. Based on that review, the Equity Officer or Title IX Coordinator will make a summary determination whether, based on the

evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer or Title IX Coordinator determines that there is a sufficient basis to proceed with the Complaint, the Equity Officer or Title IX Coordinator will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer or Title IX Coordinator determines that there is an insufficient basis to proceed with the Complaint, then the process will end, and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that the Equity Resolution Appellate Officer reconsider summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution Appellate Officer decides there is a sufficient basis to proceed with the Complaint, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Equity Resolution Appellate Officer will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer or Title IX Coordinator that there is not a sufficient basis to proceed with the Complaint, then the process will end, and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

B. Conflict Resolution

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Advisor may attend the Conflict 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 Equity Officer or Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer or Title IX Coordinator will keep records of any Conflict Resolution that is reached. If the parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution. Conflict Resolution is never utilized in cases involving allegations of nonconsensual intercourse or nonconsensual sexual contact.

Among the resolutions which may be reached at this stage (or at any point prior to a finding through Administrative or Hearing Panel Resolution), the Respondent may voluntarily request to

permanently separate from the University of Missouri System. If the Equity Officer accepts the Respondent's proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Equity Resolution process.

C. Administrative Resolution

Both Parties may mutually agree to participate in Administrative Resolution. The Administrative Resolution process is a process whereby the Equity Officer or Title IX Coordinator will meet separately with the Parties and their Advisors, if any, 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. Parties have ten (10) business days to request the matter be resolved through the Hearing Panel Resolution process from the notice of Administrative Resolution at the conclusion of the investigation. After that time period, the right to the Hearing Panel Resolution Process is waived if not requested by either party.

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 Respondent and the Complainant may provide a list of questions for the Equity Officer or Title IX Coordinator 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.

The Equity Officer or Title IX Coordinator can, but is not required to, meet with, and question the Investigator(s) and any identified witnesses. The Equity Officer or Title IX Coordinator may request that the Investigator(s) conduct additional interviews and/or gather additional information.

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 Equity Officer or Title IX Coordinator will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the Equity Officer or Title IX Coordinator will render a finding using the preponderance of the evidence standard. The Equity Officer or Title IX Coordinator will also determine appropriate sanctions or remedial actions.

The Equity Officer or Title IX Coordinator shall provide written finding on each allegation and on sanctions and remedial actions for findings of responsibility. The findings will be issued to both Parties, simultaneously.

Either Party may appeal an Administrative Resolution determination as set forth CRR 600.030 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Student or Student Organization – for matters involving conduct alleged to have occurred prior to August 14, 2020.

D. Hearing Panel Resolution

When a Complaint is found to have merit and at least one party makes a request the matter be resolved with a hearing panel, a hearing panel will be selected consisting of three (3) trained members from the Hearing Panelist Pool, one who shall serve as the Chair of the Hearing Panel. A notice of hearing will be issued at least fourteen (14) business days prior to the hearing which outlines the allegations and alleged policies that were violated, description of the procedures, statement concerning the assistance of an Advisor, timing and location/modality of the hearing, a listing of the panelist and how to object to a panelist's participation, copy of the investigative report, how to access all gathered evidence, and how to request accommodations including to have the modality of the hearing be virtual.

On the day of the hearing, the chair of the hearing panel shall preside over the hearing. The order of evidence shall generally be the following:

- 1) **Investigator's Report and Testimony.** The Investigator(s) will first present the written investigative report and may give a narrative report of the investigation, and then be subject to questioning by the Complainant, the Respondent, and the Hearing Panel. The Investigator(s) may also call witnesses who will be subject to questioning by the Investigator, the Complainant, the Respondent, and the Hearing Panel. The Investigator may also submit documentary evidence. The investigator(s) will remain present during the entire hearing process.
- 2) **Complainant's Evidence.** The Complainant may give testimony and be subject to questioning by the Investigator, the Respondent (through the Chair as discussed above) and the Hearing Panel. The Complainant may also call and question witnesses who may also then be questioned by the Respondent, the Investigator, and the Hearing Panel. The Complainant may also submit documentary evidence.
- 3) **Respondent's Evidence.** The Respondent may give testimony and be subject to questioning by the Investigator, the Complainant (through the Chair as discussed above) and the Hearing Panel. The Respondent may also call and question witnesses who may also then be questioned by the Complainant, the Investigator, and the Hearing Panel. The Respondent may also submit documentary evidence.
- 4) **Record of Hearing.** The Chair of the Hearing Panel shall arrange for recording of the hearing, whether by audio, video, digital or stenographic means. The recording of the hearing will become part of the Record of the Case.

