2026 Annual Security/Fire Safety Report

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SALVE REGINA UNIVERSITY

100 Ochre Point Avenue, Newport, Rhode Island 02840-4192

Welcome from the Director of Public Safety

On behalf of the dedicated men and women of the Salve Regina University Office of Public Safety, it is our pleasure to welcome you and extend our warmest greetings. The safety, security, and well-being of our students, faculty, staff, and visitors are at the heart of everything we do. We are committed to creating an environment where every member of our community feels safe, supported, and welcome.

Each year, Salve Regina University publishes the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, commonly known as the Clery Act. This important publication provides our community with information about the University's safety and security services, programs, policies, and resources, as well as reported incidents of crime occurring on and around our campus. The information contained in this report is based on the previous calendar year.

Creating a safe campus is a shared responsibility, and the Office of Public Safety is proud to work alongside departments, colleagues, and members of the University community to support a welcoming and secure environment in which everyone can live, work, learn, and thrive. We recognize that a strong campus community is built not only through effective safety practices, but also through communication, awareness, care, and a commitment to looking out for one another.

This publication is one part of our ongoing effort to keep you informed and connected to the resources available to you. We encourage you to take a few moments to review it carefully and become familiar with the services, programs, and policies designed to support your safety and well-being.

Thank you for being an important part of the Salve Regina community. We welcome your questions, comments, and suggestions, and we look forward to working together to make our campus a safe, caring, and welcoming place for everyone.

Matthew J. Corcelli (401) 341-2323
matthew.corcelli@salve.edu

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Annual Security Report

Overview

The information in this publication is in compliance with requirements set forth under the Student Right-to- Know and Campus Security Act of 1990 (Title II - Public Law 101-542) and the 2008 Campus Safety Disclosure Responsibilities required by the Higher Education Opportunity Act (Public Law110-315). This report is updated on an annual basis and is available to all University faculty, staff, students and visitors. This report will also be provided to any applicant for enrollment or employment upon request. Compliance with these provisions does not constitute a violation of section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

What is the Clery Act?

Signed into law in 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All post-secondary public and private institutions participating in federal student aid programs must adhere to these regulations.

In April 1986, Jeanne Clery's life ended tragically when another student raped and murdered her in her residence hall room at Lehigh University. Alarmed at the lack of transparency around crime and violence on college campuses, Jeanne's parents committed themselves to create substantial change.

Preparing the Annual Security Report

In preparing our annual disclosure of crime statistics, it is Salve Regina University's Office of Public Safety's policy to collect information reported directly to us and also to formally request information about crimes and disciplinary referrals from Campus Security Authorities (campus officials with significant responsibility for student and campus activities). In addition, we collect statistics from local law enforcement with jurisdiction in areas within Salve Regina's Clery geography.

All statistics are reviewed by the University's Clery Compliance Team for accuracy and then forwarded to the Director of Public Safety for final review and approval. Once approved, statistics are submitted electronically to the Department of Education. Prior to October 1st of every year, the Director of Public Safety sends an email notification to the entire Salve Regina University community, announcing that the report is available. This email contains a brief description of the information contained in the report, a direct web link to the report and where hard copies of the report may be obtained on campus. This report further contains the University's Annual Fire Safety Report, also available on the Public Safety website and through the link provided in the annual notification to the community.

Campus Public Safety

The Office of Public Safety is located in Tobin Hall (167 Webster Street) situated between Miley Hall and the Rodgers Recreation Center. The office provides services to the campus community 24 hours a day, 7 days a week, 365 days a year. The office staff consists of a Director, Assistant Director, Administrative Assistant to the Director, Security and Transportation Administrator, ten student employee receptionist/dispatchers and fourteen uniform security officers.

Authority

University security officers work to prevent crime, provide high-visibility security patrols, and respond quickly and effectively to University needs on campus only. Although there are several public intervening streets throughout campus, those public streets are patrolled and the laws enforced by the Newport Police Department. University security officers maintain jurisdiction and control over all university owned property adjacent to the public streets within our campus community. Salve Regina University Safety and Security Officers are non-sworn law enforcement personnel, do not carry firearms and do not have arrest powers. The employment procedures for security officers comply with federal and state regulations pertaining to criminal history records information. New applicants for the position of security officer must successfully complete a Rhode Island approved psychological test and are subject to a nationwide record check.

Reporting a Crime or Other Emergency

Salve Regina University encourages students and other community members to report all crimes voluntarily and on a confidential basis if desired, for inclusion in the institution's annual crime statistics. If you decide to report a crime, every effort will be made to keep the identity of the victim protected.

Crimes and other Emergencies should be reported to the Office of Public Safety at extension 5555 from a campus telephone or (401) 341-2325 from an outside telephone or dial 911. Non-emergencies should be reported to the Office of Public Safety at extension 5500 from a campus phone or (401) 341-2325 from an outside phone.

Complaints may also be made in person at the Office of Public Safety 24/7. Crime victims may also file a criminal complaint directly with the Newport Police Department located at 120 Broadway, or by calling (401) 847-1212. Otherwise, the crime or other emergency may be reported to the police department in the city or town where the incident occurred.

If you are not comfortable contacting the Office of Public Safety or the Newport Police, you may contact a Campus Security Authority (CSA). CSA's are campus staff, faculty and students whose job functions make them significantly responsible for students and student activities. Sometimes victims and witnesses of a crime are hesitant to talk to a police officer. CSA's are not investigators of crime, they help collect crime report information for the University. CSA's have an important function to immediately forward reports of crime to the Office of Public Safety. A CSA's report may be the basis for determining if there is a serious or continuing threat to the safety of our campus. Some examples of CSA's include: Residence Life staff, Dean of Students, Student Activities, Athletics staff and coaches, Human Resources, Club Advisors and Public Safety. In 2024, the Director of Public Safety provided University CSA training for 133 University community members who qualified.

Response

Upon reporting a crime, the matter will immediately be investigated by the Office of Public Safety and/or the Newport Police. Upon discovery of the identity of those responsible, the matter will either be further investigated by Public Safety and the Office of the Dean of Students or by the Newport Police, depending upon the complainant's willingness to pursue the complaint with law enforcement authorities.

Students are encouraged to report any incidents of abuse, assault, or harassment to the Title IX Coordinator, the Office of Residence Life, the Office of Public Safety, the Dean of Students' Office, and/or local law enforcement. Staff is available 24 hours a day to provide immediate support and make arrangements for emergencies and/or counseling services. It is important to remember that prompt reporting is vital to the preservation of evidence that may substantiate charges.

The University encourages anyone who is the victim or witness to any crime to accurately and promptly report the incident to the Office of Public Safety and/or the Newport Police, even when the victim of a crime elects not to or is unable to make such a report.

Reporting a crime provides accurate and complete statistical reports and aids in providing timely warning notices to the community, when appropriate. Faculty, staff, and students who are considered to be Campus Security Authorities are required to forward any report of a crime on campus to the Office of Public Safety for further investigation and in recording statistics when the victim of a crime elects or is unable to make a report. Incidents reported to the Office of Public Safety that fall into one of the required reporting classifications will be disclosed as a statistic in the annual report.

Statement on voluntary, confidential and anonymous reporting

There are occasions when victims of crime wish to report the crime, but do not want to give their name and/or do not want to pursue action through the criminal justice or university conduct system. If you are not comfortable reporting a crime or security related concern directly to Public Safety or the Newport Police, you may choose to file a report anonymously with a Campus Security Authority or at the Office of Public Safety. You may file an anonymous report in person or through the RAVE anonymous tip line. If you were sexually assaulted and do not wish to file a formal complaint, you may choose to fill out a University Sexual Misconduct Reporting Form anonymously. These forms are available online as well as Health Services, Counseling Services and the Office of Public Safety. All anonymous reports filed in this manner are counted and disclosed in the annual crime statistics for the institution. Filing this form will not result in an investigation.

You may not recall all of the facts associated with a particular incident. Provide the information as you recall it when completing this form. Please feel free to attach further documentation if more space is needed. A person who has been a victim of sexual assault may submit this form without identifying him or herself.

Counselors and Clergy

A victim can also confidentially discuss a crime or incident with Health Services, a mental health counselor or the University Chaplain, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem appropriate to inform persons being counseled or treated of the procedure to report crimes on a voluntary basis for inclusion into the annual crime statistics.

A Professional Counselor is 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 his or her license or certification. University Chaplains maintain a privilege of confidentiality when acting in their official role of clergy, but not when acting in the capacity of another title on campus (ie: professor, club advisor, etc…).

Health Services, Mental health counselors and University Chaplains, if and when they deem it appropriate, are encouraged by the University to inform the persons they are counseling of the procedures to report a crime to the Office of Public Safety or the Newport Police. However, it is made clear to the student that the final decision to report or not report is left up to the student.

A record of the anonymous cases that University Counseling Services works with each year are recorded with no names attached to the data. This information is later forwarded to the Office of Public Safety to assist with accurate reporting statistics for the annual security report.

https://salve-advocate.symplicity.com/titleix_report/index.php/pid187923

Services and Publications Provided by the Office of Public Safety

The Office of Public Safety has published several documents pertaining to campus Public Safety.

Emergency Reference Guide

Contains the recommended action steps to be followed during the occurrence of specific emergencies that are more likely to occur in the normal workplace environment. See link at the bottom of this page.

Emergency Medical Services Policy

The Emergency Medical Services is a component of the Office of Public Safety. Public Safety/EMT Officers are licensed with the Rhode Island Department of Health, who has granted our organization an 'Ambulance Non Transport' service license.

Emergency Response Plan

Establishes the Emergency Management Team and recommended action steps for administrators to manage larger campus emergencies.

Transportation Services

Fifteen-Passenger Safety Course

A manual designed to educate those who transport members of the University to various on and off-campus events. The course entails a discussion regarding safety issues while operating the vehicle and an actual road test.

Department of Public Safety Policies, Regulations and Procedures Manual

A one hundred and eighteen page document divided into twelve chapters establishing written directives pertaining to standards of conduct and operating procedures.

Shuttle Service

Salve Regina University provides regularly scheduled shuttle service to and from designated bus stops around campus throughout the academic year on two passenger shuttle buses. The University shuttle also provides transportation off campus to four Newport locations at certain scheduled days and times. The shuttle operates seven days a week from 7pm to 12:00 am Sun-Wed and 7pm to 1:00am Thurs.-Sat. Shuttle stops are conveniently located on campus public streets near our residence halls, academic buildings and other university facilities. Student IDs are required to board all buses and a maximum of two guests per student are allowed. Each guest must be accompanied by a Salve Regina student at any given time.

For their safety, Salve Regina University asks that students follow these guidelines when riding the shuttles:

- Stand away from curb as buses approach.
- Don't walk or run into the street when buses are in traffic.
- Treat drivers with courtesy and respect.
- No open food or drink containers.
- Before departing the bus, students should check their seat for all personal items.

Locations of shuttle stops and the ability to track the shuttles are possible through the University "Passio Go" feature. This mobile application is available to all students and University personnel free of charge.

Medical Transports

Under certain circumstances, the Office of Public Safety may temporarily transport students on campus who need assistance due to a medical condition. This usually entails those who are on crutches or have similar conditions. The Office of Public Safety provides transportation to Health Services during business hours and Newport Hospital after-hours, if necessary.

https://salve.edu/documents/emergency-procedures-reference-guide

Residence Hall Security

Statement Addressing Access to Campus Facilities

I. Residence Halls

All residence halls are locked 24 hours a day, 7 days a week. Access to residence halls is restricted to residents and guests. A guest may access any residential facility if a housing resident accompanies them. The resident is responsible for escorting their guest(s) at all times, and for explaining housing rules and regulations to each guest.

All on campus residents are provided with a key or combination code for their room and outside doors of their hall. Keys may be metal or electronic swipe access cards or a combination of both. Outside doors to residence halls should never be propped open, and malfunctioning doors should be reported to the Office of Public Safety. All residence hall exterior doors are equipped with alarms and will sound an alarm at the Office of Public Safety if they are left ajar or forced open. Residents are advised to lock their rooms whenever they leave and to carry their key/access card at all times. All residence hall keys remain the property of the university, and duplication of residence hall keys is prohibited.

It is against residence hall policy for people to have residence hall keys that were issued in someone else's name or to possess the combination code to any student's room, other than their own. If a resident loses his or her key or if their code is compromised, the lock on the room door is changed at the resident's expense. It is the responsibility of the resident to notify the Office of Public Safety or the Office of Residence Life if keys have been lost. Residents should never allow strangers to follow them through locked security doors into their residence hall.

Residence Hall Maintenance:

Residents are responsible for reporting to the Office of Residence Life, Office of Public Safety or Office of Facilities any issues that may arise within their rooms. If an issue is found after hours or on weekends that affects the health or safety of residents it must be immediately reported to the Office of Public Safety. If the on duty Residence Life staff or Public Safety cannot remedy the situation then the on call maintenance person will attend to the concern.

II. Campus Buildings

Members of the campus community have access to most campus buildings and facilities during regular business and class hours (Monday – Friday, from 7am to 9pm) and for scheduled classes and events on Saturdays and Sundays, excluding most holidays. The Office of Public Safety is responsible for locking and unlocking designated university buildings and for patrols of the campus and buildings. If assistance is needed in gaining authorized entry outside of business hours to a university building, please call the Office of Public Safety at 401-341-2325.

Statement Addressing Maintenance of Facilities and Security

I. Lighting

Exterior lighting is essential to creating a safe campus environment. Parking lots, pedestrian walkways and most campus building exteriors are well lit all night long. The Office of Public Safety, Residence Life and the Office of Facilities work together to identify any lighting failures. All community members are encouraged to report any exterior lighting problems by contacting the Office of Public Safety, Facilities or Residence Life.

II. Trees, Vines, and Shrubs

Campus grounds-keepers trim trees, vines, shrubs, and other vegetation on a regular basis to maintain campus security. Obstructing vegetation is trimmed away from pedestrian walkways, building entrances, windows, and lighting fixtures. All community members are encouraged to report any specific concerns regarding vegetation to Facilities Grounds Department at 401-341-2274 or the Office of Public Safety at 401-341-2325.

III. Doors and Locks

Salve Regina University Public Safety Officers maintain constant patrols of the exterior and interior of campus buildings throughout the night, on weekends and during holidays. These officers report door lock and security hardware failures to Facilities on a daily basis.

Emergency Telephones

There are twenty-nine emergency telephones on campus with direct contact to the Office of Public Safety. Thirteen emergency telephones are free- standing and strategically placed in areas that traditionally have a high concentration of foot traffic. These freestanding phones are identified with a blue light. The remaining sixteen emergency telephones are located at the entrances to residence halls or administrative buildings. Emergency telephones, which can be used to report any type of emergency, are checked monthly by Public Safety to ensure they are working properly. Records of these monthly inspections are kept for a period of ten years.

Security Monitoring

The Office of Public Safety monitors campus intrusion and fire alarms, as well as residence hall card access with the help of a computerized monitoring system. Security also has the ability to review video surveillance footage from more than 150 surveillance cameras on campus. Newport Police and Fire communications are also monitored.

Local and State Inter-Agency Relationships

Public Safety maintains a close working relationship with the Newport Police and Fire Departments, Rhode Island State Police and the State Fusion Center, as well as with the Rhode Island Emergency Management Agency.

Maintaining effective communications with these agencies allows us to be informed of issues regarding crimes committed in the area and joint training opportunities. We also maintain direct radio communications with the Newport Police in the event of an emergency occurring on campus. The Director of Public Safety also meets monthly with the security directors for all the other Rhode Island colleges and universities keeping informed as to events occurring throughout the state.

The Office of Public Safety and the Office of the Dean of Students collaborate with the Newport Police Department during investigations of alleged criminal offenses that occur on campus, providing criminal investigators with the necessary information required to perform a thorough investigation. Salve Regina University does not have any off-campus student organizations, however, the Newport Police Department Community Policing Unit closely monitors off-campus student residences for criminal activity and shares that information with the Office of the Dean of Students to assist with the University conduct process for such violations. The Director of Public Safety meets regularly with the Administrative Staff of the Newport Police Department.

Lost and Found

Cell phones, keys, eyeglasses and wallets are among the common items dropped off at lost and found collections, at the Office of Public Safety. If something is lost, call the office and provide a detailed description of the item to see if it is in our possession. We will assist and help facilitate it's return to the proper owner.

TIMELY WARNING

Statement Addressing Issuing Timely Warnings

A Timely Warning will be issued when the circumstances of a criminal incident support a reasonable belief that there is a serious, continuous threat to university students, staff, and other community members or guests. Such warnings are provided to students and employees in a manner that is timely, withholds the names of victims as confidential, and will aid in the prevention of similar occurrences. These warnings will be distributed for any qualifying incident discovered by the University in accordance with the Jeanne Clery Act. The Director of Public Safety, upon gathering the facts of the incident, and with approval from the Vice President for Student Affairs will coordinate issuance of a Timely Warning/ Safety Advisory when:

1. The circumstances of the commission of the crime create a reasonable belief that there is a serious or continuous threat to the members of the Salve Regina University community.

2. The crime is one of the following types; is determined to pose a serious or continuous threat to the community; and was committed on property owned or controlled by the University, or on public property contiguous to or immediately adjacent to campus:

Homicide -
Murder/Non-Negligent Manslaughter
Manslaughter by Negligence

Sex Offenses
- Rape
- Statutory Rape
- Incest
- Fondling

Robbery involving force or violence;

Aggravated Assault;

Burglary;

Motor Vehicle Theft;

Arson;

Liquor Violations: referrals for campus disciplinary action;
- Judicial
- Arrest

Drug Violations:
referrals for campus disciplinary action;
- Judicial
- Criminal

Weapons Possession:
referrals for campus disciplinary action;
- Judicial
- Criminal

Hate Crimes: which for Clery Act purposes include any crime listed in points (I) through (VIII) and, as of 2008, larceny-theft; simple assault; intimidation; and destruction, damage, or vandalism of property in which the victim is intentionally selected because of his or her actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability.

Domestic Violence

Dating Violence

Stalking

Timely Warnings/Safety Advisories may not be issued for the above listed crimes if the perpetrator(s) is apprehended and the ongoing threat to members of the community has been mitigated. All of the above listed crimes and any other crimes will be assessed on a case by case basis to determine if there is an ongoing or serious threat to the University community.

Dissemination methods
Upon receiving authorization, the Director of Public Safety or his designee, will notify the Office of Marketing and Communications who will assist in the dissemination of the Timely Warning via campus wide e-mail. The University may also disseminate the information by means of social media, the University's website, as well as University flyers and other campus notices, and the University Emergency Notification System (ENS).

PUBLIC SAFETY CRIME PREVENTION PROGRAMS AND PROJECTS

The Office of Public Safety believes it is more beneficial to prevent crimes than to react to them after the fact. A primary vehicle for accomplishing this goal are crime prevention programs. These programs are based upon the concepts of eliminating or minimizing criminal opportunities, whenever possible, and encouraging students and employees to be responsible for their own security and the security of others.

Salve Regina University is dedicated to crime prevention and to facilitate programs for students, staff, faculty, and the community by providing a variety of educational strategies and tips on how to protect themselves and their property. In addition to departmental programs, the Office of Public Safety cooperates with other offices on campus, as well as local law enforcement, to present security and safety programs.

The following is a list of the crime prevention programs and projects employed by Salve Regina University:

Ruggles and the PAWS Program

Salve Regina's Pawsitive Alliance With Students (PAWS) program is designed to strengthen relationships among our campus population. Through community engagements and open lines of communication, students are empowered to play a role in creating and maintaining a safe and secure learning environment. Central to the PAWS program is Ruggles, our four-legged member of the Public Safety team. As the University's first-ever community resource dog, Ruggles is specially trained to engage with our students across campus.

Our PAWS celebrity will help to support the education of the campus community, encouraging everyone to play a role in keeping themselves safe. Ruggles and our Public Safety team will provide our community with the means to do so through community safety programs, such as: training in conflict avoidance and de-escalation skills, women's self-defense training, violent intruder response training (CRASE), First Aid CPR and AED trainings, as well as open dialogue opportunities with the Director of Public Safety, where community members can causally meet with members of the Public Safety team over a cup of coffee to discuss whatever may be on their mind.

New Student Orientation/"Safety Begins With You"

Campus safety and crime prevention materials are provided and questions are answered during orientation meetings about all aspects of campus safety. The Director of Public Safety or his designee speaks with first year students about the dangers associated with the surrounding public streets, downtown Newport and the fact that Salve Regina University is an "open" campus with intervening public roadways permitting public access. Fire Safety information and information on the use of University Transportation is also discussed. (annually)

Personal Safety

The Offices of Residence Life, Public Safety and the Newport Police Department, meet with freshmen resident students during sessions held within the residence halls to discuss issues pertaining to personal safety, crime and alcohol. The Newport Police discuss public safety concerns, the dangers of drinking and driving and the local ordinances against noise and liquor violations. (annually)

Campus Lighting

Salve Regina Facilities maintains the grounds with a concern for Public Safety. Campus lighting is regularly surveyed by Public Safety and Facilities personnel. Anyone noticing a safety or security problem with campus lighting should contact Facilities at (401) 341-2935. After business hours, contact Public Safety at (401) 341-2325. (all year)

Emergency Telephones

There are twenty-nine emergency telephones on campus with direct contact to the Office of Public Safety. Thirteen emergency telephones are free-standing and strategically placed in areas that traditionally have a high concentration of foot traffic. These free-standing phones are identified with a blue light. The remaining sixteen emergency telephones are located at the entrances to residence halls or administrative buildings. Emergency telephones, which can be used to report any type of emergency, are checked monthly by Public Safety to ensure they are working properly. Records of these monthly inspections are kept going back ten years. (monthly)

Residence Life Security Training

Each year the Office of Public Safety conducts a 3 hour block of training with Residence Life. In 2023, 38 Resident

Advisors were trained in overall Public Safety procedures, including: reporting procedures, duty to report as CSA's and our multiple reporting options on campus. All RA's also received 2 hours of Fire Safety training with the Office of Public Safety, and the Newport Fire Department, where RA's learned how to use fire extinguishers and put out fires when needed. They also received drug recognition training from the Newport Police.

Management of Aggressive Behavior (MOAB) Training

Officer Daniel Royal from the Office of Public Safety instructed 38 Resident Advisors from the Office of Residence Life on managing people with aggressive behavior. Officer Paton is a department certified Instructor in MOAB and in a collaborative effort between the Office of Public Safety and Residence Life, this training was implemented. The course consisted of teaching strategies to Residence Life staff members in preventing and diffusing aggressive behavior. The students were taught to prepare themselves mentally, how to communicate verbally and non-verbally, listen effectively, manage the stages of conflict and the proper way in which to approach an individual if needed. (annually)

Emergencies - Basic Skills

As part of the PAWS training program, Officer Michelle Caron conducted a presentation on "what to do in the case of an emergency". Officer Caron provided basic first aid skills, AED training and information on how to provide basic assistance to injured people while awaiting the arrival of public safety personnel

Bicycle Loaner and Registration Program

The University loans bicycles to students which are properly registered to the University. Each bicycle is distributed with a lock and proper reflective equipment to promote public safety and the prevention of crime on campus (all year).

