2025 Ursinus College Annual Fire Safety and Security Report

Containing data and information from the calendar years 2022 through 2024.

Hard copies available upon request at the Campus Safety Office, Wismer Center, 601 W. Main Street, Collegeville, Pa. 19426

Ursinus
COLLEGE

Contents

Annual Security Report 4
About the Campus Safety Department 5
Timely Warning Notices 11
Emergency Response and Evacuation Procedures 12
Emergency Notification 13
Campus Security Policies, Crime Prevention and Security Awareness Programs 16
Annual Prevention and Education for Domestic and Dating Violence, Sexual Assault, and Stalking 17
Missing Person Notification Policy & Procedure 19
Daily Crime Log & Daily Fire Log 20
Drugs and Alcohol Abuse Prevention Program (DAAPP) 22
Regulation of Alcohol at Ursinus College 24
Alcohol and Other Drugs Standards of Conduct 32
College Disciplinary Sanctions Regarding Violations of the Alcohol and Other Drugs Policy 33
Registered Events 41
Annual Disclosure of Crime Statistics 45
Campus SaVE Act/Violence Against Women Act (VAWA) 47
Hazing 53
Criminal Offenses 58
Arrests 59
Disciplinary Referrals 59
Non-Clery Act Crime Statistics* 59
Hate Crimes 61
Annual Fire Safety Report 62
2022 Residence Hall Fire Report 64
2022 Reported Fires in Residence Halls 66
2023 Residence Hall Fire Report 67
2023 Reported Fires in Residence Halls 69
2024 Residence Hall Fire Report 70
2024 Reported Fires in Residence Halls 72
Appendix A: Disciplinary Policy at Ursinus College 74

Appendix B: Title IX College-Defined Sexual Misconduct Policy Statement..... 87
Sex Offender Registry and Access to Related Information 132

Annual Security Report

About Ursinus College

One of the nation's "Colleges that Change Lives," Ursinus College is a residential undergraduate liberal arts institution with approximately 1,500 students that is widely recognized for its Open Questions Open Minds inquiry-based core curriculum. A top 100 national liberal arts College, Ursinus is noted among the most prestigious in the country for its undergraduate teaching and within the state for its career outcomes. Starting fall 2025, Ursinus College will begin to implement the first components of its transformative APEX: Applied. Professional. Experiential learning ecosystem. Grounded in liberal education, APEX is a novel approach that will enable all students to apply their learning in project-based courses, collaborate with faculty and fellow students on solutions to global problems, and build career-relevant competencies.

Founded in 1869, the tree-lined, 170-acre campus is situated in the heart of the Borough of Collegeville, Pennsylvania, and is located 25 miles northwest of Philadelphia. Ursinus College remains passionately committed to new frontiers of knowledge, strengthening academic endeavors and transdisciplinary learning, and remaining true to its mission to enable students to become independent, responsible, and thoughtful individuals through a program of liberal education. That education prepares them to live creatively and usefully, and to provide leadership for their society in an interdependent world.

Preparation of this Annual Security Report and Disclosure of Crime Statistics Report
Ursinus College provides this Annual Security Report and Annual Fire Safety Report ("the Report") in compliance with the Jeanne Clery Campus Safety Act (Clery Act), formerly known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092 (f). The purpose of the Clery Act is to provide important information about the safety and security of College communities to enable people make informed decisions about College for educational or employment purposes.

Preparation of this Report is the responsibility of Ursinus College's Campus Safety Department. Campus Safety prepares and publishes this Report to inform the Ursinus community about campus security policies and procedures, programs designed to prevent and respond to certain crimes, and specific statistics for certain criminal incidents, arrests, and disciplinary referrals reported throughout the previous three calendar years. The statistics are gathered from Campus Safety as well as from other Campus Security Authorities (as defined by the Clery Act) and certain police departments.