The hearing panel will deliberate at the conclusion of the hearing and will prepare a written determination on each allegation, based on a preponderance of the evidence, and will determine sanctions and remedial actions where there is a finding of responsibility of a violation. The determinations will be simultaneously issued to both Parties within ten (10) business days following the conclusion of deliberations.

Either Party may appeal a Hearing Panel Resolution determination as set forth CRR 600.030 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual

Misconduct against a Student or Student Organization – for matters involving conduct alleged to have occurred prior to August 14, 2020.

6. Range of Supportive and Protective Measures Available

Interim Remedies

During the Equity Resolution Process and prior to finding whether the alleged violation has occurred, the Equity Officer or Title IX Coordinator may provide interim remedies including, but not limited to, one or more of the following:

- Referral and facilitating contact for the Complainant or Respondent for counseling or other mental or medical health services.
- Implementing contact limitations on the Respondent or on all Parties.
- Referral of Complainant to victim advocacy and support services either on or off-campus.
- Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and or the Respondent, as appropriate.
- If the Complainant is a student:
 - Referral of the Complainant to academic support services and any other services that may be beneficial to the Complainant.
 - Adjusting the courses, assignments, exam schedules of the Complainant and/or the Respondent.
 - Altering the on-campus housing assignments, dining assignments, or other campus services for either the Complainant and/or the Respondent.
- Providing transportation accommodations for the Complainant.
- Informing the Complainant of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.
- Suspending, on an interim basis, the Respondent from the University housing, classes, the University campus/facilities/events and/or all other University activities or privileges for which the student might otherwise be eligible, when the Equity Officer or Title IX Coordinator finds and believes from the available information that the presence of the Respondent 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 procedures to determine the future status of the student will be initiated within seven (7) business days.
 - In all cases in which an interim suspension is imposed, the Respondent will be given the opportunity to meet with the Equity Officer or Title IX Coordinator prior to such suspension being imposed, or as soon thereafter as reasonably possible, to show cause why the suspension should not be implemented.
 - At the discretion of the Equity Officer or Title IX Coordinator, alternative coursework options may be pursued to ensure a minimal and impact as possible on the Respondent.
 - The Equity Officer or Title IX Coordinator has sole discretion to implement or stay an interim suspension and to determine its conditions and duration.

- Violation of an interim suspension under this policy will be grounds for expulsion.
- Suspending on an interim basis, the 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 Equity Resolution Process when the Equity Officer or Title IX Coordinator finds and believes from available information that the presence of the student organization on campus would seriously disrupt the University constitute a danger to the health, safety, or welfare of members of the university community. The appropriate procedures to determine the future status of the student organization will be initiated within seven (7) business days.

CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member - for matters involving conduct alleged to have occurred prior to August 14, 2020

1. How to File a Disciplinary Complaint Under this Policy

Any student, employee, volunteer, visitor, or patient who believes that a faculty member has violated CRR 600.010 Equal Employment/Education Opportunity and Nondiscrimination Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, should report the Complaint to the Equity Officer. Any student, employee, volunteer, visitor, or patient who believes that a faculty member has violated CRR 600.020 Sex Discrimination, Sexual Harassment, and Sexual Misconduct in Employment/Education Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, should report the Complaint to the Title IX Coordinator.

Complaints 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 Equity Officer or Title IX Coordinator or by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer or Title IX Coordinator receiving the person's verbal or written report. Individuals may also contact University Police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

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2. How the University Determines Whether This Policy will be Used

Upon receiving a complaint as outlined in #1 above, the Equity Officer or Title IX Coordinator shall conduct a preliminary investigation. The purpose of the preliminary investigation is to gather enough information to make a threshold decision regarding whether the complaint describes a possible violation of the University's Anti-Discrimination Policies. If the Complaint describes a possible violation, the Equity Officer or Title IX Coordinator will refer the matter forward and provide appropriate interim remedies. If a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator will promptly appoint a trained Investigator or team of Investigators to investigate.