CRASE Hostile Intruder Training

The Office of Public Safety has two officers certified in the CRASE* method of hostile intruder response. We have developed procedures to ensure a rapid response to an unanticipated Armed Intruder / Hostile Event scenario. We have also identified protective survival strategies in the event of an armed intruder or hostile event on campus. These strategies are identified in the C.R.A.S.E. method of response and survival, and our entire community, including staff, faculty and students are offered this training. (annually)

*CRASE stands for Civilian Response to an Active Shooter Event

RAVE Guardian (Mobile Security)

The University has implemented a Mobile Security Application called the RAVE Guardian. The Office of Public Safety trains the student body, faculty and staff in this mobile security feature, serving as a virtual "Blue Light" phone in everyone's pocket. The Guardian has a feature where the user can assign permission for someone to watch over them during their travels. A Safety Timer allows Guardians to monitor user's status and location and be notified in the event the timer expires. It also permits anonymous location based tips and an emergency call button delivers safety profile and user GPS coordinates to safety officers. (annually)

Passio Go Transportation Application

This mobile application is available to all students and University personnel free of charge. The app provides students with a real-time map feature that displays the location of the university's shuttle bus, estimated arrival times at their bus stop, and an alerts and messaging center to relay important information from the university. The Office of Public Safety trains the student body, faculty and staff in this mobile security feature and encourages its use to provide safe and reliable transportation to our community, both on and off campus. (annually)

Student Safety in the Community Presentation

As a collaborative effort between the Office of Public Safety and the Newport Police Department, this presentation is designed to establish student awareness on the dangers in our surrounding community. The Newport Police Department's Community Policing Division discusses local ordinances, certain prohibitions and locations in the city they recommend our students avoid. The police identify these areas and provide specific examples that have affected students for frequenting these areas. (annually)

RAD - Rape Aggression Defense

Officer Michelle Caron from the Office of Public Safety organized several classes in coordination with the Newport Police Department, instructing students in the University's Rape Aggression Defense Program (RAD). RAD is a system of realistic, self-defense tactics and techniques. The RAD System is not a Martial Arts program, it is a comprehensive course for women that begins with awareness, prevention, risk reduction, and avoidance, while progressing on the basics of hands-on defense training.

R.A.D. refreshers were also held. They are 3-hour refresher classes for students who have already taken the R.A.D. course. This is an opportunity for them to review and practice any techniques they need more work on.

Crime Prevention Tips:

Personal Safety:

- Walk or jog with a friend, not alone
- Avoid isolated areas
- Use campus shuttle services
- Tell a friend where you are going and when you will return
- Be aware of your surroundings

Residential Safety:

- Lock your residence hall room or apartment whenever you leave and when you are sleeping
- Do not prop exterior building doors
- Do not allow strangers to follow you into the building

Workplace Safety:

- Keep personal items (purses, book bags) locked up
- Secure the work area when no one is in it
- Report suspicious people to Public Safety

Protecting Your Property:

- Record the serial numbers of your valuables
- Engrave valuables with your license number
- Register your bike with Public Safety
- Keep your vehicle locked when it is parked and when you drive
- Do not leave textbooks, purses, or book bags unattended
- Do not leave laptop computers unattended
- Report Lost or Stolen Salve Regina Identification Cards

Public Safety Campus Crime Report – Clery Act Requirements

Institutions of higher education must publish an annual report disclosing their campus security policies and three years worth of crime statistics.

What are the obligations of Salve Regina University?

To ensure compliance with the Clery Act, Salve Regina University must provide the following to University Community members and visitors alike:

- Policy Disclosure — Salve Regina University must provide the campus community and the public with accurate statements of current policies and practices regarding procedures for students and others to report criminal actions or other emergencies on campus, security of and access to campus facilities, and campus public safety.
- Records Collection and Retention — The Office of Public Safety is required to keep records of crimes reported on campus to campus security authorities, to obtain certain crime statistics from appropriate law enforcement agencies to include in the annual security report, and keep a daily crime log open for public review.
- Information Dissemination — To provide members of the campus community with information needed to make informed personal safety decisions via a University "timely warning". A timely warning will be issued upon the commission of any Clery Act crime that represents an ongoing threat to the safety of students and employees. The Office of Public Safety will also create and maintain a "crime log" of all crimes reported to the University and permit public access to the crime log during normal business hours. The University will further publish an "Annual Security Report" (ASR), make the report available to all current students and employees, as well as prospective students and employees. The University must also inform the campus community where to obtain information regarding registered sex offenders, and submit annual crime statistics to the U.S. Department of Education by October 15th of every year.

Annual Security Report

Crime Statistics are submitted to the Department of Education, made available on the Office of Public Safety Web page, and are widely distributed, both electronically and via hard copy, to faculty, staff and students, as well as prospective students and employees.

Daily Incident Report (Crime Log)

Each institution with a police or security department must have a public crime log. The Office of Public Safety completes a daily crime log that contains information on all criminal incidents occurring on campus. The crime log is available for inspection during business hours at the Office of Public Safety located in Tobin Hall.

Anyone with information warranting a timely warning should immediately report the circumstances to the Office of Public Safety, by phone at (401)341-2325; or in person at the Office of Public Safety, located in Tobin Hall (167 Webster Street), situated between Miley Hall and the Rodgers Recreation Center.

Fire Reporting Statistics

The Higher Education Opportunity Act (Public Law110-315) which became law in August 2008, requires all United States academic institutions of higher education by 2010 to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. This also includes maintaining a fire log.

The fire log, which is kept at the Office of Public Safety, is available to the public during normal business hours. It records any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire. The fire log entry, or an addition to an entry, shall be made within two business days of the receipt of information. An institution must report statistics for each on-campus housing facility, for the three most recent calendar years.

Sex Offender Registry

The Federal Campus Sex Crimes Prevention Act, and under section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), requires institutions of higher education to issue a statement to members of the campus community advising them about how they may obtain law enforcement agency information regarding sex offenders. In Rhode Island, convicted sex offenders must register with the local police department in their municipality. In Newport, sex offenders must register with the Newport Police Department. Therefore, persons wanting information related to the sex offenders registry and access to related information should contact the Newport Police Department BCI Unit, 120 Broadway Newport, R.I. (401) 847-1302. All laws governing sex offenders along with photos and descriptions of level II and level III sex offenders can be viewed at the following website:
https://www.sheriffalerts.com/cap_main.php?office=56404%20%5bsheriffalerts.com%5d

RELEASE OF INFORMATION

The Rhode Island Sex Offender Community Notification Unit releases information pursuant to RI General Laws §11-37.1-1 ET SEQ., also known as the Sexual Offender Registration and Community Notification Act. The individuals on this site are subject to community notification pursuant to RI General Laws §11-37.1-1 which authorizes law enforcement agencies to inform the public of a sex offender's release when the Sex Offender Board of Review determines that the release of information will enhance public safety and protection.

The individuals who appear on these notifications have been convicted of a sex offense, which also requires registration with law enforcement pursuant to RI General Laws §11-37.1-1 ET SEQ.

THIS OFFENDER HAS SERVED THE SENTENCE IMPOSED BY THE COURT. THIS NOTIFICATION IS NOT TO INCREASE FEAR IN THE COMMUNITY. IT IS THE BELIEF OF LAW ENFORCEMENT THAT AN INFORMED PUBLIC IS A SAFE PUBLIC.

Per Rhode Island General Law sex offenders who are eligible for community notification review must have a date of offense on or after 7-24-96. In Rhode Island sex offenders are classified based on their risk to re-offend. An offender's classification will be:

Level 1 or "low risk offender"
Level 2 or "moderate risk offender"
Level 3 or "high risk offender"

Website information about a sex offender is available to the public only if the Sex Offender Board of Review has classified the offender as a Level 3, or as a Level 2 as of January 1, 2006. Per Rhode Island Law information pertaining to Level 1 sex offenders cannot be posted on the website.

No agency, including any Law Enforcement Agency or any state agency, may direct where the offender does or does not reside, nor can these agencies direct where the offender works or goes to school. The risk level of this offender has been determined based largely on the offender's potential to re-offend.

Sex offenders have always lived in our communities; but it was not until passage of the Sexual Offender Registration and Community Notification Act that law enforcement even knew where they were living. In many cases, law enforcement is now able to publicly share information. Abuse of this information to threaten, intimidate or harass registered offenders will not be tolerated and may be a crime. Further, such abuse could potentially end law enforcement's ability to conduct community notifications. We believe that if community notification ends because of community harassment, the only person who wins is the sex offender since sex offenders derive their power through secrecy.

Campus Emergency Response and Evacuation Procedures

Upon confirmation that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on campus or on nearby adjacent city streets, Salve Regina will provide immediate notification to the campus community.

Salve Regina University 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 professional judgment of responsible University authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Any such notification will be provided by the following methods:

- **Emergency Notification System (ENS) System** – An automated notification system used to deliver immediate advisories and instructions to students, faculty, and staff via cell phones, landline phones, wireless PDA, SMS and e-mail. All students, faculty, and staff are urged to provide updated personal cell phone and home or off-campus housing telephone numbers so that we can contact you via the RAVE ENS system as quickly as possible in the event of an actual emergency. Cell phone numbers are especially important as these devices provide the fastest and most effective way for users to receive information. Personal cell phone and landline numbers will only be used for emergency notification purposes.
- **Salve Regina Web page** – In the event of an emergency where it is deemed necessary, the University will also utilize the main Web page (www.salve.edu) to inform and update the community members about an emergency occurring on campus. The Web page will contain information about the nature of the emergency and the steps being taken to address the situation.

The ENS is initiated by the Office of Public Safety or the Office of Marketing and Communications. Procedures have been formulated to make these emergency notifications to our community at large on a 24/7 basis. Evacuation centers have been established at two locations on-campus depending on the circumstances and/or location of the threat. The ENS system is tested at least once every academic year with advanced public notification of the test made to the University community.

Each test of the Emergency Notification System, via RAVE, is documented by date, time and whether it was announced or unannounced. This documentation is held within the RAVE ENS system as well as the Office of Marketing and Communications.

CONFIRMATION OF AN EMERGENCY OR DANGEROUS SITUATION

Reports of emergency or dangerous situations can originate from various sources including:

- Reports from first responders
- Reports from established warning points
- Reports from other campus offices
- Reports from community members through 911 or Public Safety dispatch.

Confirmation of these situations will occur through several different processes:

Criminal Nature:
Emergency or dangerous situations that are criminal in nature will be considered confirmed if a law enforcement officer observes the situation as it is occurring. For situations that are criminal in nature that are not apparent or not directly observed by law enforcement, confirmation will be made by the Director of Public Safety in close communication with the Newport Police Department. The Director of Public Safety and his designees, along with the Vice President for Student Affairs will review the readily available information and determine if there is enough information to reasonably conclude a significant emergency or dangerous situation is occurring on campus.

Other Emergency or Dangerous Situations:
Confirmation of non-criminal situations will be determined after readily available information is reviewed by the Office of Public Safety and the Office of Marketing and Communications.

Established Warning Points:
Established warning points are considered entities with subject matter expertise on particular hazards that may affect campus. When a warning is issued by one of these entities it is considered confirmed, however, additional consultation with campus officials will occur as practical without jeopardizing life or safety.

- Rhode Island Department of Health for Communicable disease/public health emergencies
- Newport Fire Department for structure fire and hazardous material events
- Rhode Island Emergency Management Agency for additional weather related events and natural disasters
- National Weather Service Warnings for weather events and flood events

Segmented Notification:
With the exception of emergencies that are contained to one campus facility, Salve Regina University will not issue segmented emergency notifications. This decision was made based on the analysis of identified risks to the campus and to prevent accidental exclusion of a segment of campus population for which the emergency notification was intended.

Emergency Notification Content:
The content of an emergency notification will depend on the situation and the notification method. However, the following information will be included in all initial emergency notifications regardless of the situation or method:

- Specific location of the emergency
- A description of the situation (flash flood warning, dangerous situation, etc.)
- Relevant safety instructions (move to higher ground, shelter in place, etc.)

Upon confirmation that a significant emergency, or dangerous situation is occurring on campus, the University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate its notification systems, unless issuing the notification will, in the professional judgment of the Director of Public Safety and/or their designee, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The process the University will follow to confirm that a significant emergency or dangerous situation exists is the following:

1. Salve Regina University Public Safety officers will be dispatched to confirm that an emergency situation exists.

2. Assessment of the situation by Public Safety (in collaboration with other University departments), appropriate actions to be taken, and activating the Salve Alert system and the content of the messages to be conveyed.

Notification will be broadcast to the entire community. The Director of Public Safety and/or their designee and the AVP for Marketing and Communications has the responsibility to activate the University's Emergency Notification System. In the event of a significant emergency or threat to the health and safety of area residents, the University will communicate with the City of Newport and its appropriate offices for the purpose of providing notifications to area residents.

To ensure the effectiveness of its emergency preparedness, the University regularly engages the University community about its emergency and evacuation plans. The activities take the form of classroom and online training, no less than annual disaster exercises, and no less than annual testing of its emergency notification systems. In addition, emergency evacuation procedures (fire drills) are tested at least four times per year in all student residence halls. Tests of the emergency response and evacuation procedures may be announced or unannounced. The University will document for each test, a description of the exercise, the date and time, and if it was announced or unannounced.

Pre-scripted Emergency Notifications:
The Office of Public Safety and the Office of Marketing and Communications will develop pre-scripted emergency notifications for the purpose of faster dissemination to the community. These pre-scripted notifications have been developed primarily for the Emergency Notification System. During situations for which a pre-scripted notification has not been developed, the Office of Public Safety and the Office of Marketing and Communications will be the primary departments responsible for creating the messages.

Additional content considerations:
The University will also include relevant instructions, and additional information regarding:

- Campus operating status (open, closed, etc.)
- Frequency of Information updates
- Follow-up Information via the ENS or University website (www.salve.edu)

An "all clear" notification should be sent at the conclusion of a significant emergency or dangerous situation. These notifications should include campus operating status as stated above.

Missing Student Protocols

The 2008 amendments to the Campus Security Act required that all institutions of higher education have missing student procedures along with the ability for these students to list a 'confidential person' to be contacted in the event they are missing for more than twenty-four hours.

If a member of the Salve Regina University Community has reason to believe that a student is missing, whether or not the student resides on campus, all possible efforts will be made to locate the student to determine his or her state of health and well-being. If the student is an on-campus resident, the report must be referred immediately to Public Safety and/or Residence Life, at which time they will enter the student's room in an attempt to locate the student. If it is an off-campus student, the Office of Public Safety and the Dean of Students Office will be informed. Those offices will collectively attempt to locate the student and may enlist the aid of the Newport Police Department or other police department having jurisdiction.
Salve Regina will try to determine the student's whereabouts through contact with friends, associates, and/or employers of the student. We will also try to determine whether the student has been attending classes, labs, recitals, and scheduled organizational or academic meetings and will place an "alert" on the student's swipe access card to notify the Office of Public Safety of the student's whereabouts on campus. If located, verification of the student's state of health and intention of returning to the campus will be made. When appropriate, a referral will be made to the Office of Counseling and/or Health Services.
If not located, notification of the family is made within 24 hours of receiving the initial report to determine if they know of the whereabouts of the student. The University will also notify the Newport Police Department or the law enforcement agency in the appropriate jurisdiction within 24 hours of the determination that the student is missing, unless that local law enforcement agency was the entity that originally made the determination that the student was missing. If the student is an off-campus resident, appropriate family members or associates are encouraged to make an official missing person report to the law enforcement agency with jurisdiction. Salve Regina University will cooperate with and assist the primary investigative agency.

Students are encouraged to contact the Offices of Residence Life or Dean of Students regarding a missing student, and have the option to report it to the Office of Public Safety 24/7 at 401-341-2325. The Office of Residence Life informs resident students that they have an option to register a 'confidential contact person' to be notified within 24 hours in the case that the student is determined to be missing (see below). This form also authorizes campus officials and law enforcement officers in furtherance of a missing person investigation to have access to this information. The parents or legal guardian of a student less than eighteen years of age (and not emancipated) will be notified.

Residence Life Contact for Missing Person Form

"All students have the right, based on the 2008 amendments to the Campus Security Act, to list a 'confidential person' to be contacted in the event they are missing for no less than twenty-four hours. In instances where, an official report by the Office of Public Safety, Residence Life and/or the Dean of Students Office, determines that a student is missing for 24 hours or more, a person identified by the student must be contacted. If the missing resident student is under 18 years of age (and not emancipated), the University will notify a custodial parent or legal guardian of the student within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Consequently, each student should identify an individual that the University can contact. The Missing Person Form is located with the "Emergency Contact" form which is available on the MySalve portal and can be updated at any time throughout a student's time here at Salve."

Crime Statistics and Their Definitions

Statement addressing Preparation of Disclosure of Annual Crime Statistics
These statistics, which are gathered from the Offices of Public Safety, Residential Life, Dean of Students, Health Services and Counseling, as well as from the Newport, Middletown, and Portsmouth Police Departments and the United States Coast Guard, are for the calendar year indicated.

Additionally, the Office of Public Safety requests crime statistics from the Campus Security Authorities (CSAs) on an annual basis. These CSAs are required to provide the Office of Public Safety information on any crime reported directly to them during the previous calendar year. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. All statistics are gathered, compiled, and reported to the University community via this report.

The Office of Public Safety submits these crime statistics to the Department of Education. By October 1 of each year, an e-mail notification is made to all enrolled students and current faculty and staff to provide information about this report. It includes a brief summary of the contents of this report, the website address for accessing this report, and information regarding how interested persons can request a printed copy of the report.

Statement Addressing Criminal Activity Off Campus
If any local law enforcement agency in the area is contacted about criminal activity occurring off-campus involving Salve Regina University students, that agency is encouraged to notify Salve Regina University. Students in these cases may be subject to arrest by any law enforcement agency and may be referred to the Office of the Dean of Students for disciplinary action.

Crimes

- Aggravated Assault
- Arson
- Burglary
- Dating Violence
- Domestic Violence
- Hate Crimes (larceny-theft, simple assault, vandalism & intimidations)
- Motor Vehicle Theft
- Murder and Non-negligent Manslaughter
- Manslaughter by Negligence
- Robbery
- Sexual Assault
- Stalking
- Weapons Violations (arrest & judicial referrals)
- Drug Abuse Violations (arrest & judicial referral)
- Liquor Law Violations (arrest & judicial referrals)

Crime Definitions

The definitions listed below are taken from the Handbook for Campus Public Safety Reporting, 2016 Edition".

Aggravated Assault

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

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Dating Violence (VAWA Definition)

Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:

- The length of the relationship.
- The type of relationship.
- The frequency of interaction between the persons involved in the relationship.

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For the purposes of this definition –

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

Domestic Violence

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

A. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;

B. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;

C. Shares a child in common with the victim; or

D. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

Hate Crimes

A crime that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim and the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Categories of Bias:

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

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

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

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

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

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

NOTE: In addition to the first seven Clery offenses listed in the criminal offenses section of this report, the following four crimes qualify as Hate Crimes when motivated by bias:

Larceny-Theft: is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) 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: is 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 is defined as overt or implied threats or acts that would cause reasonable fear of harm in another.

Destruction/Damage/Vandalism of Property: is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joy riding).

Murder and Non-negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence

The killing of another person through gross negligence.

Robbery

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

Sexual Assault:

Sexual Assault means physical sexual acts without Consent. Physical sexual acts include, but are not limited to, vaginal or anal penetration, however slight, with a body part or object, or oral copulation by mouth-to-genital contact. It includes causing another person to engage in physical sexual acts towards the Respondent or others without the Consent of the individual engaging in the physical sexual acts. This definition includes rape, sexual assault, sexual battery, sexual assault with an object, sodomy, and sexual coercion and includes assault with the specific intention to commit such an act. This conduct is often referred to as "sexual assault" under federal guidance.

Rape is the carnal knowledge of a person, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

Sodomy is oral or anal sexual intercourse with another person, without the consent of that person, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

Sexual Assault With An Object is the use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

Fondling means touching of the breasts, buttocks, or genitals of another, or causing an individual to engage in such acts towards the Respondent or others, in a sexual manner, without Consent, and for the purpose of sexual arousal or gratification, and.

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

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

Stalking

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

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

Weapon Law Violations

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

Drug Abuse Violations

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

Geographic Definitions

The definitions are taken from the Handbook for Campus Public Safety Reporting (Department of Education).

On Campus

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Non-Campus

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property

Public Property is defined as the area such as sidewalks or city streets that is within the same reasonable contiguous geographical area of the school; or is adjacent to a facility owned or controlled by the school, and the facility is used by the school in a manner related to the institution's educational purposes.

Residence Halls

Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Those reportable statistics that occur within a university owned or controlled residence hall or apartment are reported in both "On Campus" and Residence Hall" categories. Conjecturally, the purpose of this category is to specifically list those reportable crimes occurring on campus that take place within a residence hall or apartment.

INTERNAL PROTOCOLS – HATE CRIMES AND BIAS-RELATED INCIDENTS

Student Hate Crime Policy

Position

Through its Mission Statement, Salve Regina University remains committed to maintaining a living and learning environment that is welcoming, harmonious, just and merciful. Anyone found responsible for hate crimes or bias-related incidents will be held accountable through the Student Code of Conduct.

STUDENT from STUDENT

Any University office receiving a report from a student who has experienced a hate crime or a bias-related incident from another student or from an anonymous source should immediately report the incident to the Dean of Students or the Office of Public Safety. After meeting with the Vice President for Student Affairs, the Director of Public Safety or his designee and the Dean of Students will:

1. Notify and meet with the Directors (or designees) of Multicultural Programming, the Office of Public Information and the Office of Residence Life to engage conduct protocols and ensure a proper course of action. These offices will constitute a bias-response team to assist the Dean of Students office, who will assume management of the case.
2. The Dean of Students will notify the Academic Deans of the report and apprise them as necessary.
3. Depending on the severity of the incident, the campus community will be notified of the report.
4. Counseling and any necessary accommodations will be offered the victim i.e. change of residence, class schedules, etc.
5. The Dean of Students office will conduct an immediate and thorough investigation of the report and take whatever action is appropriate through the Student Code of Conduct.
6. If necessary, workshops, meetings or educational programs will be coordinated by the Director of Multicultural Programming on a follow-up basis.
7. After the case has been concluded, the Dean of Students will notify the victim of the investigation's outcome, to whatever degree possible. The Dean of Students will notify the Bias Response Team and the Academic Deans of the investigation's out-come also, to whatever degree possible.
8. The Dean of Students will follow up with the victim as needed.

STUDENT/STAFF from FACULTY

Any University office receiving a report from a student who has experienced a hate crime or a bias-related incident from a University faculty or staff member should immediately report the incident to the Dean of Students or the Office of Public Safety. After meeting with the Vice President for Student Affairs, the Director of Public Safety or his designee and the Dean of Students will:

1. Notify the Human Resources Office and the Academic Deans. The Human Resources Office will assume management of the case.
2. Notify and meet with the Bias Response Team: the Director of Multicultural Programming and the Office of Residence Life, and the Office of Public Information in order to engage protocols and ensure a proper course of action. These offices will assist the Dean of Students in the management of the case.
3. Counseling and/or any necessary accommodations will be offered in support of the victim, i.e. change of residence, change of class schedule, etc.
4. The Dean of Students will provide any support needed by the Human Resource office in the course of its investigation. It will continue to provide any support necessary for the victim as the investigation takes its course.
5. If necessary, workshops, meetings or educational programs will be offered by the Director of Multicultural Programming on a follow-up basis.
6. The Dean of Students or Human Resources Office will notify the victim of the investigation's outcome, to whatever degree possible. The Bias Response Team and the Academic Deans will be notified of the outcome as well, to whatever degree possible.
7. After the case has been concluded, the Dean of Students will follow up with the victim to assure his/her social and academic progress.

FACULTY/STAFF from STUDENT

Any University office receiving a report from a faculty or staff member who has experienced a hate crime or bias-related incident from a University student or an anonymous source should report the incident to the Office of Public Safety or the Dean of Students office. After meeting with the Vice President for Student Affairs, the Director of Public Safety or his designee and the Dean of Students office will:

1. Notify the Human Resources office and the Academic Deans so that the victim may receive advice and support if needed.
2. Notify and meet with the Bias Response Team: the Director of Multicultural Programming, the Office of Residence Life and the Office of Public Information in order to engage protocols and ensure a proper course of action. These offices will assist the Dean of Students in the management of the case.
3. Depending on the severity of the incident, the campus community will be notified of the event.
4. In the ensuing investigation, the Dean of Students will collaborate with the Human Resources office so that the efforts are not duplicated at the victim's expense. The Dean of Students investigation will be immediate and thorough per the Student Code of Conduct.
5. If necessary, workshops, meetings or educational programs will be conducted by the Director of Multicultural Programming, on a follow up basis.
6. The Dean of Students will notify the Human Resources Office of the final disposition of the case, in turn that office may notify the victim and the Academic Deans.
7. The Dean of Students will notify the Bias Response Team of the final disposition of the case.