Each year, the College distributes this Report to all students, faculty, and staff via email no later than October 1st. The distribution email includes a PDF version of the Report, web address where the Report is posted and information on how to obtain a hard copy of the Report. This Report is also available to prospective students and prospective employees. Links to this Report can be found on the Admissions webpage and the Human Resources webpage under perspective employment. Anyone, including prospective students and prospective employees, may obtain a hard copy of this Report by visiting the Campus Safety Office in Wismer Hall or by calling 610-409-3333. All prospective employees may also obtain a copy from Human Resources in Corson Hall, Lower Level or by calling (610) 409-3073. Persons requesting this Report via US Mail may send their written request to:

Ursinus College Campus Safety
Attention: Director of Campus Safety
601 E. Main Street
Collegeville, Pa 19426

About the Campus Safety Department

Mission Statement

Our mission is to provide a safe and inclusive environment for learning by offering resources and support, and responding to challenges with professionalism, care, and respect.

Role, Training, Authority, and Jurisdiction

Ursinus College Campus Safety is primarily responsible for the overall security of the campus. Its goal is to create an atmosphere where department members interact with community members and organizations providing an accessible, approachable, and collaborative presence on campus. In doing so, our officers remain aware of and responsive to the diverse community in which they serve, while justly enforcing the rules and regulations of Ursinus College and the Commonwealth of Pennsylvania. Campus Safety is centrally located in Wismer Hall on the Olin Plaza and provides services and resources for the Ursinus community 24 hours a day, 7 days a week. Campus Safety is composed of a director, two supervisors, twelve full-time and five part-time campus safety officers.

The officers bring a diverse background in professional experience and personal integrity to their position, and include former law enforcement officers, industry safety professionals, firefighters, emergency medical technicians (EMTs), school counselors, and military veterans.

Campus safety officers ensure personal and organizational responsibility and accountability for violations of College policies and regulations. Current certification in CPR, First Aid, Narcan, and Automatic External Defibrillators (AEDs) is minimally required of all CSOs. All full-time and part-time officers receive ongoing training in crisis response and mental health first aid.

Ursinus College campus safety officers are non-sworn and not authorized to make arrests, physically restrain, or detain individuals. However, they may report criminal activity, summon assistance, and act as witnesses. Campus community members are encouraged to promptly report any crime or unusual or suspicious behavior to Campus Safety. Campus Safety will evaluate the situation and contact the appropriate authorities. Incidents related to criminal activity are reported to local law enforcement agencies. Campus Safety works closely with the Collegeville Borough Police Department, Upper Providence Township Police Department, Lower Providence Township Police Department and the Pennsylvania State Police to protect the campus community and property while remaining sensitive to the educational objectives of Ursinus College.

Campus Safety maintains a 24-hour communications center. Trained staff members perform a variety of tasks, including operating the College's telephone console and dispatching calls over the mobile radio system. Criminal incidents and other emergencies can be reported directly by dialing extension 3333 (610-409-3333) from any College telephone. The number is prominently listed on the campus safety website and included on printed department publications and correspondence. Campus safety officers are always dispatched first to any campus incident. Depending on the information gathered at the scene, or in some cases, information received by the communications center, officers may request assistance from neighboring fire, ambulance, and/or police

departments. The communications center has direct radio communications with the Collegeville Borough Police Department to facilitate a prompt response in emergency situations. Campus safety officers will also summon assistance from other Montgomery County police departments and state or federal agencies if needed.

Ursinus College is a residential institution with a four-year residency requirement, requiring all full-time students to live on campus. The main campus is roughly bordered by E. Main Street to the south, E. 5th Avenue to the east, 9th Avenue to the west, and 1st Avenue to the north. The Main Street Village residential housing complex is also part of campus and the buildings line E. Main Street between E. 4th Avenue and 9th Avenue. When an Ursinus College student is involved in an off-campus offense, campus safety officers may assist with the investigation in cooperation with local, county, state, or federal law enforcement agencies. The College does not have any officially recognized student organizations that operate off-campus or that have non-campus housing facilities. Officers may assist in accordance with the memorandum of understanding (MOU) that is maintained with the Collegeville Borough police and document the incident to be shared with appropriate College officials if it includes a violation of College policy.

Ursinus College is considered private property and trespassers may be escorted off campus or arrested by local police. Signs are posted on all College buildings restricting them to all but students, faculty, staff, and invited guests. These facilities are locked on a flexible schedule dictated by the College, and accessible via an electronic card access system.