If the report does not describe a possible violation, the matter will be referred to the appropriate non-equity process. Under those circumstances, the Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

3. Steps in the Disciplinary Process

If a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator will promptly appoint a trained Investigator or team of Investigators to investigate. Within ten (10) business days after commencement of the formal investigation, the Investigator(s) will provide the Parties with written notice identifying the nature of the allegation(s) against the Respondent and stating that an investigation has commenced. All investigations will be thorough, reliable and impartial. The Investigator(s) will make reasonable efforts to include interviews with Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The Investigator(s) will provide an investigative report to the Equity Officer or Title IX Coordinator depending on the nature of the complaint. This report may contain the Investigator(s) observations regarding the credibility of the Complainant, the Respondent, and any witness interviewed.

The investigation of reported misconduct should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinators decision to accept the complaint for formal investigation. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint. A delay may also occur criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law-enforcement agency. University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

The Equity Officer or Title IX Coordinator will issue parties, simultaneously, a Notice of Administrative Resolution at the conclusion of the investigation where the Equity Officer or Title IX Coordinator has determined there is a sufficient basis to proceed. Parties are given ten (10) business days to request a hearing to resolve the complaint from the notice of administrative resolution. If neither party request a hearing, the matter will be resolved under Administrative Resolution. Determinations under Administrative Resolution may be appealed following the appeal process outlined in in CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member – for matters involving conduct alleged to have occurred prior to August 14, 2020.

Where at least one Party request Hearing Panel Resolution, the Equity Officer or Title IX Coordinator will issue a Notice of Hearing to both Parties, simultaneously, at least fourteen (14) business days ahead of the hearing. Determinations under Hearing Panel Resolution may be appealed following the appeal process outlined in in CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member – for matters involving conduct alleged to have occurred prior to August 14, 2020.

At any time during the investigative period the Equity Officer or Title IX Coordinator determines there is not a sufficient basis to continue with the complaint, the Equity Officer or Title IX Coordinator will direct the investigation to end and will notify both Parties, simultaneously. Both Parties may request that the Chancellor (or designee) review the determination to end the process. If the Chancellor (or designee) agrees with the determination the process is concluded with no further appeal permitted. If the Chancellor (or designee) believes there is sufficient basis to continue, the investigation will resume.

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Advisor may attend the Conflict 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 Equity Officer or Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer or Title IX Coordinator will keep records of any Conflict Resolution that is reached. If the parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution. Conflict Resolution is never utilized in cases involving allegations of nonconsensual intercourse or nonconsensual sexual contact.

4. Anticipated Timelines

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinator accepting the Complaint. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint.

If the Parties agree and enter into facilitated dialogue, called Conflict Resolution, the University will provide a reasonable time for the Parties to successfully complete the process, which may delay the investigative process.

Following the investigation period, matters may be resolved either using Administrative Resolution or Hearing Panel Resolution. The Administrative Resolution or Hearing Panel Resolution process will normally be completed within sixty (60) days, following the Equity Officer or Title IX Coordinator's acceptance of the Complaint. Unusual delays will be promptly communicated to both Parties.

Both Parties may appeal an Administrative Resolution determination and Hearing Panel Resolution determination. The appeal process will normally be completed within thirty (30) business days of the decision-maker(s) determination. Deviations from this timeframe will be promptly communicated to both Parties.

5. Decision-Making Process

A. Summary Resolution

During or upon completion of the investigation, the Equity Officer or Title IX Coordinator will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution. Based on that review, the Equity Officer or Title IX Coordinator will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer or Title IX Coordinator determines that there is a sufficient basis to proceed with the Complaint, the Equity Officer or Title IX Coordinator will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer or Title IX Coordinator determines that there is an insufficient basis to proceed with the Complaint, then the process will end, and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that the Chancellor (or designee) reconsider summary determination ending the process by filing a written request with the Chancellor (or designee) within five (5) business days of notice of the summary determination. If the Chancellor (or designee) decides there is a sufficient basis to proceed with the Complaint, the Chancellor (or designee) will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Chancellor (or designee) will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Chancellor (or designee) and such decision is final. Further reconsideration of such decision is not permitted.

If the Chancellor (or designee) agrees with the summary determination ending the process by the Equity Officer or Title IX Coordinator that there is not a sufficient basis to proceed with the Complaint, then the process will end, and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Chancellor (or designee) and such decision is final. Further reconsideration of such decision is not permitted.

B. Conflict Resolution

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Advisor may attend the Conflict 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 Equity Officer or Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer or Title IX Coordinator will keep records of any Conflict Resolution that is reached. If the parties are unable to reach a mutual agreement, the matter will refer back to investigation or either Administrative Resolution or Hearing Panel Resolution.