ANONYMOUS

In the event of an anonymous hate crime or bias-related incident, the Office of Public Safety and the Dean of Students office, with the advice and support of the Vice President for Student Affairs and the Bias Response Team will decide:

1. If the event is serious enough to warrant notice to the University community.
2. If the university counselors should be engaged - on call or with presentations in the residence halls.
3. What programming, meetings or activities can be set in place.

Salve Regina University Title IX Sex Discrimination and Sexual Harassment Policy & Grievance Procedures

I. Notice of Nondiscrimination

Salve Regina University (hereinafter "University") does not discriminate on the basis of sex and prohibits Sex Discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.

II. Purpose of Policy

This policy (hereinafter "Policy") prohibits Sex Discrimination (which includes Sexual Harassment such as Gender-Based Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking), in addition to Retaliation, as defined herein.

The University has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX and Anti-Discrimination Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations.

This Policy is in accordance with Title IX of the Education Amendments of 1972; relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; their implementing regulations; and other applicable federal and Rhode Island state laws and regulations.

Inquiries about Title IX may be referred to the University's Title IX and Anti-Discrimination Coordinator, Jonathan Cook, Jonathan.cook@salve.edu, (401) 341-2640. To report information about conduct that may constitute Sex Discrimination or make a complaint of Sex Discrimination under Title IX, please contact the University's Title IX and Anti-Discrimination Coordinator or other designated individuals identified herein.

The University's nondiscrimination policy and grievance procedures are located at https://salve.edu/documents/title-ix-anti-discrimination-policy-and-grievance-procedures.

Concerns about the University's application of this Policy may also be addressed to the United States Department of Education, Office for Civil Rights, at OCR@ed.gov or (800) 421-3481 or the Rhode Island Commission for Human Rights.

III. Applicability and Scope of Title IX Policy

a. Application and Jurisdiction

This Policy applies to all University community members, including all employees and students. To be adjudicated under this policy and grievance procedures as a Title IX Complaint, the alleged behavior must reasonably implicate the definition of Sex Discrimination as defined in Section IV below. This Policy applies to conduct that occurs on the University premises, at University-sponsored activities, or within University online educational and/or co-curricular environments. This includes but is not limited to online academic classes as well as online activities and programs. This Policy also applies to behavior conducted online- including but not limited to blog postings, social media posts, chats, etc. Online postings can subject a University community member to allegations of Title IX violations if evidence of a Policy violation is posted online. It also applies to off-campus conduct that adversely affects the University community and/or the pursuit of its objectives

This Policy applies to conduct by employees that occurs within the University's programs or activities and to the continuing effects on an individual of behavior that occurred outside the University's programs or activities.

b. Determination of Policy Application

All reports and Complaints of Sex Discrimination will be assessed by the Title IX and Anti-Discrimination Coordinator to determine if the allegations implicate the definition of Sex Discrimination and are appropriately within the jurisdiction of the University pursuant to Title IX.

If the alleged behavior would not implicate the definition of Sex Discrimination, even if proven, or if it falls outside the jurisdiction of the University, it will be assessed to determine if it implicates the Student Code of Conduct, or an Employee Policy, and the appropriate office will address the matter, if applicable.

The determination of whether an allegation implicates this Policy is within the discretion of the Title IX and Anti-Discrimination Coordinator. The University is not required to follow this Policy and related procedures upon being notified of conduct that may constitute Sex Discrimination if the Title IX and Anti-Discrimination Coordinator reasonably determines that the conduct as alleged could not constitute Sex Discrimination. Determinations that a Complaint (defined in Section V below) does not implicate this Policy are subject to an appeal right, set forth in Section XIV(c)(ii) below.

IV. Definitions of Prohibited Conduct

Sex Discrimination. Sex Discrimination (also referred to as "Sex-Based Discrimination") is conduct on the basis of sex including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity that limits or denies a person's ability to participate in or benefit from the University's education program or activity. Sex-based discrimination includes the following:

a. Discriminatory Conduct

Discriminatory Conduct is a form of Sex Discrimination and means conduct on the basis of sex (also referred to as "Sex-Based Discrimination") including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity that limits or denies a person's ability to participate in or benefit from the University's education program or activity.

Examples of Discriminatory Conduct include:

- Denying someone a promotion or refusing to hire someone based on their sex or pregnancy status
- Giving a student a bad grade based on their sexual orientation or gender identity
- Refusing to comply with a pregnant student's pregnancy accommodations
- Failure to comply with the University's Pregnancy Policy
- Giving students of one gender preferred treatment or special attention

b. Sexual Harassment

Sexual Harassment is a form of Sex Discrimination and means severe or pervasive harassment on the basis of sex (also referred to as "Sex-Based Harassment"), including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

i. **Quid pro quo harassment**. An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under The University's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

ii. **Hostile environment harassment.** Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from The University's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

1. The degree to which the conduct affected the Complainant's ability to access the recipient's education program or activity;
2. The type, frequency, and duration of the conduct;
3. The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
4. The location of the conduct and the context in which the conduct occurred; and

5. Other Sex-Based Harassment in the recipient's education program or activity.

Examples of Hostile Environment Sexual Harassment may include, but are not limited to:

- Unwanted sexual innuendo, propositions, sexual attention or suggestive comments and gestures;
- Inappropriate humor about sex or gender-specific traits, sexual slurs or derogatory language directed at another person's sexuality, gender, gender identity, sexual orientation or gender expression;
- Insults and threats based on sex, gender, gender identity, sexual orientation or gender expression;
- Oral, written or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome.
- The display or distribution of sexually explicit drawings, pictures, or written or electronic materials;
- Sexually charged name-calling, or the circulation, display, or creation of e-mails, text or social media messages, or web sites of a sexual nature.
- Display or circulation of written or electronic materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom, or to an educational/pedagogical, artistic, or work purpose.
- Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body.
- Physical coercion or pressure of an individual to engage in sexual activity, or punishment for a refusal to respond or comply with sexual advances.
- Any act committed through non-consensual abuse or exploitation of another person's sexuality for the purpose of sexual gratification, personal benefit or advantage or any other illegitimate purpose. This may include observing another person's nudity or sexual activity, recording or photographing another person's nudity or sexual activity without Consent, disseminating a recording or photograph of another person's nudity or sexual activity without consent, or inducing incapacitation of another without their knowledge for the purpose of causing incapacitation or impairment to allow another person to engage in behavior prohibited under this Policy.

iii. Sexual Violence

1. **Sexual Assault** means physical sexual acts without Consent. Physical sexual acts include, but are not limited to, vaginal or anal penetration, however slight, with a body part or object, or oral copulation by mouth-to-genital contact. It includes causing another person to engage in physical sexual acts towards the Respondent or others without the Consent of the individual engaging in the physical sexual acts. This definition includes rape, sexual assault, sexual battery, sexual assault with an object, sodomy, and sexual coercion and includes assault with the specific intention to commit such an act. This conduct is often referred to as "sexual assault" under federal guidance.
2. **Fondling** means touching of the breasts, buttocks, or genitals of another, or causing an individual to engage in such acts towards the Respondent or others, in a sexual manner, without Consent, and for the purpose of sexual arousal or gratification, and.
3. **Incest** is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
4. **Statutory Rape** is nonforcible sexual intercourse with a person who is under the statutory age of consent.
5. **Consent** is a clear, informed, and voluntary agreement to engage in specific sexual activity.

   Consent to one type of sexual activity does not equal consent to other types of sexual activity. Consent can be withdrawn at any point during sexual activity and the sexual activity must stop immediately; withdrawals of Consent must be clear such that a reasonable person in the Respondent's position would understand that Consent has been withdrawn. A verbal "no" establishes lack of consent. Silence, without clear actions demonstrating permission, cannot be assumed to indicate consent—the absence of "no" does not equal "yes." Consent cannot be obtained by coercion, force, or threat. Consent cannot be given by someone if they are mentally or physically incapacitated.

In determining whether Consent was present, the decision-maker will consider what a reasonable person in the Respondent's shoes would have known and understood.

6. **Incapacitation** is a state where an individual is temporarily or permanently impaired to the extent where that person can no longer make a rational and informed decision to consent to sexual activity. Incapacitation may be caused by mental or physical disability, or when a person has consumed alcohol or other drugs, including prescribed medication. Individuals who are asleep or unconscious are incapacitated. A person who does not comprehend the "who, what, when, where, why or how" of a sexual interaction may be incapacitated. Evidence of incapacitation may include but is not limited to: stumbling or shaky equilibrium, vomiting, slurred speech, bloodshot eyes, smell of alcohol, extreme, reckless or unusual behavior, or unconsciousness (for short or long periods of time).
7. **Force** is the use of physical violence and/or imposing on someone physically to gain sexual access. Force can include intimidation or implied threats to overcome an individual's resistance or produce consent. There is no requirement that a party resist the sexual advance or request, but resistance is a clear demonstration of non-consent.
8. **Coercion** is unreasonable, sustained, and extreme pressure for sexual activity that overcomes a person's will. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get Consent from another. When someone makes it clear that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point may be coercive.
9. **Intimidation** is defined as overt or implied threats or acts that would cause reasonable fear of harm in another.

iv. Relationship Violence

1. **Dating violence** meaning violence committed by a person: Who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:
   A. The length of the relationship;
   B. The type of relationship; and
   C. The frequency of interaction between the persons involved in the relationship.
2. **Domestic violence** meaning felony or misdemeanor crimes committed by a person who:
   A. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;
   B. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
   C. Shares a child in common with the victim; or
   D. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.
3. **Stalking** meaning 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.

v. **Retaliation** means intimidation, threats, coercion, or discrimination against any person by the University, a student, or an employee or other person authorized by the University to provide aid, benefit, or service under the University's education program or activity, for the purpose of interfering with any right or privilege secured by this Policy or Title IX, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Policy. However, the prohibition against Retaliation does not prevent the University from requiring an employee or other person authorized by the University to provide aid, benefit, or service under the University's education program or activity to participate as a witness in, or otherwise assist with, an investigation, proceeding, or hearing pursuant to this Policy.

V. Additional Definitions

a. **Complainant** means:

- A student or employee of The University who is alleged to have been subjected to conduct that could constitute Sex Discrimination; or
- a person other than a student or employee of The University who is alleged to have been subjected to conduct that could constitute Sex Discrimination at a time when that individual was participating or attempting to participate in the University's education program or activity.

In addition, with respect to complaints of Sex Discrimination other than Sex-Based Harassment, the following persons also have the right to make a complaint:

- Any student or employee of the University;
- Any person other than a student or employee who was participating or attempting to participate in the University's education program or activity at the time of the alleged Sex Discrimination.

b. **Complaint** means an oral or written request to the recipient that objectively can be understood as a request for the University to investigate and make a determination about alleged discrimination under Title IX or its regulations.

The following people have a right to make a Complaint of Sex Discrimination, including Complaints of Sex-Based Harassment, requesting that the University investigate and make a determination about alleged discrimination under Title IX:

- A Complainant (defined above);
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant; or
- the University's Title IX and Anti-Discrimination Coordinator.

Note that a person is entitled to make a Complaint of Sex-Based Harassment only if they themselves are alleged to have been subjected to the Sex-Based Harassment, if they have a legal right to act on behalf of such person, or if the Title IX and Anti-Discrimination Coordinator initiates a Complaint.

The University will not consider inquiries about the Policy and options, by themselves, to constitute a "request for the University to investigate and make a determination about alleged discrimination" or a Complaint. The University will communicate, as appropriate and feasible, with a potential Complainant (defined above) to confirm whether a Complaint is being filed prior to the University initiating a process under this Policy.

c. **Consolidation** means bringing together matters and addressing them in a coordinated manner.

The University may consolidate Complaints of Sex Discrimination against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against another party, when the allegations of Sex Discrimination arise out of the same facts or circumstances. When more than one Complainant or more than one Respondent is involved, references below to a party, Complainant, or Respondent include the plural, as applicable.

d. **Complicity** means any act taken with the purpose of aiding, facilitating, promoting, or encouraging the commission of a violation of this Policy by another person.

e. **Concerted Activity** means where two or more individuals knowingly and intentionally act in concert to engage in behavior prohibited under this Policy and engage in such behavior together or individually.

f. **Disciplinary Sanctions** means consequences imposed on a Respondent following a determination at the conclusion of the grievance procedures that the Respondent violated the Policy.

g. **False Allegation** means where an individual knowingly and intentionally makes an allegation of Sex Discrimination that is in bad faith, dishonest, and untrue.
   An allegation is not considered a False Allegation solely because of certain factors including: the Respondent denies the allegations against them, the grievance process results in a finding of not responsible, the Complaint is dropped, the alleged victim does not file a Complaint, and the Title IX and Anti-Discrimination Coordinator dismisses the Complaint or declines to pursue the report.
   The Title IX and Anti-Discrimination Coordinator has the discretion to determine how and when to address allegations or Complaints of a False Allegation. False Allegations may be addressed through the Policy or Student Code of Conduct.

h. **Party** (plural, **Parties**) means a Complainant or Respondent.
   When a Party is both a student and an employee of the University, the University will make a fact-specific inquiry to determine whether the matter falls under Sex Discrimination or Sexual Harassment. In making this determination, the University will, at a minimum, consider whether the party's primary relationship with the University is to receive an education and whether the alleged Sex-Based Harassment occurred while the party was performing employment-related work.

i. **Preponderance of the Evidence** standard is met if the greater weight of the evidence demonstrates that it is 'more likely than not" that a violation has occurred.

j. **Relevant** means related to the allegations of Sex Discrimination under investigation as part of these grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged Sex Discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged Sex Discrimination occurred.

k. **Respondent** is any individual who has been reported to be the perpetrator of conduct that is prohibited under this Policy. The University presumes that the Respondent is not responsible for the alleged Sex Discrimination until a determination is made at the conclusion of the grievance procedures.

VI. Academic Freedom

This Policy is not meant to restrict or prohibit academic discussion or the sharing of information that is germane to the subject matter of a particular course curriculum even if such discussion or information involves controversial or sensitive subject matters.

VII. Conflicts of interest, Bias, and Impartiality

a. The Title IX and Anti-Discrimination Coordinator(s), Investigator(s), Decision-Maker(s), and Facilitator(s) of Informal Resolution Processes will receive training required by Title IX.

b. The Title IX and Anti-Discrimination Coordinator(s), Investigator(s), Decision-Maker(s), and Facilitator(s) of informal resolution processes may not have a conflict of interest for or against Complainants or Respondents generally or an individual Complainant or Respondent and will make all reasonable efforts to ensure the formal Complaint grievance process is facilitated in an impartial manner.

c. The parties are expected to promptly report concern(s) regarding conflict of interest or bias regarding the above listed personnel to the Title IX and Anti-Discrimination Coordinator as soon as reasonably possible once they become aware of the conflict of interest or bias. Upon receiving a report of conflict of interest or bias, the University will evaluate the report, and if it is determined that a conflict of interest or bias exists, the University will appoint another individual to serve in the role.

d. The University presumes that the Respondent is not responsible for the alleged Sex Discrimination until a determination is made at the conclusion of its grievance procedures.

VIII. Confidentiality

a. **University Confidentiality:**

i. The University will make all reasonable efforts to keep confidential the identity of any individual who has made a report or filed a formal Complaint of Sex Discrimination pursuant to this Policy, any individual who has been reported to be the perpetrator of Sex Discrimination, any Respondent, or any witness. 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.

ii. The University may reveal confidential information as permitted or required by law to carry out the purposes of this Policy, including conducting any investigation, live hearing, or proceeding arising thereunder.

iii. If the University becomes aware of a serious and continuing threat to the campus community, the University may issue a timely warning in accordance with federal regulation to protect the health or safety of the community and may publish a reported incident in the daily crime log or annual security report. In addition, the University may also share non-identifying information, including data about outcomes and sanctions. The University will not disclose the name or other personally identifiable information of the Complainant unless it has received the express consent of the Complainant or unless the release of such information is consistent with legal requirements or mandated by law.

iv. Certain types of Sexual Harassment are considered crimes for which the University must disclose crime statistics in its Annual Security Report that is provided to the campus community and available to the public. In these instances, the University will continue to complete publicly available recordkeeping in accordance with relevant laws, including the Clery Act reporting and disclosures, without the inclusion of personally identifying information about the Complainant.

b. **Parties' and Advisors' Confidentiality**.

i. The University will not restrict the ability of the parties to: obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. However, outside of these permitted activities, Parties may not discuss a matter, share evidence or reports, discuss what was shared in an investigation or occurred during a hearing, share information related to an Informal Resolution, or otherwise disclose information and evidence obtained solely through the grievance procedures.

ii. Parties, their advisors, family members, and confidential resources, are not permitted to 1) share information and evidence obtained solely through the grievance procedures outside of the permitted activities or 2) download any materials without the written permission of the University.

iii. The University will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Note: disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the Complaint of Sex Discrimination are authorized.

iv. Failure to comply with this provision may constitute retaliation and a failure to comply with University directives. The Title IX and Anti-Discrimination Coordinator will assess reports of violations to determine whether the report to process the report pursuant to this Policy or to refer it to Student Conduct.

IX. Amnesty for Students

a. The health and safety of every student at the University is of utmost importance. The University recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that an incident of Sexual Harassment occurs, including, but not limited to, domestic violence, dating violence, stalking, or sexual assault, may be hesitant to report such incidents due to fear of potential consequences for their own conduct.

b. The University strongly encourages students to report incidents of Sexual Harassment to University officials. A bystander acting in good faith, or a reporting individual acting in good faith (including a Complainant), who discloses any incident of Sex Discrimination to University officials or law enforcement will not be subject to a University code of conduct action for violations of alcohol - and/or drug-use policies occurring at or near the time of the commission of the incident of Sexual Harassment.

X. Options for Reporting Prohibited Conduct

a. Reporting Procedure

i. All persons are strongly encouraged to report incidents of Sex Discrimination to the Title IX and Anti-Discrimination Coordinator. The Title IX and Anti-Discrimination Coordinator is available to offer supportive measures and resources and to answer questions about the University's policy and grievance procedures.

ii. Employees who have information about conduct that reasonably may constitute Sex Discrimination must report such information to the Title IX and Anti-Discrimination Coordinator. An employee who fails to make a report to the Title IX and Anti-Discrimination Coordinator may be subject to disciplinary action.

iii. Confidential employees must explain the following to any person who informs the confidential employee of conduct that reasonably may constitute Sex Discrimination:

1. the employee's status as confidential for disclosures of Sex Discrimination, including the circumstances in which the employee is not required to notify the Title IX Coordinator and Anti-Discrimination Coordinator about conduct that reasonably may constitute Sex Discrimination;
2. How to contact the University's Title IX Coordinator and Anti-Discrimination Coordinator and how to make a Complaint of Sex Discrimination; and
3. That the Title IX Coordinator and Anti-Discrimination Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the Policy.

iv. Any person (whether or not the person reporting is the person alleged to be the Complainant) may report Sex Discrimination at any time using the University's online reporting form found at https://salve-advocate.symplicity.com/titleix_report/index.php/pid110770?, in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX and Anti-Discrimination Coordinator in Appendix A, or by any other means that results in the Title IX and Anti- Discrimination Coordinator receiving the person's verbal or written report. For purposes of this Policy,

v. A Complainant may request that the University not investigate and/or adjudicate the report under the formal Complaint procedures described herein. The University will make all reasonable efforts to honor the request. However, in certain circumstances, the University may have to pursue a formal Complaint. These circumstances include, but are not limited to, instances when the University has received multiple reports of misconduct by the same individual or when the conduct reported poses a compelling risk to the health and safety of members of the University community, which includes the Complainant.

vi. Upon receiving a report of Sex Discrimination, if the Respondent is unknown or is not a faculty, staff, or student member of the University, the Title IX and Anti-Discrimination Coordinator will make all reasonable efforts to provide the Complainant with supportive measures, as well as information and options regarding potential criminal processes. The Title IX and Anti-Discrimination Coordinator may also take appropriate actions to protect the Complainant, such as providing assistance in obtaining no-trespass and restraining orders. If requested, the University will assist in filing/applying for orders of protection, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

b. Option of Confidential Reporting

Individuals may speak confidentially with Health and Counseling Services employees, University chaplains, and other off-campus resources in accordance with law. An employee is considered a confidential employee for the purposes of this Policy if, at the time of a disclosure or discussion by an individual about conduct that reasonably may constitute Sex Discrimination, the employee is acting in the role of a confidential employee as part of their job descriptions and responsibilities at the University.

If an individual reports conduct that reasonably may constitute Sex Discrimination under this Policy to a University confidential resource, the on-campus confidential employee will let that individual know 1) that the confidential employee is confidential and that they are not required to tell the Title IX and Anti-Discrimination Coordinator or police about conduct that reasonably may constitute Sex Discrimination, except as required by law, 2) how to contact the Title IX and Anti-Discrimination Coordinator, and 3) that the Title IX Coordinator may be able to offer and coordinate Supportive Measures, as well as initiate an informal resolution process or an investigation under the Policy.

c. Option of Reporting to Law Enforcement
   i. Individuals who have experienced criminal violations are encouraged to report the incident to local law enforcement and have the option to do so. Formal reporting options include contacting the police department in the jurisdiction in which the incident occurred. If a Complainant chooses to report to law enforcement or pursue a criminal process, the Complainant may simultaneously pursue a Complaint under this Policy. Individuals are advised that if there is concurrent law enforcement activity, the University may temporarily delay its investigative or adjudicative process.
   ii. The University can provide Complainants with information and support in the process of reporting criminal conduct to law enforcement.
   iii. Regarding the involvement of law enforcement, the Complainant has several options, including: (1) to notify law enforcement authorities; (2) to be assisted by campus authorities in notifying law enforcement authorities if the Complainant chooses; or (3) to decline to notify such authorities. The University will comply with the Complainant's request for assistance in notifying law enforcement to the extent it is consistent with law. The Complainant's choice to report to law enforcement will not impact the provision of supportive measures.

d. Anonymous Reporting
   Any individual may submit an anonymous report any time using the online reporting form found on the University's online form located at https://salve-advocate.symplicity.com/titleix_report/index.php/pid851717. You may choose to make an anonymous report if you want the University to be aware of your experience or someone else's experience, but do not want to be involved in an administrative investigation. An individual may report an incident without disclosing their name or identifying the alleged perpetrator (the "Respondent"). Depending on the extent of information provided by the reporter, the University's ability to respond to an anonymous report may be limited. For example, if a third party or anonymous report does not identify the alleged victim and/or Respondent, the University may not be able to initiate a grievance process or provide supportive measures.

e. Student and Employee Reporting Procedures related to Health Service Professionals and Athletic Trainers.
   Section 1557 of the Affordable Care Act (ACA) prohibits sex discrimination in applicable health programs and activities, including the University's Health Service Professionals and Athletic Trainers. We strongly encourage any student, employee, Health Service patient, or other individual who feels they have been subjected to sexual discrimination (including but not limited to sexual harassment, sexual violence or sexual assault) to immediately contact Jonathan Cook, Assistant Dean of Students, Title IX and Anti-Discrimination Coordinator or Nancy Escher, Associate Vice President and Chief Human Resources Officer, and/or the Newport Police. Complaints related to the University's Health Services Professionals or Athletic Trainers will be processed and resolved according to the procedures listed in this Policy. The University's Health Service Professionals and Athletic Trainers will follow appropriate procedures to maximize physical security. Patients may request a chaperone or support person at any time for any examination with Health Services Professionals or Athletic trainers.