Working Relationship with Local, State, and Law Enforcement Agencies

Ursinus College Campus Safety and the Collegeville Borough Police Department have an excellent working relationship. Ursinus College Campus Safety and Collegeville Borough Police have a formal MOU related to this partnership and general response protocols. In addition to the MOU, the Director of Campus Safety, other College representatives, the Collegeville Borough Police Department, and Borough officials meet regularly to discuss safety issues and work collaboratively. Pennsylvania State Police and/or the Montgomery County District Attorney's Office may assist in serious campus investigations. The Department of Campus Safety typically plays a supportive role in these instances.

Security of and Access to Campus Facilities

As a primarily residential institution, Ursinus College recognizes the close association of students and instructors as an important element in education. Most students live in College residence halls. Single, double, and group rooms are available. There are no graduate or married housing accommodations. Several members of the faculty and staff live on or near the campus and are readily accessible to students.

Residence halls always remain locked 24/7. Automatic locks on outside residence hall doors are supplemented by posted warnings that these facilities are private property and access is restricted. Student room doors are individually keyed, and locks are changed in response to any significant security breach. Campus safety officers conduct regular interior and exterior patrols of all College property. Student Resident Assistants (RAs) are selected and trained to serve in all residence halls, and have on-site responsibility for security, fire protection, and general safety.

Academic, support, and administrative buildings have electronic systems in place to restrict access to College community members. Several buildings are open to the public on a limited basis, with officers patrolling and ensuring that visitors are out of the buildings when they close for the day. Academic, support, and administrative buildings that do not have electronic access control are secured using a key system and are locked in accordance with building use.

Outside lighting assessments are conducted periodically and enhancements are made with input from Facilities Management, Information Technology, and other campus partners. Similar attention is directed toward vegetation as it relates to security concerns. Campus Safety works closely with Facilities Services and Information Technology to ensure functionality of all outside lighting.

Ursinus College uses security cameras to monitor public areas to deter crime and assist Campus Safety in providing for the safety and protection of individuals. The use of security cameras is a best practice and valuable tool for crime prevention. Security cameras on Ursinus College's campus are primarily for investigative purposes and is viewed in a passive mode. While the communications center is staffed 24/7, there is no expectation that dispatchers are actively monitoring the security cameras continuously. If a dispatcher does observe suspicious, criminal, or unsafe activity, they will take appropriate action and notify on duty patrol staff via portable radio.

In the event of any serious incident involving a student, campus safety immediately notifies the Director of Campus Safety who in turn, will notify the Dean of Students and mobilize the Crisis Response Team which will initiate several support options for victims of a crime. The Division of Health and Wellness (610-409-3100) provides on-call service 24 hours a day; the Title IX Office (610-409-3590), Student Engagement, Residence Life, and/or RAs are additional on-campus options. The Victim Services Center of Montgomery County maintains an office in nearby Norristown, PA along with a 24-hour hotline (888-521-0983). An up-to-date listing of local therapists, including clinical psychologists, social workers, and psychiatrists in private practice, is available in the Wellness Center. College employees may utilize a free, confidential Employee Assistance Program (EAP), Mutual of Omaha EAP, which provides professional counseling to cope with a variety of issues. Mutual of Omaha EAP can be contacted 24-hours a day by calling 800-316-2796.

Significant criminal incidents and suspicious activity are reported to the Collegeville Borough Police Department during ongoing and monthly conversations, and at the Collegeville Borough Streets and Public Safety Meeting, which includes the Director of Campus Safety, the Collegeville Police, Fire and EMS Chiefs, and Borough Council. Similarly, criminal events occurring in Collegeville Borough that could impact the College community are communicated to the Department of Campus Safety in a timely manner. Campus crime statistics are reported to the Pennsylvania State Police as mandated under the Pennsylvania Uniform Crime Reporting Program.

The College community is kept apprised of security matters in several ways. Serious incidents that are designated as Clery Crimes and pose an immediate or ongoing threat to the health and safety of the campus community may be distributed by text, email, voicemail, public address, and/or flyers, known as Timely Warnings Notices or Emergency Notifications. Incidents that do not pose an immediate or ongoing threat but would contribute to community members' situational awareness are distributed as Awareness Bulletins and may be emailed or promptly posted prominently in-residence halls, libraries, dining areas and other key locations throughout the campus for a minimum of three business days. Information is also sent via email to all faculty, staff, and students if warranted. The

Manager of Executive Communications works closely with the local news media when any significant event affecting the larger community transpires. The Daily Crime Log, which is a summary of criminal incidents and events that take place on campus and within a reasonably contiguous geography to campus is also distributed to administrators and shared with the student media.