Conflict Resolution is never utilized in cases involving allegations of nonconsensual intercourse or nonconsensual sexual contact.

C. Administrative Resolution

Both Parties may mutually agree to participate in Administrative Resolution. The Administrative Resolution process is a process whereby the Provost (or designee) will meet separately with the Parties and their Advisors, if any, 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. Parties have ten (10) business days to request the matter be resolved through the Hearing Panel Resolution process from the notice of Administrative Resolution at the conclusion of the investigation. After that time period, the right to hearing panel is waived if not requested by either party.

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 Respondent and the Complainant may provide a list of questions for the Provost (or designee) 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.

The Provost (or designee) can, but is not required to, meet with, and question the Investigator(s) and any identified witnesses. The Provost (or designee) may request that the Investigator(s) conduct additional interviews and/or gather additional information.

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 Provost (or designee) will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the Provost (or designee) will render a finding using the preponderance of the evidence standard. The Provost (or designee) will also determine appropriate sanctions or remedial actions.

The Provost (or designee) shall provide written finding on each allegation and on sanctions and remedial actions for findings of responsibility. The findings will be issued to both Parties, simultaneously.

Either Party may appeal an Administrative Resolution determination as set forth CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member – for matters involving conduct alleged to have occurred prior to August 14, 2020.

D. Hearing Panel Resolution

When a Complaint is found to have merit and at least one party makes a request the matter be resolved with a hearing panel, a hearing panel will be selected consisting of three (3) trained members from the Hearing Panelist Pool, one who shall serve as the Chair of the Hearing Panel. A notice of hearing will be issued at least fourteen (14) business days prior to the hearing which outlines the allegations and alleged policies that were violated, description of the procedures, statement concerning the assistance of an Advisor, timing and location/modality of

the hearing, a listing of the panelist and how to object to a panelist's participation, copy of the investigative report, how to access all gathered evidence, and how to request accommodations including to have the modality of the hearing be virtual.

On the day of the hearing, the Chair of the Hearing Panel shall preside over the hearing. The order of evidence shall generally be the following:

- 1) **Investigator's Report and Testimony.** The Investigator(s) will first present the written investigative report and may give a narrative report of the investigation, and then be subject to questioning by the Complainant, the Respondent, and the Hearing Panel. The Investigator(s) may also call witnesses who will be subject to questioning by the Investigator, the Complainant, the Respondent, and the Hearing Panel. The Investigator may also submit documentary evidence. The investigator(s) will remain present during the entire hearing process.
- 2) **Complainant's Evidence.** The Complainant may give testimony and be subject to questioning by the Investigator, the Respondent (through the Chair as discussed above) and the Hearing Panel. The Complainant may also call and question witnesses who may also then be questioned by the Respondent, the Investigator, and the Hearing Panel. The Complainant may also submit documentary evidence.
- 3) **Respondent's Evidence.** The Respondent may give testimony and be subject to questioning by the Investigator, the Complainant (through the Chair as discussed above) and the Hearing Panel. The Respondent may also call and question witnesses who may also then be questioned by the Complainant, the Investigator, and the Hearing Panel. The Respondent may also submit documentary evidence.
- 4) **Record of Hearing.** The Chair of the Hearing Panel shall arrange for recording of the hearing, whether by audio, video, digital or stenographic means. The recording of the hearing will become part of the Record of the Case.

The Hearing Panel will deliberate at the conclusion of the hearing and will prepare a written determination on each allegation, based on a preponderance of the evidence, and will determine sanctions and remedial actions where there is a finding of responsibility of a violation, except where the respondent is a faculty member, the Provost will make final determination on sanctions and remedial actions. The determinations will be simultaneously issued to both Parties within ten (10) business days following the conclusion of deliberations.

Either Party may appeal a Hearing Panel Resolution determination as set forth in CRR 600.040 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Faculty Member – for matters involving conduct alleged to have occurred prior to August 14, 2020.

6. Range of Supportive and Protective Measures Available

Interim Remedies

During the Equity Resolution Process and prior to finding whether the alleged violation has occurred, the Equity Officer or Title IX Coordinator may provide interim remedies including, but not limited to, one or more of the following:

- Referral and facilitating contact for the Complainant or Respondent for counseling or other mental or medical health services.
- Implementing contact limitations on the Respondent or on all Parties.
- Referral of Complainant to victim advocacy and support services either on or off-campus.
- Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and or the Respondent, as appropriate.
- If the Complainant is a student:
 - Referral of the Complainant to academic support services and any other services that may be beneficial to the Complainant.
 - Adjusting the courses, assignments, exam schedules of the Complainant and/or the Respondent.
 - Altering the on-campus housing assignments, dining assignments, or other campus services for either the Complainant and/or the Respondent.
- Providing transportation accommodations for the Complainant.
- Informing the Complainant of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.
- Implementing leave from work with pay for the Complainant and/or Respondent.
- Implementing suspension from campus with pay for the Respondent.