XI. Interim Actions

a. Emergency Removal and Administrative Leave

i. Student Respondent. Upon receiving a report that a student Respondent engaged in prohibited conduct described in this Policy, the University reserves the right to remove the Respondent on an emergency basis, provided that it conducts an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any individual arising from the allegations justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

ii. Non-student Employee Respondent. When the Respondent is a non-student employee, the University reserves the right to place the non-student employee on an emergency paid or unpaid administrative leave.

b. Supportive Measures

If the Title IX and Anti-Discrimination Coordinator determines the behavior alleged in a report or Complaint implicates the definitions of Sex Discrimination and is within the jurisdiction of the University, the Title IX and Anti-Discrimination Coordinator will make all reasonable efforts to promptly contact the individual to discuss the availability of Supportive Measures, consider the individual's wishes with respect to Supportive Measures, inform the individual of the availability of Supportive Measures with or without the filing of a formal Complaint, and explain to the Complainant the Policy, the process, and their options.

If a Complaint has been filed or the Title IX and Anti-Discrimination Coordinator is otherwise informed that the Respondent is aware that a report has been made, the Title IX and Anti-Discrimination Coordinator will make all reasonable efforts to promptly contact the individual to discuss the availability of Supportive Measures, consider the individual's wishes with respect to Supportive Measures, and explain to the Policy, the process, and their options.

i. **Supportive Measures** means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to:

1. Restore or preserve that party's access to the recipient's education program or activity, including measures that are designed to protect the safety of the parties or the recipient's educational environment; or
2. Provide support during the recipient's grievance procedures or during an informal resolution process.

ii. 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 University may also disclose supportive measures when legally permissible or required or necessary to effectuate this Policy and address conduct that may constitute Sex Discrimination.

iii. Both the Complainant and Respondent involved in either an informal or a formal resolution process have a right to receive supportive measures from the University.

iv. Supportive measures may vary depending on what the University deems to be reasonably available. They include, but are not limited to:

1. Academic Accommodations, such as:
   A. Exam, paper, or assignment rescheduling;
   B Taking an incomplete in a class;
   C.Transferring class sections for the Complainant and/or Respondent when feasible;
   D. Taking a leave of absence from the University;
   E. Assistance with alternative course completion options;
2. Assistance with Transportation;
3. Assistance with On-Campus Working Environments;
4. Assistance with Questions Regarding Visa & Immigration Status;
5. Assistance with Student Financial Aid;
6. Counseling Services;

7. Housing Accommodations, such as:
   A. Temporary housing/emergency room change for the Complainant and/or Respondent;
   B. Assistance from the University support staff in completing a permanent room relocation;
   C. Arranging to dissolve a housing contract and pro-rating a refund;
   D. Help with finding an off-campus residential alternative;
8. Protective Orders, such as:
   A. An institutional no-contact order (two way);
   B. An institutional no-trespassing order; or
   C. A court ordered restraining order.

v. The University may continue, modify, or terminate supportive measures, as appropriate, at the conclusion of the grievance procedures or at the conclusion of the informal resolution process.

vi. Parties may also seek additional modification or termination of Supportive Measures applicable to them if circumstances materially change.

vii. Parties have the right to seek a modification or reversal of the University's decision to provide, deny, modify, or terminate supportive measures applicable to them and, after making a request for reconsideration to the Title IX and Anti-Discrimination Coordinator that does not result in supportive measures being accepted by the Party, will be provided the name of an appropriate and impartial employee ("Reviewing Employee") to contact. The Reviewing Employee will review the supportive measures to determine whether the decision to provide, deny, modify, or terminate supportive measures was consistent with the definition of Supportive Measures set forth above. The Reviewing Employee has the authority to make changes to the Supportive Measures as appropriate and consistent with this section.

viii. Additional resources may be found in Appendix A and on the University Title IX website.

XII. False Allegations and Duty of Honesty

The University expects community members to act in furtherance of a fair, neutral, and reliable Complaint resolution process. Parties and witnesses who participate in a Complaint resolution process shall be honest in their statements and communications. No one may knowingly and intentionally provide false and misleading information in the context of the Complaint resolution process.

The University reserves the right to impose appropriate disciplinary action on Parties, students, and employees who knowingly and intentionally file a False Complaint, or who participate dishonestly or in bad faith in the resolution of a Complaint filed pursuant to the Policy. Disciplinary action pursued against a party for knowingly making false statements or submitting false information in bad faith does not constitute retaliation prohibited under this Policy.

The Title IX and Anti-Discrimination Coordinator shall evaluate reports and Complaints of False Allegations and failure to comply with the Duty of Honesty and determine whether such report should be addressed pursuant to this Policy or referred to another office, including Student Conduct.

XIII. Assessment of Reports and Complaints

All reports and Complaints of Sex Discrimination will be assessed by the Title IX and Anti-Discrimination Coordinator to determine if the allegations implicate the definition of Sex Discrimination and are appropriately within the jurisdiction of the University.

The Title IX and Anti-Discrimination Coordinator will assess reports and Complaints and make a determination, or request additional information, within three (3) business days of receipt of a report or Complaint.

a. Report Assessment
   When the allegations have been reported but no Complaint has been filed, the Title IX and Anti-Discrimination Coordinator will assess a report to determine if the alleged behavior implicates the definitions of Sex Discrimination and is within the jurisdiction of the University. If the Title IX and Anti-Discrimination Coordinator determines that the matter may implicate this Policy or further information is required prior to making that

determination, the Title IX and Anti-Discrimination Coordinator will communicate with the Complainant or other appropriate party, to discuss the report.

In the absence of a Complaint, the Title IX and Anti-Discrimination Coordinator may decline to process or respond to a report pursuant to this Policy and is not required to provide notice or an appeal right.

b. Complaint Assessment

When a Complaint is filed, the Title IX and Anti-Discrimination Coordinator will assess the Complaint to determine if the alleged behavior implicates the definition of Sex Discrimination and is within the jurisdiction of the University. If the Title IX and Anti-Discrimination Coordinator determines that further information is required prior to making that determination, the Title IX and Anti-Discrimination Coordinator will communicate with the alleged victim, or other appropriate party, to discuss the Complaint.

c. Complaint Dismissal

If the Title IX and Anti-Discrimination Coordinator determines that the Complaint does not implicate the definition of Sex Discrimination or is outside the jurisdiction of the University, a notice of dismissal will be sent to the Complainant. The notice will include information on how the Complainant can appeal the dismissal. Dismissal rights are set forth in Section XIV(c) below.

d. Other Determinations

The Title IX and Anti-Discrimination Coordinator will assess information and determine whether to initiate a Complaint in the following instances:

- In the absence of a Complaint
- In the withdrawal of any or all of the allegations in a Complaint, and
- In the absence or termination of an informal resolution process.

In making these determinations, the Title IX and Anti-Discrimination Coordinator will consider several factors, including:

- The Complainant's request not to proceed with the Complaint.
- The Complainant's reasonable safety concerns regarding initiation of the Complaint
- The risk that additional acts of Sex Discrimination would occur if a Complaint is not initiated
- The severity of the alleged Sex Discrimination, including whether the discrimination, if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence
- The age and relationship of the parties, including whether the Respondent is an employee of the University
- The scope of the alleged Sex Discrimination, including information suggesting a pattern, ongoing Sex Discrimination, or Sex Discrimination alleged to have impacted multiple individuals
- The availability of evidence to assist a decisionmaker in determining whether Sex Discrimination occurred
- Whether the University could end the alleged Sex Discrimination and prevent its recurrence without initiating its grievance procedures.

If, after considering these and other relevant factors, the Title IX and Anti-Discrimination Coordinator determines that the alleged conduct presents an imminent and serious threat to the health or safety of the Complainant or another person, or that the alleged conduct prevents the University from ensuring equal access on the basis of sex to its education program or activity, the Title IX and Anti-Discrimination Coordinator may initiate a Complaint.

Regardless of whether a Complaint is initiated, the Title IX and Anti-Discrimination Coordinator may take other appropriate steps, in addition to steps necessary to effectuate the remedies provided to an individual Complainant, if any, to ensure that Sex Discrimination does not continue or recur within the University's program or activity.

However, in the absence of a submitted Complaint, the Title IX and Anti-Discrimination Coordinator is not required to take steps under this Policy upon being notified of conduct that may constitute Sex Discrimination if the Title IX and Anti-Discrimination Coordinator reasonably determines that the conduct as alleged would not constitute Sex Discrimination.

e. Complaint Approval and Next Steps

If a Complaint is determined to be appropriate under this Policy, the matter proceeds to the resolution procedures set forth in Section XIV.

f. Other Policies

If the alleged behavior does not implicate the definitions of Sex Discrimination, even if proven, or if it falls outside the jurisdiction of the University, it will be assessed to determine if it implicates the University's Anti-Discrimination Policy, the Student Code of Conduct, or an employee Policy, and the appropriate office will address the matter where applicable.

In some cases, allegations that implicate violations of other policies in addition to this Policy will be addressed through this Policy and included in any informal or formal process, as appropriate. The University reserves the right to include and address such matters as appropriate. For example, in some cases, the alleged violation that does not fall under the Policy will be investigated with Policy violations due to the commonality of evidence but then forwarded to the appropriate office for consideration and completion of the applicable process.

XIV. Resolution Procedures

The University has adopted grievance procedures that provide for the prompt and equitable resolution of Complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX and Anti-Discrimination Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations.

The grievance procedures include four different Procedures to address and resolve Complaints:

1. Informal Resolution Procedures
2. Formal Procedure with Investigation with Determination
3. Formal Procedure with Investigation, Hearing, and Determination
4. Dismissal

Formal Procedures and Dismissals have appeal rights.

This is an overview of the resolution procedures. However, the Title IX and Anti-Discrimination Coordinator, Investigator, and Decision-Maker(s) may add additional steps in the resolution procedures as a case may require. For example, the Decision-Maker has the discretion to alter the steps in the hearing process as they determine appropriate. Parties will receive timely written notification of any substantial and material changes in the resolution procedures.

a. Informal Resolution Process

In lieu of resolving a Complaint through the University's Title IX grievance procedures, the parties may instead elect to participate in an informal resolution process ("IRP"). The IRP differs from the formal process in that it does not involve a full investigation and adjudication. Rather, the IRP uses mediation or other forms of dispute resolution with the goal that the parties will arrive at a mutually agreed-upon outcome.

Informal resolution is a voluntary process that will be used only if all parties agree. No party is required to participate, and the parties may stop the process at any time prior to full execution of the agreement. Furthermore, the IRP may be used any time prior to a determination whether Sex Discrimination occurred, including where the matter is proceeding through the Formal Process. Parties may request an IRP during the Formal Process.

The University has the discretion to determine whether it is appropriate to offer an IRP when it receives information about conduct that reasonable may constitute Sex Discrimination under Title IX or when a Complaint is made. The Title IX and Anti-Discrimination Coordinator may decline to offer informal resolution despite one or more of the parties' wishes.

IRP cannot be used for Title IX cases involving allegations that an employee sexually harassed a student, and the University will not offer informal resolution to resolve a Complaint when such a process conflicts with Federal, State, or local law.

The IRP consists of the following steps:

i. Written Notice to the Parties

If the parties indicate that they are interested in participating in the IRP, Title IX and Anti-Discrimination Coordinator will provide written notice to the parties that includes:

1. The allegations from the Complaint;
2. The requirements of the IRP including the circumstances under which the parties are precluded from resuming a formal process arising from the same allegations;
3. Any time prior to full execution of the agreement, any party has the right to withdraw from the IRP and initiate or resume the Formal Process;
4. The Parties' agreement to a resolution at the conclusion of the IRP preclude the parties from initiating or resuming grievance procedures arising from the same allegations;
5. The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties;
6. What information the University will maintain and whether and how the University could disclose such information for use in grievance procedures if grievance procedures are initiated or resumed;
7. Any consequences resulting from participating in the IRP, including the records that will be maintained or could be shared.

ii. Written Agreement to Participate

Prior to initiating the IRP, the parties must provide written acknowledgement and acceptance of the terms and conditions of the IRP.

iii. Informal Resolution Agreement

To complete the IRP, both parties must voluntarily agree to the outcome with the understanding that the outcome is final and will not be subject to further procedures under this Policy, unless there is material evidence to show that a party engaged in misrepresentation or fraudulent conduct which impacted the resolution.

iv. Termination of Informal Resolution Process

As mentioned above, both parties reserve the right to terminate the IRP any time prior to resolution. Such termination must be provided to the Title IX and Anti-Discrimination Coordinator in writing. After a withdrawal from the IRP, options to resolve the Complaint include: proceeding with the Formal Process, withdrawing the Complaint, or admitting to the violation, provided such option is approved by the Title IX and Anti-Discrimination Coordinator, if appropriate.

v. Potential terms that may be included in an agreement:

1. Restrictions on contact;
2. Educational programming;
3. Restrictions on the Respondent's participation in one or more of the University's programs or activities or attendance at specific events, including restrictions the University could have imposed as remedies or disciplinary sanctions had the University determined at the conclusion of the grievance procedures that Sex Discrimination occurred.

b. **Formal Resolution Procedures**

i. Two Formal Procedures: Investigation with Determination and Investigation, Hearing, and Determination

Once a Complaint or report is assessed by the University and determined to fall under this Policy, the Title IX and Anti-Discrimination Coordinator will determine which formal process will apply:

- Formal Procedure: Investigation with Determination, or
- Formal Procedure: Investigation, Hearing, and Determination

As set forth in this section below, the two procedures consist of the same steps except with respect to how a determination is made. Under the Formal Procedure: Investigation with Determination, the Investigator investigates and makes a determination whether the Policy was violated. Under the Formal Procedure: Investigation, Hearing, and Determination, the Investigator investigates but does not make a determination. Instead, the report is forwarded for a live hearing where a Decision-Maker(s) will make a determination. Both processes include a notice of outcome and an appeal right. The Title IX and Anti-Discrimination Coordinator has the discretion to determine which procedure will be used.

ii. Assignment of Formal Procedure

The Title IX and Anti-Discrimination Coordinator will assign a Complaint a formal procedure as follows:

1. **Formal Procedure- Investigation with Determination** will be used in the following instances, as determined by the Title IX and Anti-Discrimination Coordinator:
   - Complaints of Sex Discrimination
     Except for:
   - Complaints of Sexual Harassment where the alleged conduct implicates Clery Crimes (Sexual Violence, Relationship Violence, or Stalking)
2. **Formal Procedure- Investigation, Hearing, and Determination** will be used in the following instances, as determined by the Title IX and Anti-Discrimination Coordinator:
   - Complaints of Sexual Harassment where the alleged conduct implicates Clery Crimes (Sexual Violence, Relationship Violence, or Stalking)
   - Complaints that the Title IX and Anti-Discrimination Coordinator determines necessitate a hearing, which may, but not always, include: cases that involve multiple policies, multiple Complaints, or multiple parties, cases that implicate criminal laws, or matters implicating the health and safety of an individual or the community. Such determinations are made on a case-by-case basis, and the Title IX Coordinator and Anti-Discrimination Coordinator will provide written notice of the reason for their decision.

iii. Overview of Formal Procedures

The University will make all reasonable efforts to provide a prompt, equitable, fair and impartial resolution of student and employee Complaints. The University's grievance process treats Complainants and Respondents equitably by providing remedies to a Complainant where a determination of responsibility has been made against the Respondent, and by following its grievance process before imposition of any disciplinary sanctions or other actions that are not supportive measures. Remedies will be designed to restore or preserve equal access to the University's education program or activity. Such remedies may include the same individualized services offered as supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent

iv. Written Notice of Allegations

1. Upon accepting a Complaint, or after a successful appeal of the dismissal of a Complaint, the Title IX and Anti- Discrimination Coordinator will provide written notice to all known parties that includes:
   A. The applicable University grievance process, including any informal resolution process;
   B. The allegations alleged by the Complainant, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved, if known; the conduct allegedly constituting the discrimination or harassment (including Sexual Harassment), if known; and the date and location of the alleged incident(s), if known.
   C. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
   D. Information regarding the parties' right to have an advisor of their choice, who may be, but is not required to be an attorney.
   E. A statement that the parties may inspect and review evidence as described in the investigation section of this Policy; and

F. A statement that the University prohibits knowingly making false statements or knowingly submitting false information in bad faith at any point in the grievance process. Individuals who engage in this misconduct may be subject to disciplinary actions.

2. If in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the written notice of allegations described above, the Title IX and Anti-Discrimination Coordinator will provide written notice of the additional allegations to the parties whose identities are known.

v. Investigation

1. Overview of the Investigative Process

A. Once a formal Complaint is filed, the Title IX and Anti- Discrimination Coordinator will appoint an Investigator to conduct a formal investigation into the allegations.

B. Parties whose participation is invited or expected for an investigative interview will be contacted by the Investigator and provided written notice of the date, time, location, participants, and purpose of the meeting. Parties will be given reasonably sufficient time to prepare to participate.

C. All parties have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

D. The Investigator may ask relevant and not otherwise impermissible questions of parties and witnesses, including questions challenging credibility.

E. The Investigator will ask the parties to provide questions they would like asked of the other Party. Parties must provide the Investigator with those questions within three days of the Investigator's request for questions.

F. The Investigator will notify the parties which witnesses the Investigator will attempt to interview and will ask the parties to provide questions they would like asked of the witnesses. Parties must provide the Investigator with those questions within three days of the Investigator's request for questions.

G. The parties will be provided with transcripts of interviews and a reasonable time to propose follow-up questions for those who have been interviewed. Parties must provide the Investigator with those questions within three days of the Investigator's request for questions.

H. The Investigator will make all reasonable efforts to complete the investigative report within 75 business days. This timeline may vary depending on the size of the formal Complaint, the amount of evidence to be considered, the number of persons to be interviewed, the timing of the identification of witnesses, the number of follow up interviews based on questions posed by the parties, and additional factors. When the Title IX and Anti-Discrimination Coordinator becomes aware that the Investigative Report is going to take longer than 75 business days to complete, the parties and their advisors will be given notice.

I. The Parties and their Advisors are not authorized to disseminate any portion of the investigative report sent to them through electronic or hardcopy means.

J. Unauthorized video or audio recordings of investigative interviews are not permitted by the Parties or their Advisors.

2. Witnesses and Evidence

A. Parties are expected to submit all evidence and witnesses that relate to the matter prior to their review of the draft report and evidence so that the Investigator can prepare a meaningful draft report that includes all relevant information. Additional information may be submitted after the review of the draft report and evidence, and Parties are not required to participate in the process. However, the Investigator and Decision-maker may consider the timing of participation and submissions of evidence and witnesses in their credibility assessments, and parties may be provided the opportunity to explain the timing of any participation or submission of information.

B. Both the Complainant and Respondent are expected to provide the names of potential witnesses to the Investigator and an explanation of what relevant information they expect the witness to provide. The Investigator will determine which of those potential witnesses, or other persons, may have relevant information about the alleged conduct; and the Investigator may request statements, either orally or in writing.

C. Complainants and Respondents are expected to provide other relevant evidence to the Investigator. For instance, evidence may include any facts or information presented in support of or opposition to an allegation, text messages, email exchanges, timelines, receipts, photographs, etc. The Investigator may also consider additional documents, items, or other relevant information.

D. Witnesess and evidence not provided prior to the completion of the Final Investigative Report may not be accepted or considered for a determination by the Investigator or at Hearing unless there are extenuating circumstances, such as the witness and evidence were not reasonably known to the Party during the investigation phase. The Title IX and Anti-Discrimination Coordinator has the right to determine how to address such untimely submissions in a manner that is fair for all Parties and does not undermine the Policy and a fair and equitable process.

3. Draft Report and Evidence Review Period

A. All parties will be given an equal opportunity to inspect and review any evidence obtained as a part of the investigation that is directly related to the allegations raised in the formal Complaint. This includes inculpatory or exculpatory evidence, whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

B. Prior to the completion of the investigative report, the University will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic or hardcopy format and a Draft Report that fairly summarizes the relevant evidence.

C. Each party will be given 10 days to submit a written response, which the Investigator will consider prior to completion of the investigative report.

4. Completion of the Investigative Report

A. Either after the Investigator receives the parties' written responses or after the 10-day time limit has expired, the Investigator will create a final investigative report that fairly summarizes the relevant evidence.

B. The Investigator will send the final investigative report to the parties for their review and comment and provide them with 10 days to submit final comments to the Final Investigative Report and Evidence.

C. The parties will receive the Final Investigative Report and Evidence no later than 10 days prior to a hearing, as applicable.

5. Assessment After the Investigative Report is Complete

Upon receiving the Final Investigative Report, and the parties' comments thereto, the Title IX and Anti-Discrimination Coordinator will evaluate whether the alleged conduct, if proven, sufficiently implicates the definition of Sex Discrimination and this Policy. The parties will receive written notice of the decision within 5 business days of the Title IX and Anti- Discrimination Coordinator's receipt of the Final Investigative Report. The time period may be extended due to several factors, including the complexity of the case, the length of the report, and addressing any questions for the Investigator. A determination by the Title IX and Anti-Discrimination Coordinator that a matter should proceed does not mean that the Title IX and Anti-Discrimination Coordinator is making any findings of fact or determination.

A. Continuation under this Policy. If the Title IX and Anti-Discrimination Coordinator determines that the conduct alleged in the investigative report, if proven, sufficiently implicates the definition of Sex Discrimination and this Policy, then the Complaint will either be 1) referred to the Investigator to make determinations or 2) adjudicated in accordance with any and all specific procedures outlined in the Title IX Live Hearing Procedures section below.

B. Dismissal. If the Title IX and Anti- Discrimination Coordinator determines that the conduct alleged in the investigative report, if proven, does not sufficiently implicate the definition of Sex Discrimination and this Policy, then the Complaint will be dismissed by written notice to the parties. The matter and the investigative report will be forwarded to the appropriate office, if any, for resolution. This dismissal is subject to an appeal right, set forth in Section # below.

vi. Determination by Investigator

If the matter is continued for the determination stage, the Investigator will review the Investigative Report and Evidence, including the parties' responses, make findings of fact, and make a determination whether the Respondent violated the Policy.

The Investigator will prepare a written determination of responsibility detailing the Investigator's findings and determinations consistent with Section XIV(b)(viii) below. Parties will be sent the written determination of responsibility within 14 business days after the Investigator was notified by the Title IX and Anti-Discrimination Coordinator to make findings.

vii. Determination by Live Hearing Procedures

1. Hearing Decision-Maker(s)

   Within 3 business days of approving the Final Investigative Report for continuation under this process, the Title IX and Anti-Discrimination Coordinator will appoint a Decision-Maker(s). The Decision-Maker(s) will be assigned to preside over the live hearing. The parties will be provided with the name of the Decision-Maker(s) in writing and provided with three days to inform the Title IX and Anti-Discrimination Coordinator in writing of any conflicts with the Decision-Maker.

2. Live Hearing Schedule

   Within 3 business days of appointing the Decision-Maker, the University will work with the parties to identify a mutually agreeable date and time for the hearing. The University will work to accommodate the parties and advisors but will not allow schedule requests that unreasonably delay the process.

   Within 3 business days of identifying a date for the Hearing, the University will provide the parties, their advisors, and witnesses with written notice of the live hearing date, time, and location. The parties must inform the Decision-Maker(s) right away if there is a scheduling conflict that would make it impossible for them to attend the live hearing.

3. Impact Statements

   The parties may submit impact statements to be read by the Decision-Maker(s). The statements must be submitted to the Title IX and Anti-Discrimination Coordinator no later than the commencement of the Hearing. Any impact statements will be read after the conclusion of the hearing if a finding of responsibility is made. The Decision-Maker(s) will consider the impact statements in the context of determining sanctions and remedies, as appropriate.

4. Pre-Hearing Conference

   Parties and their advisors will be offered the opportunity to participate in a pre-hearing conference where the Hearing process and expectations will be explained and questions about the process will be addressed.

5. Submission of Questions- Requirement

   Parties' advisors must submit an initial list of questions they would like to ask at the Hearing. They should submit the list of questions prior to the pre-hearing conference for review and determination of relevance at the pre-hearing conference. If a party does not participate in a pre-hearing conference, questions should be submitted to the Title IX and Anti-Discrimination Coordinator no later than three business days before the Hearing.