Reporting of Crimes and Other Emergencies

Ursinus College encourages all campus community members and visitors to campus to report crimes and suspicious conditions in a timely manner by calling Campus Safety at 610-409-3333 for emergencies and non-emergencies. Community members may also contact the Collegeville Borough Police Department to report criminal activity at 9-1-1 for emergencies and 610-489-9332 for non-emergencies. Calls to Campus Safety are recorded for documentation and investigative purposes. Campus safety officers monitor the campus safety phone 24-hours a day every day of the year. The Campus Safety office, located in the Wismer Center, is also open 24/7 for reporting crimes or other concerns in person. Dialing 9-1-1 from any campus phone will summon emergency assistance from Collegeville Borough fire or police departments. In response to a report, Campus Safety will take the required action, dispatching an officer(s) to the scene and/or informing the caller of the methods to file a report.

Campus safety officers' detail significant campus incidents in a report that is typically forwarded to the Director of Campus Safety, Provost, Vice Provost/Dean of Students, and the Title IX Coordinator. Other College entities, as well as local law enforcement and fire officials, may also be informed when it is deemed to be appropriate. We highly encourage the prompt reporting of all criminal offenses to aid in the College's decision to issue emergency notifications or timely warnings, as required, and for the annual crime statistics compilation and disclosure.

It is the policy of Ursinus College to encourage prompt and accurate reporting of crimes directly to Campus Safety, to the Collegeville Borough Police, or to Student Affairs staff. This reporting policy is incorporated into new student and new employee orientation presentations, annual RA training, and various College publications, including the Student Handbook. The Department of Campus Safety, through its various programs, including orientation presentations, resource fairs, and open house events, regularly delivers crime-reporting advocacy information to the community. Faculty, staff, RAs, and event directors are trained as Campus Security Authorities (CSAs) and charged with providing students information regarding crime-reporting options through their respective positions.

While the College encourages all campus community members to promptly and accurately report crimes and other emergencies directly to Campus Safety or law enforcement agencies, when the victim of a crime elects to, or is unable to make a report because of physical or mental incapacitation, the College also recognizes that some individuals may prefer to report to other individuals or College offices. The Clery Act recognizes certain College officials and offices as "Campus Security Authorities (CSA)." The Act defines these individuals as any "official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, campus judicial proceedings, and athletics activities. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution." Employee CSAs include members of the Athletics Department, Campus Safety staff, Provost's Office staff, President's Office staff, RAs, certain academic departments, and General Counsel staff. CSAs must make prompt and accurate reports to

Campus Safety in order to assess the possible need for a Timely Warning Notification to be sent to the community.

Ursinus College designates the following Campus Security Authorities to receive reports:

Will Atkins, PH.D. Vice Provost/Chief Student Affairs Officer and Dean of Students	Student Affairs Suite Wismer Hall, 2nd Floor	610-409-3590
Joseph Nemic Director of Campus Safety	Student Affairs Suite Wismer Hall, 2nd Floor	610-409-3001
Dan Kelly Associate Dean of Students/Title IX Coordinator	Student Affairs Suite Wismer Hall, 2nd Floor	610-409-3590
Ebonish Lamar, ED. D. Director of Residence Life	Student Affairs Suite Wismer Hall, 2nd Floor	610-409-3590

Voluntary Confidential Reporting

If crimes are never reported, little can be done to prevent other members of the community from becoming victims. We encourage Ursinus College community members to report crimes accurately, promptly, and to participate in and support crime-prevention efforts. The Ursinus College community will be much safer when all members participate in safety and security initiatives.