CRR 600.050 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Staff Member - for matters involving conduct alleged to have occurred prior to August 14, 2020

1. How to File a Disciplinary Complaint Under this Policy

Any student, employee, volunteer, visitor, or patient who believes that a staff member has violated CRR 600.010 Equal Employment/Education Opportunity and Nondiscrimination Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, should report the Complaint to the Equity Officer. Any student, employee, volunteer, visitor, or patient who believes that a staff member has violated CRR 600.020 Sex Discrimination, Sexual Harassment, and Sexual Misconduct in Employment/Education Policy – for matters involving conduct alleged to have occurred prior to August 14, 2020, should report the Complaint to the Title IX Coordinator.

Complaints 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 Equity Officer or Title IX Coordinator or by an online portal set up by the University for this purpose, or by any other means that results in the Equity Officer or Title IX Coordinator receiving the person's verbal or written report. Individuals may also contact University Police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

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2. How the University Determines Whether This Policy will be Used

Upon receiving a complaint as outlined in #1 above, the Equity Officer or Title IX Coordinator shall conduct a preliminary investigation. The purpose of the preliminary investigation is to gather enough information to make a threshold decision regarding whether the complaint describes a possible violation of the University's Anti-Discrimination Policies. If the Complaint describes a possible violation, the Equity Officer or Title IX Coordinator will refer the matter forward and provide appropriate interim remedies. If a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator will promptly appoint a trained Investigator or team of Investigators to investigate.

If the report does not describe a possible violation, the matter will be referred to the appropriate non-equity process. Under those circumstances, the Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

3. Steps in the Disciplinary Process

If a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator will promptly appoint a trained Investigator or team of Investigators to investigate. Within ten (10) business days after commencement of the formal investigation, the Investigator(s) will provide the Parties with written notice identifying the nature of the allegation(s) against the Respondent and stating that an investigation has commenced. All investigations will be thorough, reliable and impartial. The Investigator(s) will make reasonable efforts to include interviews with Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The Investigator(s) will provide an investigative report to the Equity Officer or Title IX Coordinator depending on the nature of the complaint. This report may contain the Investigator(s) observations regarding the credibility of the Complainant, the Respondent, and any witness interviewed.

The investigation of reported misconduct should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinators decision to accept the complaint for formal investigation. Investigation of a Complaint may take longer based on the nature and circumstances of the

Complaint. A delay may also occur criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law-enforcement agency. University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

The Equity Officer or Title IX Coordinator will issue Parties, simultaneously, a Notice of Administrative Resolution at the conclusion of the investigation where the Equity Officer or Title IX Coordinator has determined there is a sufficient basis to proceed. Determinations under Administrative Resolution may be appealed following the appeal process outlined in in CRR 600.050 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Staff Member – for matters involving conduct alleged to have occurred prior to August 14, 2020.

At any time during the investigative period the Equity Officer or Title IX Coordinator determines there is not a sufficient basis to continue with the complaint, the Equity Officer or Title IX Coordinator will direct the investigation to end and will notify both Parties, simultaneously. Both Parties may request that an Equity Resolution Appellate Officer review the determination to end the process. If the Equity Resolution Appellate Officer agrees with the determination the process is concluded with no further appeal permitted. If the Equity Resolution Appellate Officer believes there is sufficient basis to continue, the investigation will resume.

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Advisor may attend the Conflict 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 Equity Officer or Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer or Title IX Coordinator will keep records of any Conflict Resolution that is reached. If the Parties are unable to reach a mutual agreement, the matter will refer back to investigation or Administrative Resolution. Conflict Resolution is never utilized in cases involving allegations of nonconsensual intercourse or nonconsensual sexual contact.

4. Anticipated Timelines

The investigation of reported sexual harassment should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinator accepting the Complaint. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint.

If the Parties agree and enter into facilitated dialogue, called Conflict Resolution, the University will provide a reasonable time for the Parties to successfully complete the process, which may delay the investigative process.