   While it is expected that questions will be submitted in advance, advisors may ask additional questions at the Hearing by submitting the questions to the Decision-Maker. The Decision-Maker has the discretion to determine if questions should be submitted in writing or orally at the Hearing.

6. Overview of the Live Hearing Process
   A. At the request of either party, the University will provide for the live hearing to occur with the parties located in separate rooms. Live hearings may be conducted with all parties physically present in the same geographic location or, at the Title IX and Anti-Discrimination Coordinator's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. In either of the aforementioned situations, the University will provide technology that enables the participants to simultaneously see and hear each other.
   B. At the live hearing, the Decision-Maker(s) will permit questions by the parties' advisors, as described in the Questioning sections of this policy below.
   C. The University will create an audio or audiovisual recording, or transcript of any live hearing. The choice of whether it is an audio or audiovisual recording, or transcript is made in the sole discretion of the University. The audio or audiovisual recording, or transcript will be made available to both parties for inspection and review. In compliance with disability laws, the University will ensure that all parties are properly accommodated with respect to use of technology and reliance on visual, audio, or written communication.
   D. The only persons permitted to attend the live hearing are the parties, their advisors, the witnesses, and designated University personnel. The witnesses are only to be in attendance at the live hearing during the time in which they are offering information or answering questions. Otherwise, the witnesses are to be waiting in a designated room (or virtual room) until called upon.
   E. The sequence of the Hearing is as follows:
      - Opening statements (no longer than 10 minutes). Opening statements are not impact statements but are the opportunity to tell the Decision-Maker(s) the party's position and make their case. Impact statements are submitted and considered as set forth above.
      - Questioning of Complainant by the Decision-Maker(s)
      - Questioning of Complainant by Respondent's Advisor.
      - Questioning of Respondent by the Decision-Maker(s)
      - Questioning of Respondent by Complainant's Advisor
      - Questioning of witness by the Decision-Maker(s)
      - Questioning of witness by the Advisors
      - Closing Statements (no longer than 10 minutes). Closing statements are not impact statements but the opportunity to reaffirm the party's position, make their case, and address testimony from the Hearing. Impact statements are submitted and considered as set forth above.

7. Questioning During Live Hearings
   A. At the Title IX live hearing, the Decision-Maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. The Decision-Maker has the discretion to require the Advisors to present the Decision-Maker with the questions in writing for the Decision-Maker to ask, subject to a relevancy determination set forth below.
   B. Before a party or witness answers a question, the Decision-Maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Decision-Maker(s) has complete discretion to make relevancy determinations.
   C. The parties and their Advisors are required to engage with parties, witnesses, and the Decision-Maker(s) in a respectful and non- aggressive manner. The Decision-Maker has the right to remove any party or advisor who fails to comply with this requirement.
   D. Questions will be asked directly, orally, and in real-time from the advisors of the parties, not from the parties themselves. Advisors are permitted to ask the other party and witnesses relevant questions and follow-up questions, including questions which challenge credibility.
   E. The Advisor may only ask relevant, non-duplicative questions to each party and witness. Repetitive, badgering, not relevant, and unclear questions may be deemed harassing and intimidating, and an Advisor may be removed for engaging in this type of questioning.

8. Refusal to Respond to Questions
   An Investigator or Decisionmaker may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. No inference will be drawn about whether Sex Discrimination occurred solely based on a party or witness' refusal to respond to such questions.

viii. Notice of Outcome Written Determination of Responsibility

1. Standard of Evidence
   Preponderance of the evidence is the standard of evidence to be used to determine whether a Respondent is responsible for the prohibited conduct alleged in the formal Complaint. This is the standard of evidence that will be applied to all formal Complaints of prohibited conduct described in this Policy, regardless of whether the Respondent is a student or employee of the institution.

2. The Investigator and Decision-Maker(s) will undertake an objective evaluation of all relevant evidence (including both inculpatory and exculpatory evidence). In addition, the Investigator and Decision-Maker(s) will not make any credibility determinations based on a person's status as a Complainant, Respondent, or witness. Upon a determination of responsibility using the preponderance of the evidence standard described herein, the Investigator and Decision-Maker(s) will make their best effort to simultaneously issue a written determination regarding responsibility to both parties.

3. The written determination regarding responsibility will be provided within 14 business days of the investigator being directed to do so (in the case of an investigator determination) or the hearing (in the case of a decision-maker determination after a Hearing), and will include:
   A. A description of the alleged Sex-Based Harassment
   B. Information about the policies and procedures that the University used to evaluate the allegations;
   C. The Investigator or Decision-Maker(s) evaluation of the relevant and not otherwise impermissible evidence and determination whether Sex-Based Harassment occurred;
   D. When the Investigator or Decision-Maker(s) finds that Sex-Based Harassment occurred, any disciplinary sanctions the University will impose on the Respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by the University to the Complainant, and, to the extent appropriate, other students identified by the University to be experiencing the effects of the Sex-Based Harassment; and
   E. The University's procedures and permissible bases for the Complainant and Respondent to appeal.

4. The determination of responsibility will be deemed final on either of the following dates:
   - If an appeal is filed, the date that the Appeal Officer provides the parties with the written determination of the result of the appeal; or
   - If an appeal is not filed, the date on which an appeal would no longer be considered timely.

5. The University will not impose discipline on a Respondent for Sex Discrimination prohibited by this Policy unless there is a determination at the conclusion of the Title IX grievance procedures that the Respondent engaged in prohibited Sex Discrimination.

6. If there is a determination that Sex Discrimination occurred, as appropriate, the Title IX and Anti-Discrimination Coordinator will:
   - Coordinate the provision and implementation of remedies to a Complainant and other people the University as having had equal access to the University's education program or activity limited or denied by Sex Discrimination;
   - Coordinate the imposition of any disciplinary sanctions on a Respondent, including notification to the Complainant of any such disciplinary sanctions; and
   - Take other appropriate prompt and effective steps to ensure that Sex Discrimination does not continue or recur within the University's education program or activity.

7. The University will not discipline a party, witness, or others participating in the resolution procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether Sex Discrimination occurred. However, false statements and dishonesty are prohibited as set forth in Section XII.

ix. Remedies and/or Disciplinary Sanctions

Remedies will be designed to restore or preserve the Complainant's equal access to the University's education program or activity. Disciplinary actions may range from warnings to University dismissal or termination, depending on the magnitude and specifics of the violation. The types of prohibited conduct described in this Policy are all serious offenses, and such violations are subject to any combination of conduct remedies or sanctions. The range of possible disciplinary sanctions and remedies that the University may implement following any determination of responsibility are listed in Appendix B.

In the event of a determination of responsibility by the Investigator, the Investigator will make recommendations for sanctions and submit them to the Title IX and Anti-Discrimination Coordinator for review, consideration, and approval prior to finalizing the Written Determination of Responsibility. Sanctions will not be imposed until the completion of any appeal period and process.

c. **Dismissals and Taking Responsibility**

i. Dismissals

The University may dismiss a Complaint of Sex Discrimination if:

- The University is unable to identify the Respondent after taking reasonable steps to do so;
- The Respondent is not participating in the University's education program or activity and is not employed by the University;
- The Complainant voluntarily withdraws any or all of the allegations in the Complaint, the Title IX Coordinator declines to initiate a Complaint, and the University determines that, without the Complainant's withdrawn allegations, the conduct that remains alleged in the Complaint, if any, would not constitute Sex Discrimination even if proven; or
- The University determines the conduct alleged in the Complaint, even if proven, would not constitute Sex Discrimination. Before dismissing the Complaint for this reason, the University will make reasonable efforts to clarify the allegations with the Complainant.

Upon dismissal, the University will promptly notify the Complainant of the basis for the dismissal. If the dismissal occurs after the Respondent has been notified of the allegations, then the University will also notify the Respondent of the dismissal and the basis for the dismissal promptly following notification to the Complainant, or simultaneously if notification is in writing.

When a Complaint is dismissed, the University will, at a minimum:

- Offer supportive measures to the Complainant as appropriate;
- If the Respondent has been notified of the allegations, offer supportive measures to the Respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that Sex Discrimination does not continue or recur within the University's education program or activity.

ii. Appeal of Dismissals

In the notice of dismissal, the University will notify the Complainant that the dismissal may be appealed pursuant to Section XIV(c) below and will provide the Complainant with an opportunity to appeal the dismissal of a Complaint. If the dismissal occurs after the Respondent has been notified of the allegations, then the University will also notify the Respondent that the dismissal may be appealed.

If the dismissal is appealed, the University will:

- Notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the Respondent;
- Implement appeal procedures equally for the parties;
- Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties of the result of the appeal and the rationale for the result.

The decisionmaker for the appeal will not have participated in the investigation of the allegations or dismissal of the Complaint.

A Dismissal of a Complaint will be final upon the expiration of the Appeal time period or upon written notice that the decisionmaker for the appeal determined that the Dismissal was consistent with this Policy. A Dismissal means that the Complaint cannot be brought again.

iii. Choice to Admit Responsibility

At any point during the grievance process, a Respondent may choose to voluntarily admit responsibility for the alleged violation(s) and execute a written waiver, at which point the Respondent will be assigned a sanction(s) and the grievance process will be terminated.

b. Appeals of Dismissal of a Complaint or Determination of Responsibility

i. Both Parties have the option to appeal a dismissal of a Complaint and/or the determination regarding responsibility and sanction on the following bases:
   1. A procedural irregularity that would change the outcome of the matter;
   2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that would change the outcome of the matter; and
   3. The Title IX and Anti-Discrimination Coordinator, Investigator(s), or Decision-Maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that would change the outcome of the matter. If it is found that a party was aware of a potential bias or conflict of interest prior to the determination regarding responsibility and the party knowingly withheld that information from the University, the party will not be permitted to raise that allegation of bias or conflict of interest on appeal.
   4. The imposed sanction(s) is disproportionate to the violation(s) for which the Respondent was found responsible.

ii. All appeals must be submitted in writing to the Appeal Officer (Vice President for Student Affairs or designee) within 10 days from the date the written determination of responsibility was sent to the parties.

iii. Appeals must contain the following information:
   1. Identification of which one or more of the four bases the appellant is appealing. Parties may appeal on more than one basis.
   2. Specific reasons and information supporting the basis for the appeal.

iv. Within 3 business days of receiving the written appeal, the Appeal Officer will review the appeal to determine whether it falls within the bases for appeal as described above. If it does, the University will promptly notify the other party when a valid appeal is filed and will implement appeal procedures equally for both parties. If it does not, the appealing party will be notified in writing.

v. The other party will be given 5 days from the date of notification of the appeal to submit a written response to the appeal to the Appeal Officer.

vi. Either after receiving the other party's written response to the appeal, or after the 5-day time limit has expired, the Appeal Officer will make a determination regarding the outcome of the appeal within 14 business days.

vii. Upon a determination of the outcome of the appeal, the Appeal Officer will provide written notice of the decision to both parties and will make all reasonable efforts to simultaneously notify said parties. This written notice will describe the rationale for the result of the appeal.

viii. The University will ensure that the Appeal Officer is not the Investigator, Title IX and Anti-Discrimination Coordinator, or the Decision-Maker(s).

e. Additional Information Related to the Processes

i. Potential Delays in the Informal or Formal Resolution Processes

The University will make all reasonable efforts to abide by the timelines described throughout this Policy. The University has established the following process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause: when the Title IX and Anti-Discrimination Coordinator determines that the timeline for any stage of the Informal Resolution Process or the Formal Process must be changed for good cause or due to unexpected barriers to meeting the timeline, the Complainant and Respondent will receive written notice of the temporary delay or limited extension of timeframes and the reasons for the change. Possible reasons for temporary delays or extensions of timeframes include, but are not limited to, the size of the formal Complaint, the impact of vacations and holidays, challenges in scheduling, difficulty accessing information or reaching a Party or witness, the amount of evidence to be considered, the number of persons to be interviewed, the timing of witness or evidence identification, and additional factors including the absence of a party or a party's advisor, concurrent law enforcement activity, the need for language assistance or accommodation of disabilities, etc. The Title IX and Anti-Discrimination Coordinator will provide such notice when the Title IX and Anti-Discrimination Coordinator has sufficient information to determine that the timeframe cannot be met.

ii. Request for Extensions of Timelines from the Parties

If a party has good cause and needs an extension during the formal Complaint grievance process, they can contact the Title IX and Anti-Discrimination Coordinator to request such extension. Parties should make a request as timely as possible and in good faith. It is within the Title IX and Anti- Discrimination Coordinator's discretion to grant such a request. In the case that an extension is granted, the same extension will be given to the other party.

The Title IX and Anti-Discrimination Coordinator has the discretion to deny an extension that unreasonably delays the process. While Parties have the right to an advisor and the University will seek to reasonably accommodate schedules, the process will not be unreasonably delayed by the Advisor's schedule and the University will proceed with the process accordingly.

iii. Advisors

The Complainant and the Respondent are entitled to the same opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney; and the University may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding, notwithstanding, the advisor must comply with the restrictions established by the University regarding the extent to which the advisor may participate in the proceedings. The restrictions are set forth below:

1. Meetings and Investigation Interviews: Advisors may not speak for or on behalf of any Complainant or Respondent during any meetings and/or investigation interviews. While an advisor cannot speak for or on behalf of the Complainant or Respondent during any meetings and/or investigation interviews, time will be granted for the advisor and the party to confer, if deemed appropriate, by the Investigator or University personnel facilitating any meeting. The Investigator and University personnel reserve the right to exclude an advisor from any meeting or investigation interview for failure to abide by these restrictions.

2. Title IX Live Hearings: Each party must have an advisor present at the Title IX live hearing. If a Complainant or Respondent does not have an advisor present at the Title IX live hearing, the University will provide one. The University reserves sole discretion to select the advisor provided. The advisor selected will be provided without cost to the Complainant or Respondent. The role of the advisor during the Title IX live hearing is solely to conduct questioning on the Complainant's or Respondent's behalf. At the Title IX live hearing, the Decision-Maker(s) will permit each party's advisor to ask the other party and any witnesses relevant questions and follow-up questions, including those challenging credibility. It is the expectation of the University that the advisor will at all times act in a respectful and non-aggressive manner. The Decision-Maker(s) reserves the right to exclude an advisor from the Title IX live hearing for failure to abide by these restrictions. Should an advisor be excluded from the Title IX live hearing, the party will be able to choose a new advisor, or one will be provided by the University

iv. Consolidation of Complaints

1. The University may consolidate Complaints under this Policy when allegations arise out of the same facts or circumstances. In addition, a Complaint of Retaliation may be consolidated with a Complaint of Sex Discrimination. Where the formal resolution process involves more than one Complainant or more than one Respondent, references made to the singular "party," "Complainant," or "Respondent" include the plural, as applicable.
2. Alleged violations of other University policies, which are related to the formal Complaint, may be adjudicated and resolved under this Policy.

v. Privileged Information

1. The University will not require, allow, rely upon, or otherwise permit questions or use of evidence that constitutes, or seeks disclosure of, information protected under a legally recognized privilege. Notwithstanding the foregoing, if a person holding such a privilege has waived the privilege, then the information may be used during an investigation or live hearing.
2. In gathering evidence, the University will not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent to do so.

vi. Evidence Pertaining to Sexual History

Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent to the alleged Sex-Based Harassment. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent to the alleged Sex-Based Harassment or preclude determination that Sex-Based Harassment occurred.

vii. Time Limits

There is no time limit on reporting violations of this Policy, although the College's ability to respond fully may be limited with the passage of time.

XIV. Withdrawal/Permanent Separation with Charges Pending

a. If a Student Respondent withdraws from the University after the University has given notice to the Respondent but prior to a finding or final resolution, an entry will be made on their academic transcript maintained by the Office of the Registrar that indicates the student has withdrawn with a disciplinary investigation and/or charges pending.

b. If an Employee Respondent separates or is terminated from University after the University has given notice to the Respondent but prior to disciplinary a finding or final resolution, an entry will be made in their personnel file that indicates that the employee separated with disciplinary investigation and/or charges pending, or employment terminated with a disciplinary investigation and/or charges pending.

c. If a Student Respondent graduates from the University after the University has given notice to the Respondent but prior to a finding or final resolution, an entry will be made on their academic transcript maintained by the Office of the Registrar indicating a disciplinary investigation and finding or resolution pending.

d. If the University dismisses the matter, there will be no entry in the academic transcript or personnel file once the matter is dismissed.

XV. Written Explanation of Rights and Options

When an individual reports allegations of sexual assault, dating violence, domestic violence, or stalking, whether the offense occurred on or off campus, the University will provide the individual with a written explanation of rights and options

XVI. Students and Employees with Disabilities

Students and Employees requiring accommodations should contact the appropriate office (Students- Office of Disability Services or Employees- Human Resources) as soon as possible to arrange accommodations as appropriate. If a Complainant or Respondent is a student with a disability, the Title IX Coordinator may consult, as appropriate, with the Office of Disability Services to determine how to comply with Section 504 of the Rehabilitation Act of 1973.

XVII. Additional Information

a. **Bystander Intervention** refers to safe and positive options that may be carried out by an individual(s) to prevent harm or intervene when there is a risk of discrimination or sexual harassment, including sexual assault, dating and domestic violence, or stalking, against a person(s) other than the individual. Safe and positive options for bystander intervention include: recognizing prohibited conduct and situations of potential harm; understanding institutional structures and cultural conditions that facilitate violence; overcoming barriers to intervening; and identifying effective ways to intervene and take action, provided that the intervention or action can be undertaken in a way that ensures the safety of the bystander. A description of the University's educational and primary prevention and awareness programs, including bystander intervention, can be found in the University's most recent Annual Security Report.

b. **Risk Reduction** is defined as options designed to decrease perpetration and bystander inaction, increase empowerment in order to promote safety, and help individuals and communities address conditions that facilitate violence. A description of the University's educational and primary prevention and awareness programs, including risk reductions, can be found in the University's most recent Annual Security Report.

c. **Preserving Evidence:** In cases of sexual violence, including sexual assault, dating and domestic violence, and stalking, as defined herein, it is critical that the Complainant preserve evidence because doing so may assist in proving that the alleged behavior occurred and/or may be helpful in obtaining a protective order.

d. **Resources:** The University will provide written notification about existing resources and services, which may include counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, student financial aid, and other resources and services that may be available at the University and in the community. The written information may include options for, available assistance in, and how to request changes to academic, living, transportation, and working situations; or protective measures. The University will make requested accommodations and protective measures if they are reasonably available, regardless of whether a report is made to Safety and Security or local law enforcement.

e. **Violations of Rhode Island State Law:** Individuals may also wish to pursue criminal charges through local law enforcement. Below are relevant violations under Rhode Island General Law:

   i. First Degree Sexual Assault (RIGL § 11-37-2): A person is guilty of first degree sexual assault if he or she engages in sexual penetration with another person, and if any of the following circumstances exist: (1) The accused, not being the spouse, knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless. (2) The accused uses force or coercion. (3) The accused, through concealment or by the element of surprise, is able to overcome the victim. (4) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

   ii. Second Degree Sexual Assault (RIGL § 11-37-4): A person is guilty of second degree sexual assault if he or she engages in sexual contact with another person and if any of the following circumstances exist: (1) The accused knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless. (2) The accused uses force, element of surprise, or coercion. (3) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

   iii. Third Degree Sexual Assault (RIGL § 11-37-6): A person is guilty of third degree sexual assault if he or she is over the age of eighteen (18) years and engaged in sexual penetration with another person over the age of fourteen (14) years and under the age of consent, sixteen (16) years of age.

   iv. Stalking (RIGL § 11-59-2): Any person who: (1) harasses another person; or (2) willfully, maliciously, and repeatedly follows another person with the intent to place that person in reasonable fear of bodily injury, is guilty of the crime of stalking. "Harasses" means a knowing and willful course of conduct directed at a specific person with the intent to seriously alarm, annoy, or bother the person, and which serves no legitimate purpose. The course of conduct must be such as would cause a reasonable person to suffer substantial emotional distress, or be in fear of bodily injury. "Course of conduct" means a pattern of conduct composed of a series of acts over a period of time, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct."

   v. Cyberstalking and Cyberharassment (RIGL § 11-52-4.2): Whoever transmits any communication by computer or other electronic device to any person or causes any person to be contacted for the sole purpose of harassing that person or his or her family is guilty of a misdemeanor.

   vi. Dating Violence (R.I.G.L. §16-22-24) "Dating violence" means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal or emotional abuse to control his or her dating partner. "Dating partner" means any person involved in an intimate association with another primarily characterized by the expectation of affectionate involvement whether casual, serious or long-term.

   vii. Domestic Violence (RIGL § 12-29-2): (a) "Domestic violence" includes, but is not limited to, any of the following crimes when committed by one family or household member against another: (1) Simple assault (§ 11-5- 3); (2) Felony assaults (chapter 5 of title 11); (3) Vandalism (§ 11-44-1); (4) Disorderly conduct (§ 11-45-1); (5) Trespass (§ 11-44-26); (6) Kidnapping (§ 11-26-1); (7) Child-snatching (§ 11-26-1.1); 13 (8) Sexual assault (§§ 11-37-2, 11-37-4); (9) Homicide (§§ 11-23-1 and 11-23-3); (10) Violation of the provisions of a protective order entered pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8 where the Respondent has knowledge of the order and the penalty for its violation, or a violation of a no contact order issued pursuant to § 12-29-4; (11) Stalking (chapter 59 of title 11); (12) Refusal to relinquish or to damage or to obstruct a telephone (§ 11-35-14); (13) Burglary and Unlawful Entry (chapter 8 of title 11); (14) Arson (chapter 4 of title 11); (15) Cyberstalking and cyberharassment (§ 11-52-4.2); (16) Domestic assault by strangulation § 11-5-2.3; (b) "Family or household member" means spouses, former spouses, adult persons related by blood or marriage, adult persons who are

presently residing together or who have resided together in the past three (3) years, and persons who have a child in common regardless of whether they have been married or have lived together, or persons who are, or have been, in a substantive dating or engagement relationship within the past one year which shall be determined by the court's consideration of the following factors: (1) The length of time of the relationship; (2) The type of the relationship; (3) The frequency of the interaction between the parties. (c) "Protective order" means an order issued pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8. (d) "Victim" means a family or household member who has been subjected to domestic violence.

f. **Complaints and Inquiries regarding Application or Enforcement of this Policy.**
Complaints and Inquiries regarding the application or enforcement of this Policy should be made to the University's Title IX and Anti-Discrimination Coordinator. Inquiries regarding the application of Title IX and its implementing regulations may be referred to the Title IX and Anti-Discrimination Coordinator or designee, or to the United States Department of Education, Office for Civil Rights, at OCR@ed.gov or (800) 421-3481. This Policy is in compliance with applicable legal requirements, including Title IX of the Education Amendments of 1972, relevant provisions of the Violence Against Women Reauthorization Act of 2013, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, and other applicable federal and Rhode Island state laws

XVIII. Policy Revision

The University reserves the right to revise this Policy in its sole discretion at any time. Any such revisions will be posted on the University's website.

XIX. Record Keeping for Title IX Complaints

The Title IX regulations require specific records to be retained. As such, for Title IX Complaints specifically, the University will document and maintain in University records for a period of seven years the following:

a. For each Complaint of Sex Discrimination, records documenting the informal resolution process or the grievance procedures, and the resulting outcome.

b. For each notification the Title IX Coordinator received of information about conduct that reasonably may constitute Sex Discrimination under Title IX, including notifications from employees, and records documenting the actions the University took to comply with section 106.44.

c. All materials used to provide training required by Title IX. The University will make those training materials available upon request for inspection by members of the public.