If you are the victim of a crime or want to report a crime you are aware of (but do not want to pursue action within Ursinus College or criminal justice system), we ask that you consider filing a voluntary confidential report. Depending upon the circumstances, you may be able to file a report while maintaining your confidentiality. The purpose of a confidential report is to comply with your wish to keep your personally identifying information confidential, while taking steps to ensure your safety and the safety of others. Confidential reports allow Ursinus College to compile more accurate records on the number and types of incidents occurring on campus. Reports filed in this manner are counted and disclosed in the Annual Fire Safety and Security Report. In some circumstances, the College may not be able to assure confidentiality and will inform you in those cases. Anyone may complete one of the following forms as indicated:

- ✓ **Sex Discrimination, including Sex-based Harassment and Retaliation Reporting Form:** https://cm.maxient.com/reportingform.php?UrsinusCollege&layout_id=100
- ✓ **Ursinus College EthicsPoint Reporting System**: https://secure.ethicspoint.com/domain/media/en/gui/33045/index.html
- ✓ **Discriminatory Acts Reporting Form**: https://cm.maxient.com/reportingform.php?UrsinusCollege&layout_id=20

Voluntary Third-Party Reporting

Ursinus College does have anonymous resources available. To the extent possible, privacy and anonymity are considered and reasonably verified reports are included in the crime statistics. If you are the victim of a crime and do not want to pursue action within the College system or the criminal justice system, you may still want to consider making an anonymous report. The purpose of the

anonymous report is to comply with your wish to keep the matter as private as possible, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep more accurate records of the incidents involving students, faculty, staff and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community of potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Anonymous reports can be completed in two ways:

1) By using the online reporting methods listed above, and by omitting one's name and contact information in the report.
2) By downloading the mobile application MobileU from your app store by searching for Ursinus College. Anonymous reports for any type of situation can be submitted through the text feature of the app and will be received by Campus Safety. Of note, anonymous submission of any report can limit the effectiveness of investigation and adjudication.

The College encourages students, faculty and staff who have witnessed a crime or have been victimized to report the event to Campus Safety or local law enforcement. In the event that a community member does not choose to meet with the aforementioned individuals, a report can be made anonymously, with the exception of individuals or groups who have been identified as CSAs.

Anyone may make a report concerning an act of sexual misconduct. An individual may report the incident without disclosing or identifying parties involved. Depending on the level of information available about the incident or the individuals involved, third-party reporting may impact the College's ability to respond or take further action.

In cases involving sexual assault or violence, the Director of Campus Safety or a designee of the Department of Campus Safety will file a report on the details of the incident and only share your identity with the Title IX coordinator. Individuals may contact the Title IX coordinator directly to report information.

Pastoral and Professional Counselors

In accordance with the Clery Act, pastoral counselors who are associated with a religious order or denomination and are recognized by that religious order or denomination as someone who provides confidential counseling and are functioning within the scope of that recognition as a pastoral counselor, are not considered CSAs when they are acting in that role. This also applies to professional counselors whose official responsibilities include providing mental health counseling to members of the institution's community, who are functioning within the scope of their professional responsibility, and who are appropriately credentialed. As a matter of policy, the College encourages pastoral and professional counselors to notify those they are counseling of the anonymous reporting options available to them and provide direct access to the options by assisting the student in their filing should they elect to do so. Notification is sent to pastoral and professional counselors on an annual basis to remind them of the policy.

Licensed Mental Health Professionals & Pastoral Counselors

Ursinus has licensed mental health counselors and pastoral counselors available to speak with individuals. Information for each location follows below:
Wellness Center Professional Counselors and Medical Providers:

https://www.ursinus.edu/offices/wellness-center/
610-409-3100
Office of the Chaplain
610-409-3273

Licensed mental health professionals and pastoral counselors, when acting as such, are not considered to be a Campus Security Authorities for Clery Act purposes and are not required to report crimes on for inclusion into the annual crime statistics contained in this Report.

The College does not have a policy that requires or encourages its licensed mental health counselors or pastoral counselors to inform persons they are counseling about procedures for reporting crimes on a voluntary, confidential basis for statistical inclusion in this Report.

Timely Warning Notices

This policy comprises procedures that Ursinus College will use to issue Timely Warnings in compliance with the Clery Act. The College will issue a Timely Warning Notice through the Department of Campus Safety, in the event that it receives notice of an alleged Clery Crime (defined below) occurring on campus, on public property within or immediately adjacent to the campus, or, in or on non-campus buildings or property controlled by the College, where the College determines, in its judgment, that the allegations present a serious or continuing threat to the College community.