Following the investigation period, matters will be resolved using Administrative Resolution. The Administrative Resolution process will normally be completed within sixty (60) days, following the Equity Officer or Title IX Coordinator's acceptance of the Complaint. Unusual delays will be promptly communicated to both Parties.

Both Parties may appeal an Administrative Resolution determination. The appeal process will normally be completed within thirty (30) business days of the decision-makers determination. Deviations from this timeframe will be promptly communicated to both Parties.

5. Decision-Making Process

A. Summary Resolution

During or upon completion of the investigation, the Equity Officer or Title IX Coordinator will review the investigation which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during Summary Resolution. Based on that review, the Equity Officer or Title IX Coordinator will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University's Anti-Discrimination Policies.

If the Equity Officer or Title IX Coordinator determines that there is a sufficient basis to proceed with the Complaint, the Equity Officer or Title IX Coordinator will direct the process to continue. The Complaint will then be resolved through either Conflict Resolution or Administrative Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer or Title IX Coordinator determines that there is an insufficient basis to proceed with the Complaint, then the process will end, and the Complainant and Respondent will simultaneously be sent written notification of the determination and advised of their right to request reconsideration. The Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Parties may request that an Equity Resolution Appellate Officer reconsider summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution Appellate Officer decides there is a sufficient basis to proceed with the Complaint, the Equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue pursuant to this policy. The Equity Resolution Appellate Officer will simultaneously send the Parties notice of their decision. This decision to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer or Title IX Coordinator that there is not a sufficient basis to proceed with the Complaint, then the process will end, and the Complainant and the Respondent will simultaneously be sent written notification of the decision. This decision to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such decision is final. Further reconsideration of such decision is not permitted.

B. Conflict Resolution

Parties may mutually agree to participate in Conflict Resolution using facilitated mediation or dialogue. A neutral facilitator will foster dialogue with the Parties to reach an effective resolution, if possible. The Complainant's and the Respondent's Advisor may attend the Conflict 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 Equity Officer or Title IX Coordinator for review and referral to the appropriate University Process for discipline or sanctions. The Equity Officer or Title IX Coordinator will keep records of any Conflict Resolution that is reached. If the parties are unable to reach a mutual agreement, the matter will refer back to investigation or Administrative Resolution. Conflict Resolution is never utilized in cases involving allegations of nonconsensual intercourse or nonconsensual sexual contact.

C. Administrative Resolution

Both Parties may mutually agree to participate in Administrative Resolution. The Administrative Resolution process is a process whereby the Equity Human Resource Officer and the staff's Supervisor (the decision-makers) will meet separately with the Parties and their Advisors, if any, 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 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 Respondent and the Complainant may provide a list of questions for the Equity Human Resource Officer or Investigator 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.

The decision-makers can, but are not required to, meet with, and question the Investigator(s) and any identified witnesses. The decision-makers may request that the Investigator(s) conduct additional interviews and/or gather additional information.

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-makers will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the decision-makers will render a finding using the preponderance of the evidence standard. The decision-makers will also determine appropriate sanctions or remedial actions.

The decision-makers shall provide written finding on each allegation and on sanctions and remedial actions for findings of responsibility. The findings will be issued to both Parties, simultaneously.

Either Party may appeal an Administrative Resolution determination as set forth in CRR 600.050 Equity Resolution Process for Resolving Complaints of Discrimination, Harassment, and Sexual Misconduct against a Staff Member – for matters involving conduct alleged to have occurred prior to August 14, 2020.

6. Range of Supportive and Protective Measures Available

Interim Remedies

During the Equity Resolution Process and prior to finding whether the alleged violation has occurred, the Equity Officer or Title IX Coordinator may provide interim remedies including, but not limited to, one or more of the following:

- Referral and facilitating contact for the Complainant or Respondent for counseling or other mental or medical health services.
- Implementing contact limitations on the Respondent or on all Parties.
- Referral of Complainant to victim advocacy and support services either on or off-campus.
- Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and or the Respondent, as appropriate.
- If the Complainant is a student:
 - Referral of the Complainant to academic support services and any other services that may be beneficial to the Complainant.
 - Adjusting the courses, assignments, exam schedules of the Complainant and/or the Respondent.
 - Altering the on-campus housing assignments, dining assignments, or other campus services for either the Complainant and/or the Respondent.
- Providing transportation accommodations for the Complainant.
- Informing the Complainant of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.
- Implementing leave from work with pay for the Complainant and/or Respondent.
- Implementing suspension from campus with pay for the Respondent.