Appendix A: Contact Information for Title IX and Anti-Discrimination Coordinator and Additional Resources

Title IX and Anti-Discrimination Coordinator

Jonathan Cook, Assistant Dean of Students
Office Address: Gerety 301
Phone: (401) 341-2640
Email: Jonathan.Cook@salve.edu
Mailing Address: 100 Ochre Point Ave.,
Newport, RI 02840

Confidential On-Campus Resources

Health Services Miley Lower Level
(401) 341-2904

Counseling Services Miley Lower Level
(401) 341-2919

University Chaplain
(401) 341-2368

Confidential Off-Campus Resources

Day One Resource Center
(401) 421-4100

Women's Resource Center
(401) 846-5263

Rhode Island Coalition Against Domestic Violence
(800) 494-8100

Newport Hospital
(401) 846-6400

Women & Infants Hospital
(401) 274-1100

Assistant Secretary for Civil Rights

U.S. Department of Education Office for Civil Rights
400 Maryland Avenue, SW Washington, D.C. 20202-1100
Telephone: (800) 421-3481
FAX: (202) 453-6012; TDD: (800) 877-8339
Email: OCR@ed.gov

Rhode Island Commission for Human Rights
180 Westminster St #201,
Providence, RI 02903
(401) 222-2661

Appendix B: Disciplinary Sanctions and Remedies

I. Determining the Appropriate Discipline

a. In considering the appropriate sanction, the decision makers shall consider the circumstances, including but not limited to the following factors:

i. The nature and violence of the conduct at issue;

ii. The impact of the conduct on the Complainant;

iii. The impact of the conduct on the community, its members, or its property;

iv. Whether the Respondent has accepted responsibility;

v. Whether the Respondent is reasonably likely to engage in the conduct in the future;

vi. The Respondent's prior discipline history;

vii. How the College has sanctioned similar incidents in the past;

viii. The severity of the sanction necessary to ensure that the conduct does not recur; and

ix. Any other mitigating or aggravating circumstances, including the College's values.

b. Most Serious Offenses, Termination/Expulsion

The Decision Maker(s) must impose sanctions that reflect the seriousness of the incident and the harm caused to the Complainant and, as relevant, the University community. While any violation of the Title IX Sexual and Gender-Based Harassment, Sexual Assault, Intimate Partner Violence, and Stalking Policy is of concern and while any violation may lead to separation/termination or expulsion depending on the individual circumstances of the case, the University considers the following offenses to be particularly egregious and likely warrant expulsion/termination unless there are significant mitigating circumstances that overcome the presumption:

i. Rape, Sodomy, Sexual Assault with an Object

ii. Domestic or Dating Violence with a serious injury

c. The Title IX and Anti-Discrimination Coordinator is responsible for effective implementation of any remedies.

d. The range of possible disciplinary sanctions and remedies that the University may implement following any determination of responsibility are listed in Appendix B.

II. Students

Students who are found responsible for violating this Policy may be subject to one or more of the following disciplinary actions. Action may range from warning to expulsion, depending on the magnitude and specifics of the infraction.

a. Warning – a warning (either verbal or written), is an official notice to the student that their behavior has violated the Student Code of Conduct. A letter of warning serves as notification to the student that further misconduct/violations may result in additional disciplinary action.

b. Developmental sanction – an assigned task or tasks intended to involve the student in a positive learning experience appropriate to the violation. Developmental sanctions of this type include, but are not limited to: alcohol education workshop, reflection paper, educational project, My Student Body Conduct Course, and/or involvement with an established University program or committee.

c. Community Restitution – uncompensated work/service on campus or off campus at a non- profit community service agency. Students assigned community restitution may also be assigned a reflection paper about their experience.

d. Restitution – compensation for loss, damage, repair, replacement or injury. This may take the form of appropriate service, monetary or material replacement.

e. Fine – a monetary fee/financial sanction imposed for specific infractions and/or cost associated with participation in a required program.

f. Loss of Privileges – denial of specific privileges for a designated period of time.

g. Parental/Guardian Notification – notification of parents/guardians when a student has violated the University's alcohol or drug policy, when there is a serious health or safety issue regarding a student, or if a student's residency or student status is in jeopardy.

h. Counseling/Health Services Referral – a referral to the Counseling Center or Health Services or another appropriate office for consultation or assessment. The number of counseling sessions in which the student participates is at the discretion of the student's counselor.

i. No Contact Order – imposed in instances where it is determined that a student may pose a threat to another student. This order, specific to a person and/or location, prohibits the subject from having direct or indirect contact with the person requesting the No Contact Order. The No Contact Order specifically includes communication through email, mail, phone, instant message, text, social media, face to face, or any contact through a third party. A No Contact Order may be imposed prior to a hearing, as a result of a hearing, or in lieu of a hearing. Violation of a No Contact Order may result in further adjudication, up to and including interim suspension from the University.
j. Residence Hall Relocation – required assignment to another residence area.
k. Residence Hall Probation – a written reprimand for violation of the Student Code of Conduct. This sanction is for a defined period of time and includes the probability of more severe disciplinary sanctions if the student is found responsible for any additional violations during the probationary period.
l. Residence Hall Suspension – separation of the student from their residence hall for a definite period of time, after which the student is eligible to return. Reapplication for housing does not guarantee immediate placement. Conditions for returning to the residence halls may be specified.
m. Residence Hall Dismissal – permanent separation of the student from the residence halls.
n. Disciplinary Probation – a sanction indicating that a student's behavior has placed themselves on a disciplinary status that is close to suspension. It is imposed for a specific period of time. Any further violations while on University Probation may result in suspension and/or dismissal from the University.
o. Deferred Suspension – a warning that a student may be immediately separated from the University if found responsible for any further violations of the Student Code of Conduct during a specific period of time.
p. Suspension – separation of the student from the University for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified. During a period of suspension the student is not allowed on campus or at University sponsored events.
q. University Dismissal – permanent separation of the student from the University. Student is not eligible to reapply.
r. Interim Action – In certain situations, the Vice President for Student Affairs, Associate Vice President and Dean of Students, or designee, may take interim action against a student. This interim action may include but is not limited to: removal or ban from a residence hall (s) or University suspension, pending a hearing. Such actions will only occur if, in the Vice President for Student Affairs', Associate Vice President and Dean of Students', or designee's judgment, the student is a danger to themselves or other members or parts of the University community, or if the student is a disruptive/disorderly community member who is infringing on the rights of others. In such instances, the hearing officer will meet with the student as soon as practical to hear the case. As soon as practical after the interim action, the hearing officer shall prepare and deliver to the removed student a notice of charges and other information in conformance with the student conduct hearing process.

III. Employees

Employees who are found responsible for violating this Policy may be subject to one or more of the following disciplinary actions. Action may range from warning to termination, depending on the magnitude and specifics of the infraction.

a. Verbal warning – an official verbal notice to the employee that their behavior is not acceptable and may have violated this University Policy. Documentation of the delivery of a verbal warning should always be placed in the supervisors file on the employee.
b. Written warning – an official written notice to the employee that their behavior is not acceptable and may have violated this University Policy. This written notice is signed by the employee and the employee's supervisor and is placed in both supervisor's file on the employee and the employee's file in the Office of Human Resources.
c. Developmental sanction – an assigned task or tasks intended to involve the employee in a positive learning experience appropriate to the violation. Developmental sanctions of this could include, but are not limited to training, mediation, coaching or a performance improvement plan.
d. Change in responsibilities or supervisory role – a modification of the employee's job duties or a change in a supervisory role.
e. Suspension with pay – a separation of the employee from the University for a definitive period of time with pay.
f. Suspension without pay – a separation of the employee from the University for a definitive period of time without pay.
g. Termination – a permanent separation of the employee from the University.

Reporting Child Abuse and/or Neglect and Elder Abuse, Neglect, Exploitation and/or Self-Neglect

All persons, including employees, are mandated by Rhode Island law to report known or suspected cases of child abuse and/or neglect and elder abuse, neglect, exploitation and/or self-neglect.

Child Abuse and/or Neglect: An abused or neglected child is defined by Rhode Island law as meaning a child whose physical or mental health or well-being is harmed when their parent or another person responsible for them: Inflicts physical or mental injury, or creates a substantial risk to be created for the result of a physical and/or mental injury; Commits, or allows to be committed, an act of sexual abuse; Fails to supply adequate food, clothing, shelter, or medical care even when financially able to or has access to other reasonable means; Fails to provide a minimum degree of care, supervision, or guardianship; Abandons or deserts the child; or Sexually exploits the child; commits or allows to be committed any sexual offense against the child.

The Rhode Island law defining child abuse and neglect in the state of Rhode Island can be found by clicking on the following link: § 40-11-2: Abused and Neglected Children. Rhode Island law requires that all persons report known or suspected cases of child abuse and/or neglect, meaning the physical or mental injury, sexual abuse or exploitation, negligent treatment or maltreatment of a child under the age of eighteen (18). If any person, including employees (faculty and staff members) suspect or witnesses child sexual and/or neglect abuse on campus, the employee must report it to the Rhode Island Department of Children, Youth, and Families within 24 hours of becoming aware of such abuse/neglect. Call the DCYF hotline at 1-800-RI-CHILD (1-800-742-4453).

In emergency situations, call 911 first.
Matthew Corcelli, Director of the Office of Public Safety, has been designated as the person responsible for reviewing reports of sexual abuse of minors for trends, patterns, or repeat offenders on campus. Matthew Corcellit can be contacted at matthew.corcelli@salve.edu or 401-341-2323.

Elder Abuse, Neglect, Exploitation and/or Self- Neglect: Any person who has reasonable cause to believe that any person sixty (60) years of age or older has been abused, neglected, or exploited, or is self-neglecting, shall make an immediate report to the director of the Office of Healthy Aging, or their designee at http://oha.ri.gov/ers-reporting/ or by calling 401-462-0555. The Office of Healthy Aging may then notify law enforcement if appropriate. This section applies to any person sixty (60) years of age or older regardless of where they live in the community. In emergency situations, call 911 first.

Student and Employee Reporting Procedures related to Health Service Professionals and Athletic Trainers.
Section 1557 of the Affordable Care Act (ACA) prohibits sex discrimination in applicable health programs and activities, including Salve Regina's Health Service Professionals and Athletic Trainers. We strongly encourage any student, employee, Health Service patient, or other individual who feels they have been subjected to sexual discrimination (including but not limited to sexual harassment, sexual abuse and/or sexual assault) to immediately contact Jonathan Cook, Assistant Dean of Students, Title IX and Anti-Discrimination Coordinator or Nancy Escher, Associate Vice President and Chief Human Resources Officer, and/or the Newport Police. Complaints related to the University's Health Services Professionals or Athletic Trainers will be processed and resolved according to the procedures listed in this policy. The University's Health Service Professionals and Athletic Trainers will follow appropriate procedures to maximize physical security. Patients may request a chaperone or support person at any time for any examination with Health Services Professionals or Athletic trainers.

REPORTING INCIDENTS
The Clery Act and the Violence Against Women Act prohibit sexual harassment, including sexual assault, domestic violence, dating violence and stalking, and require a prompt and equitable resolution of complaints. Incidents should be referred to the Title IX coordinator. If an act of sexual violence is in progress or imminent on campus, dial 911.

University Primary Prevention and Awareness Programs

The University recognizes the importance of providing education and training to prevent dating violence, domestic violence, sexual assault and stalking. These issues are addressed through the First Year Studio, Residence Life, Health and Wellness, and a variety of other programs. Residence Life staff and Public Safety staff are specifically trained to respond to these situations. In-service training is available for staff and faculty. Salve Regina University prohibits the crimes of domestic violence, dating violence, sexual assault and stalking.

The above named issues are addressed through the First Year Studio course, Health and Wellness, Residence Hall programming, and a variety of other programs listed below:

First Year Studio
Sexual Violence Prevention Content

Students in First Year Studio receive two classes of content surrounding Title IX, Salve Regina's Sexual Misconduct Policy, how to report, resources on campus, alcohol use, and bystander intervention. Title IX is defined, and the Sexual Misconduct Policy is outlined thoroughly. Students are educated on what a CSA is and what their responsibilities are. After the two classes, students should feel informed on policies, procedures, and support/resources on campus. *(annually)*

New Student Orientation: "Safety in the Community"

Campus safety protocol and prevention is covered in the new student orientation program prior to the academic year beginning. The Director of Public Safety along with Officers from the Newport and Middletown Police Departments speak to first year students about the dangers associated with the city. Fire Safety, the RAVE Emergency Notification System and University Transportation is also discussed with these students. *(annually)*

ALCOHOL EDU

AlcoholEdu® for College is an interactive online program that uses the latest evidence-based prevention methods to create a highly engaging learning experience, inspiring students to make healthier decisions related to alcohol and other drugs. Imbedded in First Year Transition course to be completed during week three.

Sexual Harassment/Sexual Violence Prevention Training

Sexual harassment in the workplace affects not only the victims but also co-workers and the campus community as a whole. This course is mandated for new employees within 90 days of hire. The courses help learners understand the types of sexual harassment that typically occur in the workplace, consequences of sexual harassment, and reporting options.

The University will take all reasonable steps to ensure that the policy prohibiting sexual violence and sexual harassment is followed by students, employees, supervisors and others who have contact with members of the campus community. The prevention plan includes online and in-service training sessions, ongoing monitoring of the University and annual distribution of policies and procedures to employees. *(new employees)*

The Office of Human resources helps facilitate training for new RA's through United Educators. They take a course on Preventing Discrimination and Harassment and a course on Preventing Sexual Violence among other courses related to data security and DEI. *(new employees)*

Prevention/Education Programming

Informational Tabling – Salve SAVES provided education throughout the year to the student body through tabling events. In 2025 Salve SAVES conducted a tabling campaign around health relationships and teen dating violence. Educational materials were provided to students. In April 2025, tabling was conducted in the dining hall lobby offering information and resources, and information on sexual assault. There were multiple tabling campaigns around healthy relationships, consent, and dating violence. *(per semester)*

EDUCATION

New Student Education
Sexual Assault Prevention® for Undergraduates is an interactive online program that uses the latest evidence-based prevention methods to create a highly engaging learning experience, inspiring students to be active bystanders and develop stronger understandings of consent and healthy relationships. *(annually)*

Student Leader Education
NASPA Certified Peer Educator Training develops leadership skills to successfully create and implement campus programs. The training includes eight modules, covering the role of peer education, helping peers make a behavior change, listening skills, response and referral skills, how to take action and intervene, recognizing the role of diversity and inclusivity, programming and presentation skills, self-care, and group dynamics. (*annually*)

General Education Opportunities
Wellness Advocacy 101 is unique training program that has been developed to reflect the Salve Regina University community, procedures, and expectations. Based in StepUp bystander intervention program and Brief Screening for Suicide programs, this training is centered on bystander intervention strategies and making appropriate referrals. (*annually*)

Wellness Advocacy – Sexual Violence Prevention is a topic specific follow up to Introduction to Wellness Advocacy. In this session participants review bystander intervention skills and develop skills to support survivors of sexual violence. (annually)

Events and Programs

Advocacy Events
The Out of the Darkness Walk is held on campus as a collaboration with the Southern Rhode Island Chapter of the American Foundation for Suicide Prevention. The goal of this program is to create a community of people who have been impacted by suicide loss, strengthen community and local support networks, and raise funds to support suicide prevention initiatives. (2025)

Events with Safety Structures and Risk Reduction
Saturday Night Sober is an event held once a semester which highlights sober lifestyles as a choice. This event engages students from 9pm to midnight and offers fun activities, food and prizes.

Date Safe Spaces
In partnership with Student Engagement, we offer an event that centers healthy relationships. With in increase in dating apps and dating people outside direct social circles, we hope that these events create a space where students can go on a date in a safe/monitored environment. Safety nets include an environment monitored by professional staff, signing in to collect names, LGBTQ+ named space, a neutral location (not a living space), and lighting from location to parking. Professional staff are also encouraged to bring partners to model healthy relationships. (2025)

RA Training and Programs – Returning and new Residence Life Staff received online training on University policies, procedures, resources and definitions, and an exam was administered to evaluate their knowledge. New Residence Life Staff were also trained on responding to and reporting incidents involving sexual misconduct and RA's participated in an awareness training, "Behind Closed Doors". RA's further undergo Campus Security Authority (CSA) Training, identifying their roles and specific reporting requirements. (*annually*)

Orientation Leader Training: Returning and new Orientation Leaders received training on University policies, procedures, resources, and definitions around sexual assault and bystander behavior. OL's also receive tips on how to report any incidents they may witness or hear about during Orientation and the academic semester. (*annually*)

New Seahawk Orientation: First Year and Transfer Students all get introduce to the Office of Public Safety and the Newport Police at Orientation. Through this presentation their able to learn about the different resources, procedures, and offering that is administer through the Office of Public Safety. They also, get to learn about the Newport Community and the local laws regarding what it means to live among the *Newport community. (annually)*

Wellness Mornings were offered on all morning of orientation allowing for students to start practicing mindfulness practices at orientation we offered this to allow student to take care of the mind, body, and spirit. *(2025)*

Office of Student Engagement and Health Prevention and Wellness offers a presentation at orientation that discusses how to practice mindfulness and how to get involved in student life.

Student Engagement Programs: (2025)

- Motion Monday's event targeted student well-being to allowed for student to take exercises classes in the Gerety Hall student center. The classes were offered every Monday throughout the fall and spring semester to provide student a great kick off to their week.
- LGBTQ+ Center offered a Red Table (roundtable discussion) with the partnership with counseling services around self-care and counseling in the Fall semester.
- Office of Student Engagement and Health Prevention and Wellness partner in the following event for prevention and wellness in the academic year 2024-2025:
- Saturday Night Sober- Offered both Fall and Spring Semester
- Healing Spaces Event- Offered in the Spring Semester
- Date Safe Space – Offered in the Spring Semester
- We offered two destress buster in the Gerety hall student center one in the fall and one in the spring semester to allowed student to gain some self-care resources and tool prior to finals week.

Department of Athletics:

Department of Athletics Team Meeting Education – Annual team meetings to go over required rules and regulations for Salve Regina as well as the NCAA. This program is "How to be a Seahawk". There is education on Title IX, health and wellness, gambling restrictions and on Hazing. *(annually)*

Student Athlete Education: Sexual Assault Prevention® for Athletes is an interactive online program that uses the latest evidence-based prevention methods to create a highly engaging learning experience, inspiring student athletes to be active bystanders and develop stronger understandings of consent and healthy relationships. *(annually)*

Online NCAA Sexual Assault Prevention Training was given to all student-athletes. Approximately 500.

OHS

OHS returned to wellness initiatives and programs this year, offering 6 flu and COVID booster clinics, in collaboration with Matt's Local Pharmacy. We will continue to partner with Matt's Local Pharmacy as they best accommodate the students' needs. During this academic year OHS also collaborated with AIDS Project RI to offer 2 HIV/Hepatitis C free testing clinics. (2025) The nurse practitioners in the clinic also brought back the 'Ask the NP' education series. Tabling was provided on staff introductions and suicide prevention in the fall semester. We teamed up with Wellness to assist as a Sexual Assault facilitator for the RA training, worked the Out of the Darkness Walk, and participated in Alcohol Screening Day. We also collaborated with SGA on a Sexual Health discussion and discussed the role Health Services can provide for Sexual Assault victims.

Dean of Students/Title IX Training

The Dean of Students Office and Title IX Coordinator offered a series of education awareness sessions for community members during 2025, including conversations with Student Government and during New Seahawk Orientation surrounding policy and understanding Title IX. *(2025)*

Residence Life Programming

RA Training

- Mental Health First Aid
- CSA Training
- Collaboration with Newport Police Department: Narcotics
- "Practical Simulations" (former Behind Closed Doors) – RAs have the opportunity to encounter alcohol as if they were in the field, on call, on rounds, on duty, in a simulated environment. They have the opportunity to observe, critique, and respond to multiple scenes including medical transport, alcohol transport, alcohol party, large alcohol party, noise violation, etc. *(annually)*

Self Care N' Safety Goodie Bags

- RA Program
- A passive programming event, consisting of goodie bag geared toward promoting self care and healthy practices during the stressful weeks of finals. To promote this effort, the goodie bags consist of items geared towards receiving stress in healthy ways- moisturizing and exfoliating skin using hand sugar scrubs or extract cleansing wipes, peppermint chocolate because sweets make things better, tea to relax, condoms to encourage healthy and SAFE practices in college and life, and affirmation cards with stickers so that residents can have motivational and supportive words that uplift them. *(semester)*

Spill the Tea

- Students are given a mini journal, pen, and teabag to our residents. The goal is to address mental health and give healthy coping mechanisms. To ensure inclusivity and a chance to journal to all residents, little bags are given to each resident, so that no misses an opportunity if it were just a station for an hour and prior commitments were made. *(2025)*

It's no Luck of the Irish

- Collaborate with the health and wellness office to get supplies for students for safe drinking patterns during the St. Patrick's Day parade. *(2025)*

St. Patrick's Day Safety

- This includes a goodie bag with a cup condom, safe drinking stickers with information about what a safe drink consists of, as well as some green accessories for St. Patrick's Day. *(2025)*

One Love

- Health and Wellness initiative in collaboration with the Office of Residence Life. One Love Foundation is dedicated to improving the relationship health of future generations. The nonprofit organization has educated more than 1.5 million young people through educational workshops, both in-person and online, by teaching them the signs of unhealthy and healthy relationship behaviors. One Love was founded in honor of Yeardley Love. *(2025)*

Violence Prevention and Awareness

Tips for Intervening

In a situation potentially involving sexual assault, relationship violence, or stalking:

- Approach everyone as a friend
- Do not be antagonistic
- Avoid using violence
- Be honest and direct whenever possible
- Recruit help if necessary
- Keep yourself safe
- If things get out of hand or become too serious, contact Security or the police

Options

- Step in and separate two people. Let them know your concerns and reasons for intervening. Be a friend and let them know you are acting in their best interest. Make sure each person makes it home safely.
- Use a distraction to redirect the focus somewhere else: "Hey, I need to talk to you." or "Hey, this party is lame. Let's go somewhere else."
- Evaluate the situation and people involved to determine your best move. You could directly intervene yourself, or alert friends of each person to come in and help. If the person reacts badly, try a different approach.
- Recruit the help of friends of both people to step in as a group.
- Divert the attention of one person away from the other person. Have someone standing by to redirect the other person's focus. Commit a party foul (i.e. spilling your drink) if you need to.

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.

Risk Reduction Tips

Salve Regina University believes it is never the victim's fault when a sexual assault occurs. However, recognizing patterns can help students reduce both the risk of victimization and the risk of perpetrating.

Generally, sexual assault by a known offender follows a pattern:

Steps in the Sexual Assault Sequence:

1. Target and gain the victim's trust
2. Isolate the victim
3. Sexual exploitation/assault
4. Maintaining control

Helpful Safety Tips

1. Be aware of your surroundings. Knowing where you are and who is around you may help in finding a way out of an uncomfortable or unsafe situation.
2. When you go out, go with a group of friends. Take care of your friends and ask them to take care of you.
3. When you hang out with someone new, let one of your friends know and give them a heads up about who you are with and where you are going. Ask them to check in with you.
4. Trust your instincts. If you feel uncomfortable or unsafe in any situation, trust your gut.
5. Don't accept drinks from people you do not know or trust. Avoid large common sources of alcohol (such as punch bowls, large containers of mixed drinks).

Tips for Consent

If you find yourself in a position of being the initiator of sexual behavior, you owe sexual respect to your partner.

1. Do not make assumptions about:
   a. Consent;
   b. Someone's sexual availability;
   c. Whether a person is attracted to you;
   d. How far you can go; or
   e. Whether a person is physically or mentally able to consent to you.

(If there are any questions or confusion, then you do NOT have consent)

2. Clearly communicate your intentions to your sexual partner and give them a chance to clearly communicate their intentions to you.
3. Mixed, confusing, or unclear messages from your partner should be a clear indication that you should stop. Perhaps you are misreading your partner, or perhaps your partner has not figured out how far they want to go with you yet. You must respect the timeline for sexual behavior which your partner is comfortable.
4. Do not take advantage of someone's intoxication or drugged state. Know the signs of incapacitation.
5. Understand that consent to some forms of sexual behavior does not necessarily imply consent to other forms of sexual behavior.
6. Silence and passivity cannot be interpreted as consent. Pay attention to verbal as well as non-verbal communication and body language.
7. Never force someone to have sex with you, or have sex with a partner who has not clearly consented to you by words or actions unmistakable in their meaning.