For purposes of this policy, "timely" means as soon as reasonably practical after an incident has been reported to Campus Safety or CSAs identified by Ursinus College, or after local police agencies that have concurrent jurisdiction have reported the information to the College.

The Director of Campus Safety, or, in his absence or unavailability, his designee, is responsible for determining whether to issue a Timely Warning Notice. If the Director or designee is not available, a member of the College's 24/7 emergency-response team will make the determination. Whether to issue a Timely Warning Notice is determined on a case-by-case basis for crimes covered by the Clery Act: homicide, sex offenses (rape, fondling, incest, and statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, arson, weapon/drug/and liquor law violations, domestic violence, dating violence, stalking, and hate crimes, as defined by the Clery Act. A hate crime is defined as: a crime reported to local police agencies or to a CSA that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. The categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability; when it was reported; the continuing danger to the campus community; and the amount of relevant information known by the Department of Campus Safety. The Director of Campus Safety (or designee) and the 24/7 emergency-response team, or their designees, may also issue a Timely Warning Notice for other crimes as determined necessary not covered by the Clery Act.

In determining whether to issue a Timely Warning Notice, the College will consider any factors reflecting on whether the alleged crime represents a serious or continuing threat to the College community, including, but not limited to, (a) the nature of the incident; (b) when and where the incident took place. If there is insufficient information to determine whether the incident represents a serious or continuing threat to the College community, the College will issue a Timely Warning Notice unless, based on the information available, it appears unlikely that there is an ongoing threat

to the community. It will be noted in a Timely Warning Determination form that the College does not have full information to evaluate the nature of the ongoing threat. The Director of Campus Safety or designee will make efforts to consult with the Manager of Executive Communications, or a designee, to develop the content of the Timely Warning Notice. Time permitting, additional input may be garnered from additional members of the 24/7 emergency-response team, including the Provost, Vice Provost/Chief Student Affairs Officer/Dean of Students, Vice President for Finance and Administration, and Director of Facilities and Services. The College's Title IX Coordinator or others may also be consulted in appropriate situations. If the College does or does not issue a Timely Warning Notice for any reported Clery Crime, the reason will be documented on a Timely Warning Determination form and maintained by the Department of Campus Safety for a minimum of seven years. A copy of the documentation will be attached to the incident report.

The Timely Warning Notice will include, to the extent known, the date, time and nature of the offense, a brief overview of its particular circumstances, a physical description of the actor(s), law enforcement's immediate actions, a request and method for witnesses to contact law enforcement, and, where applicable and appropriate, cautionary advice that would promote safety. Timely Warning Notices will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential. There is no requirement to withhold the perpetrator's identity if the College has sufficient information that deems there is reason to believe inclusion would aid in the apprehension of the alleged actor, or the inclusion will limit or eliminate the serious or continuing threat to the campus community.

In developing the content of the Timely Warning Notice, the College will make all reasonable efforts not to compromise ongoing law enforcement efforts. Ursinus College distributes Timely Warning Notices in various ways. Campus Safety may use the MobileU app program, which includes push notifications, emails, and text messages for all registered phone numbers and for staff and faculty who have opted in. The College may also post it on the Campus Safety page: https://www.ursinus.edu/offices/campus-safety/ as well as on bulletin boards or doors throughout campus.

Anyone with information about a serious or suspected crime or incident should report the circumstances to the Department of Campus Safety by phone at 610-409-3333 or in person at the Wismer Center. If a report is made to other College administrators, those administrators should immediately notify the Department of Campus Safety.

Emergency Response and Evacuation Procedures

Emergency Response Policy

In the event of a campus emergency, Ursinus College follows guidelines set forth in its Crisis Communications Plan, which is an all-hazards approach that also aligns with the National Incident Management System (NIMS). Campus Safety is typically the initial responder for emergencies on campus, with primary responsibility for responding and assessing the nature, size, scope, and activation of the 24/7 emergency-response team. Individuals may use a variety of notification methods to alert public safety to an emergency, such as phone, email, or in person. The overarching thrust of this plan is to enable various College administrators to promptly and effectively alert and inform the community and the public without delay when there is a clear and credible danger to the College community. On an annual basis, the College notifies the Collegeville Borough Police of their requirement to communicate any incident that takes place in the borough that may warrant an

emergency response. The Crisis Communications Plan coincides with the College's other safety and emergency plans that deal specifically with the operational implications of a crisis.