Prevention Tips:

- Keep all doors and windows secured at home and in your residence hall room whether or not you are there. A high percentage of sexual assaults occur in the victim's place of residence.
- Do not prop open security doors.
- Be especially aware of security during vacation periods when there are fewer people on campus.
- Use paths that are well populated when you walk, jog, or bike.
- If you wear earphones while jogging or biking, be advised that they reduce your awareness as well as your ability to hear.
- Don't hitchhike – ever.
- Have your keys ready in your hand when going to your car.
- Your car doors should be locked and the windows up when parked and when you're driving through stop and go traffic
- Never walk alone in secluded areas.
- Take special precautions in parking lots, stairwells, elevators, bathrooms, and dark areas with shrubbery. Studies show that many assaults by strangers occur in these places.
- If you suspect that you are being followed, go to a place where there are other people as soon as possible. If you choose to run, run as fast as you are able and scream to attract attention or summon help.
- Follow your instincts. If you sense that you may be at risk or in danger, try to get out of the situation. For example, if you see a suspicious looking person or someone who makes you feel uncomfortable, leave the area. Report your suspicions to the Office of Public Safety.

How to Prevent Acquaintance Rape:

- Say "no" when you mean "no." Communicate your limits clearly. Know what you are feeling and express yourself clearly.
- Be assertive. Passivity might be misinterpreted as permission. Be direct and firm with someone who is pressuring you sexually. If someone starts to offend you, respond promptly and firmly. Overly polite approaches might be misunderstood or ignored.
- Trust your intuition. If you feel you are being pressured into unwanted sexual relations, do not hesitate to express your unwillingness, even if it might appear rude. Leave the situation as soon as possible.
- Think ahead about getting home. Be prepared when you are away from home to be able to leave the situation if necessary. Coordinate plans with friends and arrange transportation. Always carry cab fare.
- Attend large parties with friends you can trust. Agree to look out for one another.
- Avoid excessive use of alcohol and drugs. Alcohol and drugs interfere with clear thinking, effective communication, and your ability to respond in your own best interest. Remember: the legal drinking age in Rhode Island is 21.
- If by force or threats you compel a person to have sex against one's will – even if you know the person or have had consensual sex before – you are committing a rape. Even if you think the person has been teasing and leading you on. Even if you have heard that people say "no" but mean "yes." Even if you think it's manly to use force to get your way.
- Being turned down for sexual relations is not necessarily a rejection of you personally. A person who says "no" to sexual relations is expressing one's unwillingness to participate in a specific act at a specific time.
- Accept your partner's decision. "No" means "no." Don't read in other meanings. Don't continue after the person says "no."
- Don't assume that just because a person flirts or dresses in a manner you consider sexually arousing that the individual wants to engage in sexual relations.
- Watch your beverage to avoid victimization through the addition of a date rape drug such as GHB or Rohypnol.
- Don't assume that previous permission for sexual relations means a person is under a continuing obligation to have sex with you.
- Don't assume that your date wants the same degree of intimacy that you do.
- Don't assume spending money on a date entitles you to sex.
- Don't force anyone either verbally or physically to have sex with you.
- Don't allow others to attempt forced sex with another person.

Alcohol and Other Drugs – Statement addressing Possession, Use and Sale

The University is strongly committed to achieving a living and learning environment that promotes the University's mission. University policy is intended to educate members of the University community about the health risks associated with the use and abuse of alcohol and other drugs and about the campus and community resources available for counseling and therapy. The university complies with all federal, state and local laws concerning alcohol and illegal drugs.

Standards of Conduct

Offenses Involving Alcohol, Substances, Products and Drugs, including but not limited to use, possession, manufacturing, distribution, or being in the presence of intoxicants (e.g. alcohol), illegal drugs, drug-related paraphernalia (e.g., rolling papers, grinders, bong or pipe), including legal materials when used for drug-related purposes or other controlled substances, except as expressly permitted by law and as expressly permitted by University regulations; intoxication by any person.

All chemicals, substances, prescriptions, or other products that have mood-altering capabilities are prohibited, except by their intended user and directed by their medical provider. Alcoholic beverages may not, in any circumstance, be used by, possessed by, be in the presence of, or distributed to any person under twenty-one (21) years of age. This includes drinking games and/or possession of a drinking game or the use or possession of board games, game table, ice luge, beer funnel, beer tap or other device that promotes or encourages abusive drinking. For more information, see "Alcohol and Other Drugs", in Policies and Procedures of the Student Handbook, p. 44, also "Residence Life Alcohol Policy" in Residence Life p. 33.

Alcohol (Under 21 years of age)

Salve Regina University does not allow alcoholic beverages or related drinking paraphernalia of any kind in residence facilities that house students who are under the legal drinking age (21). Students who are found in possession or in the presence of alcohol are in violation of University policy. Moreover, intoxicated students will be subject to disciplinary action and may be required to be transported to the hospital for treatment. Empty alcohol bottles used in a student's room for decoration are prohibited.

1. The sale of alcoholic beverages is prohibited except in designated venues at times and dates specified by the University.
2. In the State of Rhode Island, it is against the law for persons under 21 years of age to possess or consume alcohol of any kind. The University enforces all federal, state and local laws concerning possession and/or consumption of alcohol. However, enforcement options may include criminal charges as well as a referral to the Dean of Students Office for possible disciplinary sanctions.
3. The furnishing of alcoholic beverages to underage persons is also against the Rhode Island state law.
4. Alcohol cannot be consumed or carried in open containers on any street, sidewalk, alley, automobile or public area.

Alcohol (21 years of age and older)

Salve Regina University extends the privilege of possessing alcohol to those students 21 years of age and older in designated areas. Those students wishing to take advantage of this privilege must complete and sign the Alcohol Policy Participation Form with the Area Coordinator that oversees their residence hall. Students who register via the Alcohol Policy Participation form agree to behave in accordance with University policies and procedures governing alcohol consumption on campus and appropriate student conduct

- Alcoholic beverages are permitted in the followiing residence halls: Nethercliff Main, Nethercliff Carriage House, Graystone Apartments, Fairlawn Apartments, Carolyn House, Stoneacre Apartments, 204 Ruggles, 134 Webster.
- Possession by a student, 21 or older in a designated area may not exceed the following limits of alcohol (limits apply to full, partially full and empty containers): Twelve 12-ounce beers, malts, coolers, or two 750 ml. bottles of wine, or one 750 ml. bottle of hard liquor up to 100 proof.
- Students may not possess full or empty common sources of alcohol regardless of size. A common source of alcohol includes but is not limited to: kegs, pony kegs, beer balls, punch bowls, jello shots, etc.
- Hard liquor over 80 proof is not permitted. (grain alcohol, 151 Rum etc.)

- The total amount of alcohol in a student's room, apartment or suite may not exceed the total amount permitted for each resident age 21 or older. All alcohol must be stored in an enclosed area.
- Possession of a drinking game or the use or possession of a board game, game table, ice luge, drinking funnel, beer tap or other device that promotes or encourages abusive drinking is not permitted.
- A gathering of students where alcohol is present and being consumed cannot consist of more than double the occupancy of that specific room, apt. or suite (including the residents of that area) and all guests present must possess IDs specifying proof of age 21 or older. No guest under 21 is permitted at gatherings where alcohol is present
- A gathering of students may be terminated at any time when University officials determine the gathering presents a threat to the health and/or safety of the community, is a disruption to the community, or is in violation of any University policies.
- The University reserves the right to limit and/or dispose of any excessive or unsafe amounts of alcohol at the discretion of University officials. The regulation or limitation on possession and storage in no way is meant to suggest that the consumption of the permitted amounts or any variation of during a single episode is safe, healthy or appropriate.
- Alcohol is not permitted in any residence hall common area. The consumption of alcohol is limited to the indoor area of the host's residence only. Under no circumstance shall an open container of alcohol be permitted anywhere outdoors. Students must not disrupt the learning and living activities of others.
- An individual student's privilege to possess alcohol may be terminated or suspended at any time based upon violation of this policy, violation of law, misuse of alcohol, or other failure to prove responsible use. The University reserves the right to determine the responsible use of alcohol under all circumstances.
- Alcoholic beverages are not permitted in the following residence halls at any time: Miley Hall, Walgreen, Hunt Hall, Reefe Hall, Moore Hall, Ochre Lodge, Founders, William Watts Sherman, Wallace Hall, The Young Building, Hedges, 87 Victoria, Narragansett Main, I, and II.
- Because the health and safety of Salve Regina students is of paramount importance, we ask that if at any time you feel a fellow student is at risk due to alcohol consumption, you immediately contact your RA, Area Coordinator, or the Office of Public Safety (341-2325).

Drugs

Use of illegal drugs and the unlawful possession, use and sale of alcohol by students and employees on University property are prohibited. The Office of Public Safety enforces Rhode Island drinking laws and local ordinances on campus. Violators are subject to University sanctions and possible arrest by local law enforcement.

All federal, state, and local laws regarding illegal drugs will be strictly enforced. Specifically, the transport, possession, possession with intent to manufacture, purchase, sale, distribution, use, or being in the presence of illegal drugs or controlled substances is prohibited and may be punishable by suspension or dismissal from the University. Prescription drugs must be taken by patients only for the intended use and in the prescribed manner as directed by their doctor. Possession of drug-related paraphernalia is prohibited (e.g. marijuana rolling papers, bong or pipe). All chemicals, substances or other products that have mood-altering capabilities are prohibited except for their intended use.

STATEMENT ON MARIJUANA: On May 25, 2022 Democratic Governor Dan McKee signed legislation (The Rhode Island Cannabis Act) into law legalizing the personal use and licensed retail sale of marijuana to those age 21 or older. Provisions in the law permitting adults to possess and home cultivate marijuana took effect upon signing.

The Rhode Island Cannabis Act allows adults age 21 and up to possess (up to one ounce in public or up to 10 ounces at home), home-cultivate (up to six plants, no more than three mature), and purchase limited amounts of cannabis. It also facilitates the automatic review and expungement of past criminal records.

It is important to note, however, that federal law still prohibits the use, possession, distribution, sale or cultivation of marijuana. As an educational institution that receives federal funds, Salve Regina University must comply with federal law under the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. Section 1011i). Therefore, students who possess a lawfully issued medical marijuana card may not use, possess, distribute or cultivate marijuana in any university owned buildings or property within our campus geography.

Accordingly, the use, possession, distribution, sale or cultivation of marijuana remains prohibited for all students on and off campus via the Student Code of Conduct. However, students who possess a lawfully issued medical marijuana card and use marijuana for that purpose in private, off-campus residences will be exempt from University policy in that regard.

Drug and Alcohol abuse programs: As required The Drug-Free Schools and Community Act (DFSCA)

Alcohol use or possession on University property is not permitted except at officially sanctioned University functions. It is illegal to manufacture, distribute, dispense, possess, or use controlled substances on University property. Employees must notify the University within five days of any criminal drug arrest, arraignment and conviction.

The University is committed to the safety and wellbeing of community members and a drug-free workplace. Excessive alcohol consumption or use of illicit substances impairs individual functioning, changes behavior and subjects users to serious health risks, including disease, addiction and death.

Alcohol safety
This program was a Kahoot! Competition where students learned about alcohol safety.

Downtown Detox
Residents joined RA Simar for a relaxed group walk through downtown Newport! This was a chance to get moving, enjoy the views, and de-stress with peers; this also showed alternative locations to enjoy downtown that did not include alcohol use. There was an optional coffee/ ice cream stop along the way.

Sober Summer
Residents enjoyed snacks and talk about alcohol-free plans for summer break. Non-alcoholic drinks were provided to encourage sober habits.

Mindful Mocktails
Mocktails were served to residents and educational opportunities were provided to share about mindful drinking habits. Will use drunk goggles and the boards where residents guess how much alcohol is in certain types of drinks.

Murder on Mocktail Ave
A Sex and the City styled mocktail party where "Clue" party was played with residents and RAs. One resident was assigned as the 'murderer' and their role was to add tums to drinks to see who noticed and who did not. At the end of the night the party has to unanimously agree on who it was in order to be able to catch the 'murderer.' At the end of the event goodie bags with safe alcohol practices flyer, cup condoms, resource flyer, and mocktail recipe list were provided to residents! The purpose of this was to prepare residents for a year of safety and responsibility. This event allowed socialization with peers and residents to learn about safety in the halls and off campus.

Mocktail Monday
This mocktail event provided information cards about alcohol safety, and allowed residents to connect with their RA.

Don't Drink the Koolaid!
Residents and their RA celebrated individuality by learning about the Pomodoro studying technique to allow time and focus on self and tasks. At this event, residents enjoyed lemonade with a variety of add-in syrups flavors to boost your focus and enjoyment, and also not use alternative methods such as alcohol and caffeine.

Mocktail and movie night
The RA chose a movie with their floor, and was able to continue to discuss alcohol safety and having fun without the use of alcohol.

Don't get the Boos from your Booze
The RA connected with Tracy Hauver in Health and Wellness to provide education around alcohol safety. The drunk goggles were utilized to show the effects of alcohol and how it can impair your vision and bodily influences.

Less drinking, more Thinking
An event was created where to discuss alcohol awareness and safety. The RA used fatal vision goggles to discuss the use of alcohol use at various levels.

Mocktails and Mac and Cheese
RA utilized the drunk goggles to emphasize the importance of safe drinking habits. Although this RA was in a 'dry building,' safe drinking habits were discussed as students may still choose to partake in off campus events.

Don't Sip and Steer!
This event provided residents the opportunity to play Mario Kart while wearing drunk goggles to understand the effects of drinking and driving. The RA provided information about alternative transportation methods.

'Mock'tail night
The RA facilitated a discussion about the harms of binge drinking, and support that is available on the Salve Regina campus if a student is in need of help in the moment, or after.

Every RA is required to complete practical simulations with alcohol and drug related scenario's. We have returning RA's act out ways in which residents will react when under the influence and have new and returning RA's address the situation to be better prepared. We also discuss the irrational behaviors that can occur with drinking and the appropriate conversations that should be had with someone under the influence.

Twice per semester, the Office of Residence Life performs health and safety inspections, often resulting in the discovery of alcohol/drug related items. This creates an opportunity to address the matter through the University conduct system, permitting educational conversations with students about university policy. Below are a few of the residence hall trainings accomplished in 2025:

Friday Night Live – The Office of Student Engagement also hosts Friday Night Live Events as alternative events to prevent drinking. Friday Night Live is a series that provides events every Friday Night, ranging from speakers, carnivals, movies, casino nights, paint nights, and more.

Other alcohol and drug programming from the Office of Student Engagement:

- Programs and events targeted for on- & off-campus juniors and seniors 21+ to promote and encourage responsible drinking i.e. Paint Night (cash bar), Seahawk Village Beer Garden and CAB Carnival Beer Garden.
- Salve Nights - Late Night Student Engagement Programs that occurs every night of the week

Conduct: When students are sighted for alcohol violations, they are required to meet with a conduct hearing officer. Depending on the circumstances of the case students are assigned AlcoholEdu for Sanctions or ScreenU for alcohol/cannabis/prescription drugs.

EChug/ScreenU
Welcome to ScreenU, a web-based method that administers screening, brief intervention, and referral to treatment (SBIRT) to college students. ScreenU identifies students who are misusing alcohol, cannabis, or prescription drugs and provides feedback and strategies to reduce their risk for experiencing negative consequences from their use. This program is offered virtually on the website, for conduct related education, and in workshops.

SCREEN U CANNABIS
Screen U Cannabis serves to identify students who are at risk of experiencing negative consequences from their cannabis use and provides them with education, resources and early intervention to reduce the likelihood of experiencing negative outcomes.

General Education Opportunities
Wellness Advocacy – Alcohol Use is a topic specific follow up to Introduction to Wellness Advocacy. In this session participants review bystander intervention skills and develop skills to support people in recovery from substance misuse and/or struggling with substance misuse.

Wellness Wednesdays
Wellness Wednesdays are drop-in activities where students can try activities and gather information about a different health and wellness topic each week. Over the course of the semester at least one Wellness Wednesday is centered on alcohol risk-reduction bystander intervention or adjacent topic.

Screening and Brief Intervention

Screening Days
Alcohol Screening Day is held on the first Thursday of April. Screening is offered through ScreenU and Peer Wellness Educators, Faculty and Staff provide brief feedback based on the students drinking category following Screening, Brief Intervention, Referral to Treatment (SBIRT). Students then interact with risk reduction activities including drunk goggles, alcohol education games, and BAC games. Students receive info cards with risk reduction strategies and resource contact information.

Screening Based Programs
Wellness Wednesdays are drop-in activities where students can try activities and gather information about a different health and wellness topic each week. Over the course of the semester at least one Wellness Wednesday is centered on alcohol risk-reduction bystander intervention or adjacent topic.

Prior to high-risk weekends Peer Wellness Educators hold a tabling event where they distribute Safety Grab Bags. The bags contain risk-reduction tools (cup condoms, key chain whistle, reflective arm bands, etc.) and educational print content (BAC cards, safe ride options, etc.). Peer Wellness Educators create space for dialogue and support healthy decision making around making a plan and risk-reduction strategies.

Unfounded Crimes

The University may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore ''unfounded.'' Only sworn or commissioned law enforcement personnel may ''unfound'' a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not ''unfound'' a crime report. The University Office of Public Safety must report and disclose in its annual security report statistics the total number of crime reports of this section that were ''unfounded'' and subsequently withheld from its crime statistics pursuant to this section during each of the three most recent calendar years.

Hazing Policy

Hazing is prohibited and defined as any act or situation, whether intentional or unintentional, committed or coerced against an individual for the purpose of initiation into, admission to, affiliation with, or as a condition for continued membership in any group or organization, which inflicts physical, emotional, and/or psychological harm.

The expressed or implied consent of the person subjected to hazing is not a defense. Furthermore, apathy, acquiescence, or passive observation in the presence of hazing are not neutral acts and constitute violations of this policy. Any action or situation that places a student in a position of potential harm in the context of organizational affiliation is considered hazing, regardless of intent. The University abides by the laws of the State of Rhode Island and the laws of those states under whose jurisdiction it finds itself. Students in violation of the Hazing Policy may be referred to the State of Rhode Island for prosecution. The State Law reads as follows:

§ 11-21-1 Penalty for hazing.
(a) Any organizer of, or participant in, an activity constituting hazing, as defined in subsection (b) of this section, shall be guilty of a misdemeanor and, upon conviction, shall be fined not more than five hundred dollars ($500), or punished by imprisonment for not less than thirty (30) days nor more than one year, or both.
(b) "Hazing" as used in this chapter, means any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. This conduct shall include, but not be limited to, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug, or other substance, or any brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of the student or any other person, or which subjects the student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

§ 11-21-2 Penalty for school official permitting hazing.
Every person, being a teacher, superintendent, commandant, or other person in charge of any public, private, parochial, or military school, college or other educational institution, who shall knowingly permit any activity constituting hazing, as defined in § 11-21-1, shall be guilty of a misdemeanor and shall be fined not less than ten dollars ($10.00) nor more than one hundred dollars ($100).

§ 11-21-3. Tattooing or permanent disfigurement.
Every person being a student, or being a person in attendance at any public, private, parochial, or military school, college, or other educational institution, who shall tattoo or knowingly and willfully permanently disfigure the body, limbs, or features of any fellow student or person attending the institution by the use of nitrate of silver or any like substance, or by any other means, shall be held guilty of a crime of the degree of mayhem, and shall, upon conviction, be imprisoned not exceeding ten (10) years nor less than one year.

Reporting Hazing

The University strongly encourages anyone who has witnessed, experienced, or has knowledge of hazing to report it promptly. This includes not only actual incidents but also planned or attempted hazing, especially before it occurs. Early reporting can prevent harm and may even save a life.

How to Report:

In-Person: Individuals may report hazing directly to the Office of the Dean of Students or Office of Public Safety.
Online and Anonymous: An anonymous online reporting form is available at the following link: https://salve-advocate.symplicity.com/collections/students_organizations. This option allows individuals to report concerns without disclosing their identity.
The University is committed to responding to all reports of hazing. Individuals who engage in or attempt hazing conduct but then self-report to the University and/or cooperate fully with investigations related to hazing may be subject to lower disciplinary action. Additionally, in instances where individuals who engaged in hazing then take initiative to notify appropriate authorities in an emergency as a result of hazing (e.g., calling 911 or Public Safety) may also be subject to lower discipline.
Retaliation: Retaliation is a violation of the Student Handbook and will not be tolerated. Students concerned about retaliation for reporting hazing should reach out directly to the Dean of Students.

Investigation Process and Sanctions:

All reports are investigated by the Dean of Students, following the conduct process outlined in the Student Handbook (https://salve.edu/documents/dean-students-student-handbook). Salve Regina University students and/or student organizations may be
sanctioned. Any disciplinary action outlined in the Code of Student Conduct or other relevant policies may be applied to a student or student organization found in violation of this policy. These actions may include, but are not limited to, a warning, loss of privileges, educational sanctions, fines, suspension, expulsion, or revocation of University recognition.

If a Salve Regina University student or student organization is also found to have violated local, state, or federal laws, the outcome of the University's conduct process will remain in effect regardless of whether related criminal or civil charges were dismissed, reduced, or resolved in the individual's or organization's favor or not.
Prevention and Education:

All incoming Salve students will complete a hazing awareness course via the United Educators platform. This course focuses on helping students both recognize and prevent hazing through:

- Tips to determine if an activity is hazing
- Information on how to find Salve's policies about hazing
- How to respond if you become aware of hazing

Additional education is provided to all athletic team captains and student organization officers each academic year. Student organizations are required to provide hazing and prevention training to their respective members at a general body meeting during the fall semester.

Policy Exceptions:

This policy does not aim to restrict the following types of conduct:

- Activities or behaviors that clearly support the objectives of an approved educational curriculum, athletic program, co-curricular initiative, or military training program recognized by Salve Regina University.
- Research involving human subjects that has received approval from the Institutional Review Board, provided that participants have given their voluntary and informed consent.
- Public athletic events, competitions, or contests officially sponsored by Salve Regina University, as well as the organized and supervised practices related to those events.

Annual Crime Statistics

The following statistics represent those categories which are reportable under the Crime Awareness and Campus Safety Act of 1990. These statistics are for the calendar years indicated. If you should have any questions contact the Director of Public Safety at (401) 341-2323. The information regarding 'public property' was obtained from the Newport, Middletown, Portsmouth Police departments. Salve Regina maintains athletic fields in Newport, Middletown and Portsmouth.

2022 – 2024 Newport Campus

Crimes		On Campus			Non-Campus			Public Property			Residence Halls		
		2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Murder/Non-negligent Manslaughter		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
Sex Offenses:	Rape	4	3	5	0	0	0	0	0	1	4	3	4
	Fondling	2	2	4	0	0	0	0	0	0	2	2	4
	Incest	0	0	0	0	0	0	0	0	0	0	0	0
	Statutory	0	0	0	0	0	0	0	0	0	0	0	0
Robbery		0	1	0	0	0	0	0	0	0	0	1	0
Aggravated Assault		0	1	0	0	0	0	0	0	0	0	1	0
Burglary		0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft		0	1	2	0	0	2	0	0	0	0	1	0
Arson		0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence		1	0	0	0	0	0	1	1	0	1	0	0
Dating Violence		1	0	1	0	0	0	0	1	0	1	0	1
Stalking		0	0	2	0	0	0	0	0	0	0	0	2
Drug Violations	Arrest	2	0	0	0	0	0	1	0	0	1	0	0
	Judicial Referrals	0	0	1	0	0	0	0	0	0	0	0	0
Liquor Violations	Arrest	0	0	0	0	0	0	1	0	0	0	0	0
	Judicial Referrals	191	226	219	0	0	0	0	0	0	191	226	219
Weapons Violations	Arrest	0	0	0	0	0	0	0	0	0	0	0	0
	Judicial Referrals	0	0	0	0	0	0	0	0	0	0	0	0
Unfounded Crimes		0	1	0	0	0	0	0	0	0	0	1	0

HATE CRIMES

*Hate crimes are noted by category of bias (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability)

- No Clery reportable, bias incidents in 2023
- No Clery reportable, bias incidents in 2024
- No Clery reportable, bias incidents in 2025

HAZING INCIDENTS

- No Clery reportable hazing incidents 2025

Annual Fire Reporting/2023

Overview

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. It requires all United States academic institutions of higher education by August 2010 to produce an annual fire safety report out- lining fire safety practices, standards, and all fire-related on-campus statistics. The following public disclosure report details all information required by this law as it relates to Salve Regina University.

General Statement of Salve Regina University Resident Housing

All University owned and operated residence halls and apartments are in compliance with Rhode Island State Fire codes.

Residence Hall	Fire Detection System (smoke detectors)	Fire Suppression System (sprinklers)	Fire Extinguishers	Supervised Monitoring System	Fire Drills	Evacuation Placard
Miley Hall	Yes	Yes	Yes	Yes	4	Yes
Walgreen Hall	Yes	Yes	Yes	Yes	4	Yes
Hunt Hall	Yes	Yes	Yes	Yes	4	Yes
Reefe Hall	Yes	Yes	Yes	Yes	4	Yes
Moore Hall	Yes	Yes	Yes	Yes	4	Yes
Ochre Lodge	Yes	Yes	Yes	Yes	4	Yes
Nethercliff Main	Yes	Yes	Yes	Yes	4	Yes
Hedges	Yes	Yes	Yes	Yes	4	Yes
Founders Hall	Yes	Yes	Yes	Yes	4	Yes
Young Building	Yes	Yes	Yes	Yes	4	Yes
Narragansett Main	Yes	Partial System*	Yes	Yes	4	Yes
Watts-Sherman	Yes	Yes	Yes	Yes	4	Yes

* A partial system is defined as having sprinklers in the common areas only

Apartment	Fire DetectionSystem (smoke detectors)	Fire Suppression System (sprinklers)	Fire Extinguishers	Supervised Monitoring System	Fire Drills	Evacuation Placard
Narragansett I	Yes	No	Yes	Yes	4	Yes
Narragansett II	Yes	No	Yes	Yes	4	Yes
Nethercliff Garage	Yes	No	Yes	Yes	4	Yes
Nethercliff Carriage	Yes	No	Yes	Yes	4	Yes
204 Ruggles	Yes	Yes*	Yes	Yes	4	Yes
Fairlawn (1-6)	Yes	No	Yes	Yes	4	Yes
Graystone	Yes	Yes	Yes	Yes	4	Yes
87 Victoria	Yes	Yes*	Yes	Yes	4	Yes
134 Webster	Yes	No	Yes	Yes	4	Yes
Stoneacre	Yes	No	Yes	Yes	4	Yes
Carolyn House	Yes	Yes	Yes	Yes	4	Yes

* 13D Residential sprinkler system

Fire Safety Improvements and Upgrades

Salve Regina University reviews the fire safety systems in our residence halls and apartments and will make upgrades, repairs or revisions when problems are identified. Licensed technicians certify these systems are properly working as prescribed by Rhode Island State Fire Codes.

Fire Safety Education - Office of Public Safety

Overview

Public Safety fire safety education begins during the Orientation sessions with a video discussing fire safety and with various handouts pertaining to this issue. The article below is provided to all parents and students during Orientation and is online:

"Fire Safety is Everyone's Concern"
Michael A. Caruolo
Former Director of Public Safety

Each year college and university residence hall fires lead to injury, millions of dollars of property damage and even loss of life at American colleges and universities. The Salve Regina Office of Public Safety firmly believes that the first step in fire safety is education. Education can help prevent a large percentage of fires. An informed student body will be less careless and can avoid conditions that start fires.

Campus fire safety is a serious concern as witnessed by the many opportunities to learn about fire safety. Fire safety education at Salve Regina begins with freshman Orientation. At Orientation you are educated regarding those items that are not permitted in any of the residence halls. These include candles, incense, cooking appliances, ceiling decorations, space heaters, halogen lamps, black lights and lava lamps. The walls in your room cannot be covered with paper products beyond ten percent. Statistically, these particular items are some of the leading causes of fires on college and university campuses. You are further educated regarding the proper size microwave and refrigerators permitted in your room and in the use of a heavy-duty extension cord to be used in conjunction with a surge protector. The installation of a fire evacuation route and a separate evacuation safety procedure list in each residence hall room is a further step in the student's education.

Salve Regina's Offices of Public Safety, Residence Life and Facilities work in daily partnership to prevent and seek solutions to any fire safety issues that may arise in the residence halls and apartments. Constant attention is also paid to fire safety during quarterly inspections of sprinkler systems, smoke alarms, heat sensors, and commercial kitchen suppression systems by licensed technicians. The three room inspections and four fire drills per academic year are also tools by which we educate you and help to ensure campus fire safety. Two of these four fire drills are regarded as 'obstructed drills' where we pre-position Public Safety Officers at the main exits to the building. When the alarm is sounded we do not allow you to leave via this main exit. This educates you regarding alternate means to exit the buildings in the event of a true emergency.

Public Safety also works closely with the Newport Fire Department in taking steps to help ensure campus fire safety. These professional firefighters are frequent visitors to our campus where they walk through the buildings inspecting and planning for a possible emergency.
At Salve Regina we believe that preventing fire with education, planning and preparation is the key to campus fire safety.

Fire Safety Education - Office of Residence Life

Overview

Residence Life fire safety policies are in the student handbook and are discussed with residents when they move into the residence hall or apartment. The handbook reads:

Fire Safety Inspection

At least three fire safety inspections of student rooms, corridors and common areas will be conducted during the academic year by a member of the Residence Life staff and, at times, a member of Public Safety. One announced inspection will occur before the end of September. A notice with date and purpose will be prominently posted in residence halls at least 24 hours ahead of time. Unannounced inspections can occur at any time. When a student's room is unoccupied at the time of inspection, a pass-key will be used to gain entrance and a copy of a report noting any violations will be left in the room. When a room has violations, the Area Coordinator will forward a written report to the student(s) involved. All violations are subject to fines. Prohibited items will be confiscated in the interest of safety and may not be returned.

Fire Safety Regulations

In the event of a fire, the nearest fire alarm pull station should be pulled. If possible, telephone Public Safety using the emergency telephone number (401)341-2325. The Public Safety Office has direct telephone lines to the Newport Fire Department. If you decide to telephone 911, be sure to provide your specific building/room location. Fire safety regulations are established and maintained by the Director of Public Safety.

All fire and safety hazards are prohibited in residence facilities. These include but are not limited to: open flames and objects that create them, and flammable material and decorations or furnishings that use them. Specific examples are: candles, incense, cooking appliances, irons, ceiling decorations, wall coverage beyond 10%, space heaters, halogen lamps, neon signs, and multi-sockets. All extension cords, with the exception of a single socket heavy duty cord, are prohibited. This cord should be used to extend the reach of a surge protector.

Areas of ingress and egress, from both individual rooms and common areas of residence facilities must be kept unobstructed. Tampering with or misuse of fire safety equipment is prohibited and may result in dismissal from the Residential Life Program and the University, in addition to a fine of up to $500. Students who do not immediately vacate a building during fire drills are subject to conduct charges under the student code of conduct. As a result of the outcome, students are held financially liable for replacement of items damaged or destroyed as a result of a fire and/or safety violation and may face criminal charges.

Fireworks, Explosives or Dangerous Chemicals

Transport, possession, manufacture, use, sale, or distribution of fireworks, ammunition, explosives, flammable liquids, and all other hazardous materials are not permitted in the residence halls. Violation of this policy may result in judicial proceedings and/or criminal charges.

Fire Safety Information:

Open Flames Policy

Residence Life policies prohibit open flames, candles, smoking indoors, modification of fire safety devices (sprinklers, smoke detectors, extinguishers, etc), and initiating false alarms. Further, campus policies prohibit storage and use of hazardous materials inside all University housing.

Any appliance with an open coil heating element is a fire hazard and is not allowed, such as: hot plates, space heaters, toaster/toaster ovens and indoor/outdoor grills. The following items are not permitted in any residence hall or apartment:

- candles
- incense
- smoking (no smoking in any university building)
- cooking appliance (a few apartments do have stoves)
- ceiling decorations
- space heater
- halogen lamp
- spider lamp
- lava lamp
- neon signs
- wall coverage cannot be beyond ten percent
- nothing placed on the ceiling
- light weight or multi-headed extension cords

The following items are permitted and can be used in the residence halls and apartments:

- surge protectors (UL approved)
- heavy duty extension cord (one single headed cord used to extend the reach of the surge protector)
- Microwave (.6 cubic foot size – one per room)
- refrigerator (2 .5 cubic foot size – one per room)

Smoking

Salve Regina University promotes a smoke-free environment. Smoking is **NOT** permitted at any time in any University building. Per Rhode Island State Law, you must smoke at least 50 feet away from any building entrance. Smoking is prohibited within 50 feet of all University building entrances.

Resident Student Fire Drills and Evacuation Exercises

In keeping with Rhode Island State Fire Codes, campus fire drills are held twice a semester (four times per academic year) for each residence hall and apartment. Fire drills are mandatory supervised evacuations of a building. The fire drills are conducted by the Office of Public Safety and Residence Life with the assistance of a licensed University electrician.

Two drills (the first and third) are 'obstructed' where we pre-position Public Safety Officers at the main exits to the building. When the alarm is sounded we do not allow students to leave via this main exit. The purpose is to educate them regarding alternate means to exit the buildings in the event of a true emergency at the traditional exits . Once outside the buildings, students are educated about the assembly locations and are provided with additional fire safety information. Students who fail to evacuate the building during a fire drill are fined and the incident is turned over to Residence Life or the Dean of Students for further action.

Records are maintained on these exercises to include the following information: person conducting the drill, date and time, staff members participating, number of occupants evacuated, special conditions such as: obstructed or unobstructed, problems encountered, weather conditions, and time required to complete the evacuation.

Procedures for Student Housing Evacuation:
Students should determine the most direct evacuation route from their room and immediately leave the building when the alarm sounds. No resident may use an elevator during a fire alarm. Residence Life staff and Public Safety Officers will check to ensure that residents have left the building. It is a violation of Federal Law for anyone to remain inside a building when a fire alarm is sounding. Failure to evacuate the building during a fire drill or fire may result in disciplinary action from the Dean of Student's Office. Fire officials will give the okay to return to the building. Under NO circumstances may a resident return to the building before permission is given.

General Procedures in the case of fire:
Pull the nearest fire alarm and leave via the preplanned evacuation route if safe to do so. Dial 911 or 341-2325 and give your name and location of the fire.

When a fire alarm sounds, occupants should:
Proceed immediately to the nearest unobstructed exit and move a safe distance away from the building. If time permits, close doors and windows behind you.

If there is smoke in the area, remain close to the floor.

Before passing through any door, feel the metal doorknob. If it is hot, do not open the door. Before opening a door, brace yourself against it slightly; if heat or heavy smoke are present, close the door, place a towel at the base and stay in the room.

If you cannot leave the room:

- Open the windows.
- Seal the cracks around doors with clothing or other material, soaked with water if possible.
- Hang an object (bed sheet, jacket, shirt, etc.) out the window to gain attention. Shout for help.
- If possible, call 341-2325 or 911 and report that you are trapped.
- If all exits are found to be blocked, go to a room as far as possible from the fire, close the door, and the follow the above procedures.
- As with any emergency, the best advice is to be prepared by familiarizing yourself with the evacuation plans for your building and identifying the nearest exits.

Individual Evacuation Maps
Evacuation maps are posted in each resident room showing the closest means of egress and evacuation routes.

Fire Extinguisher Inspections
A private company inspects and certifies all fire extinguishers annually. The Office of Public Safety performs a status check of the extinguishers one additional time during each academic year.

Fire Safety Video
Public Safety produced a fire safety video that is shown on an annual basis to all freshman students in early September when they arrive. The video titled 'New Breaker Fire' is a first-hand account of students discussing in their own words the importance of fire safety.

Fire Log
A fire log is kept at the Office of Public Safety open to the public during normal business hours. The fire log records any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire. The Fire Log entry, or an addition to an entry, shall be made within two business days of the receipt of information.

Fire Safety in Assembly Occupancies
Salve Regina's policy for fire safety in assembly occupancies defines procedures that ensure compliance with fire safety rules and regulations for University events. Whenever 50 or more people are expected to attend an event inside a Salve Regina owned or leased property, the individual sponsor or representative of the sponsoring organization must review these procedures prior to the event and assure compliance before and during the event (https://salve.edu/document/security-fire-safety-report).

Statistics and Reports of On-Campus Student Housing Fires

Definitions:

Fire
Any instance of open flame or other burning inside a residence hall or apartment in a place not intended to contain the burning (i.e. stove), or in an uncontrolled manner.

Fire Drill
A supervised practice of a mandatory evacuation of a building for a fire.

Fire Related Injury
Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term person may include students, faculty, staff, visitors, firefighters, or any other individuals.

Fire Related Death
Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire.

Fire Safety System
Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire including: sprinkler or other fire extinguishing systems. Fire detection devices, standalone smoke alarms, devices that alert one to the presence of a fire, such as horns or strobe lights. Fire doors and walls that reduce the spread of a fire.

Value of Property Damage
The estimated value of the loss of the structure and contents.

Annual Fire Statistics
The statistics are based on the 2023-2025 calendar years.

2025 Annual Fire Reporting Statistics

Residence Hall or Apartment	Total Fire in Each Building	Date/ Time of Incident	Cause of fire	Number of Injures	Number of Deaths	Value of Property Damaged Caused
Miley Hall	0	0	0	0	0	0
Walgreen Hall	0	0	0	0	0	0
Hunt Hall	0	0	0	0	0	0
Reefe Hall	0	0	0	0	0	0
Moore Hall	0	0	0	0	0	0
Ochre Lodge	0	0	0	0	0	0
Nethercliff Main	0	0	0	0	0	0
Hedges	0	0	0	0	0	0
Founders Hall	0	0	0	0	0	0
Wallace Hall	0	0	0	0	0	0
Young Building	0	0	0	0	0	0
Narragansett Main	0	0	0	0	0	0
Conley Hall	0	0	0	0	0	0
Watts-Sherman	1	09/25/25 at 7:56PM	gas grill caught fire	0	0	$100
Narragansett I	0	0	0	0	0	0
Narragansett II	0	0	0	0	0	0
Nethercliff Garage	0	0	0	0	0	0
Nethercliff Carriage	0	0	0	0	0	0
204 Ruggles	0	0	0	0	0	0
Fairlawn (1-6)	0	0	0	0	0	0
Graystone	0	0	0	0	0	0
74 Victoria	0	0	0	0	0	0
80 Victoria	0	0	0	0	0	0
87 Victoria	0	0	0	0	0	0
134 Webster	0	0	0	0	0	0
162 Webster	0	0	0	0	0	0
Carnlough Cottage	0	0	0	0	0	0
Stoneacre	0	0	0	0	0	0
Ochre Lodge Annex	0	0	0	0	0	0
026 Lawrence	0	0	0	0	0	0

2024 Annual Fire Reporting Statistics

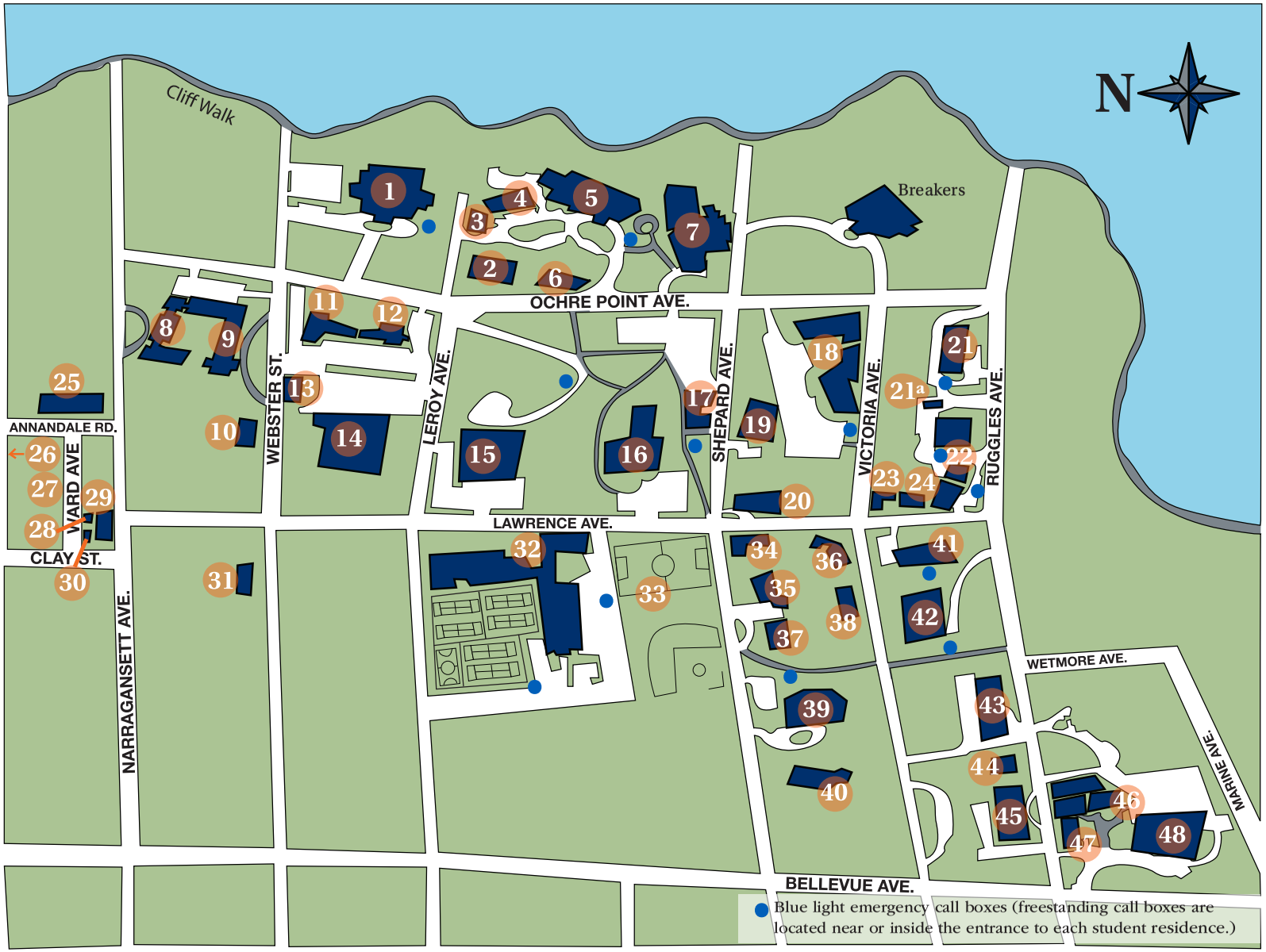
Residence Hall or Apartment	Total Fire in Each Building	Date/ Time of Incident	Cause of fire	Number of Injures	Number of Deaths	Value of Property Damaged Caused
Miley Hall	0	0	0	0	0	0
Walgreen Hall	0	0	0	0	0	0
Hunt Hall	0	0	0	0	0	0
Reefe Hall	0	0	0	0	0	0
Moore Hall	0	0	0	0	0	0
Ochre Lodge	0	0	0	0	0	0
Nethercliff Main	0	0	0	0	0	0
Hedges	0	0	0	0	0	0
Founders Hall	0	0	0	0	0	0
Wallace Hall	0	0	0	0	0	0
Young Building	0	0	0	0	0	0
Narragansett Main	0	0	0	0	0	0
Conley Hall	0	0	0	0	0	0
Watts-Sherman	0	0	0	0	0	0
Narragansett I	0	0	0	0	0	0
Narragansett II	0	0	0	0	0	0
Nethercliff Garage	0	0	0	0	0	0
Nethercliff Carriage	0	0	0	0	0	0
204 Ruggles	0	0	0	0	0	0
Fairlawn (1-6)	0	0	0	0	0	0
Graystone	0	0	0	0	0	0
74 Victoria	0	0	0	0	0	0
80 Victoria	0	0	0	0	0	0
87 Victoria	0	0	0	0	0	0
134 Webster	0	0	0	0	0	0
162 Webster	0	0	0	0	0	0
Carnlough Cottage	0	0	0	0	0	0
Stoneacre	0	0	0	0	0	0
Ochre Lodge Annex	0	0	0	0	0	0
026 Lawrence	0	0	0	0	0	0

2023 Annual Fire Reporting Statistics

Residence Hall or Apartment	Total Fire in Each Building	Date/ Time of Incident	Cause of fire	Number of Injures	Number of Deaths	Value of Property Damaged Caused
Miley Hall	0	0	0	0	0	0
Walgreen Hall	0	0	0	0	0	0
Hunt Hall	0	0	0	0	0	0
Reefe Hall	0	0	0	0	0	0
Moore Hall	0	0	0	0	0	0
Ochre Lodge	0	0	0	0	0	0
Nethercliff Main	0	0	0	0	0	0
Hedges	0	0	0	0	0	0
Founders Hall	0	0	0	0	0	0
Wallace Hall	0	0	0	0	0	0
Young Building	0	0	0	0	0	0
Narragansett Main	0	0	0	0	0	0
Conley Hall	0	0	0	0	0	0
Watts-Sherman	0	0	0	0	0	0
Narragansett I	0	0	0	0	0	0
Narragansett II	0	0	0	0	0	0
Nethercliff Garage	0	0	0	0	0	0
Nethercliff Carriage	0	0	0	0	0	0
204 Ruggles	0	0	0	0	0	0
Fairlawn (1-6)	0	0	0	0	0	0
Graystone	0	0	0	0	0	0
74 Victoria	0	0	0	0	0	0
80 Victoria	0	0	0	0	0	0
87 Victoria	0	0	0	0	0	0
134 Webster	0	0	0	0	0	0
162 Webster	0	0	0	0	0	0
Carnlough Cottage	0	0	0	0	0	0
Stoneacre	0	0	0	0	0	0
Carolyn House	0	0	0	0	0	0
26 Lawrence	0	0	0	0	0	0

SALVE REGINA UNIVERSITY

Campus Map



LEGEND

1. Ochre Court
2. Our Lady of Mercy Chapel & Spiritual Life Center
3. Marian Hall
4. Angelus Hall**
5. McAuley Hall**
6. Misto Gatehouse
7. O'Hare Academic Center**
8. Walgreen Hall*
9. Miley Hall*
10. 162 Webster Street*
11. Stonor Hall
12. Drexel Hall
13. Tobin Hall (Security Office)
14. Rodgers Recreation Center
15. Gerety Hall**
16. McKillop Library**
17. Munroe Center
18. Hunt/Reefe Halls*
19. Moore Hall*
20. McLean House
21. Ochre Lodge*

21a. Carolyn House

22. Nethercliffe*
23. 87 Victoria Avenue
24. Graystone Cottages
25. Conley Hall
26. Office of Facilities
27. Grounds Garage and Offices
28. Narragansett I*
29. Narragansett Hall*
30. Narragansett II*
31. 134 Webster Street*
32. Antone Academic Center
33. Reynolds Field
34. 26 Lawrence Avenue*
35. Graduate Studies and Continuing Education**
36. 80 Victoria Avenue*
37. Carnlough Cottage*
38. 74 Victoria Avenue*
39. William Watts Sherman House*
40. President's House
41. The Hedges*
42. Founders Hall*
43. Wallace Hall*
44. 204 Ruggles*
45. Stoneacre*
46. Fairlawn*
47. French Cottage
48. Young Building*/Pell Center**

* student residences
** classrooms and/or faculty offices