Drills, Exercises, and Training

Evacuation procedures, and related emergency information, are detailed in the College's Emergency Response Guide, which can be found online at: https://www.ursinus.edu/offices/campus-safety/emergency-management/emergency-procedures/. A leadership committee meets regularly and, among a variety of related tasks, reviews emergency-response procedures and trains key staff in effective communications skills and protocols. This committee also assures that annual training exercises are conducted that both test and train community members in emergency-response and evacuation procedures. These exercises are often planned and executed with the assistance of an independent emergency-response and safety consultant. Drills are designed to be as realistic as possible and involve a variety of constituents from the College and outside emergency responders. At least one unannounced fire-evacuation drill is held annually in academic buildings in addition to bi-annual drills in all residence halls. A test of the College emergency alert system is announced ahead of time and documented (including a brief description of the test, date, and time). Emergency alert tests are announced, while fire-evacuation drills are unannounced.

Emergency Notification

Confirming the existence of a significant emergency or dangerous situation and initiating the emergency notification system.

Campus Safety is responsible for responding to all significant incidents that may involve an immediate or ongoing threat to the health and/or safety of the greater College community. It is also tasked with promptly summoning the appropriate resources to mitigate and investigate such incidents. Once an incident is reported, either on its own or with input from external agencies (Collegeville Police Department, Collegeville Fire Department, Montgomery County Emergency Services), Campus Safety will confirm if the situation poses a threat to the community either through on-scene evaluation or through initial interviews with victims/reporting parties. Should a threat be confirmed, federal law requires that the College immediately notify the campus community or the appropriate segments of the community that may be affected by the situation. The College communicates and works closely with local police, regularly requesting their cooperation in informing the College about situations that may warrant an emergency response. Based on the information and facts available, the Director of Campus Safety (or designee) will generate the notifications and, whenever possible, share with the 24/7 emergency-response team. Members of the 24/7 emergency-response team take the initial lead in implementing the appropriate response plan, assessing the severity of the crisis, reviewing all available information, delegating responsibility where appropriate, and ensuring that the information requirements of various constituencies are met.

Determining the Contents of the Emergency Notification

The Department of Campus Safety, in the course of responding to an event, will gather and share with the community the necessary and pertinent information about incidents on campus that present an ongoing risk. The content of virtually every communication that notifies the College community of an emergency will include the specific nature and location of the event, actions being taken by the College, status of those involved (when known), actions to be taken to ensure one's own safety, and directions regarding where to find updates and additional information (as in "check email for further

details" or "for more information reference the Campus Safety page: https://www.ursinus.edu/offices/campus-safety/). The Director of Campus Safety (or designee) will use existing templates or draft notifications as necessary based upon the circumstances. Whenever possible and with time permitting, messages will be reviewed by the 24/7 emergency-response team or others as appropriate. The Manager of Executive Communications and the Director of Campus Safety maintains a written record of actions and decisions for after-action assessment and archiving.

Determining the Appropriate Segment(s) of the Campus Community to Receive an Emergency Notification

The Ursinus College Department of Campus Safety, the 24/7 emergency-response team, and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the emergency notification. In addition to the emergency notification that may be issued via the MobileU notification system, the College will also post applicable messages about the dangerous condition on the College website to ensure the rest of the campus is aware of the situation and the steps they should take to maintain personal and campus safety.

Generally, campus community members in the immediate area of the dangerous situation (i.e., the building, adjacent buildings, or surrounding area) will receive the emergency notification first. The following person(s) will determine the appropriate segment(s) of the campus community to receive an emergency notification: the Director of Campus Safety (or designee) in conjunction with the Vice Provost/Chief Student Affairs Officer/Dean of Students, and the Manager of Executive Communications. These individuals will continually evaluate the situation and assess the need to notify additional segments of the campus population.

Procedures Used to Notify the Campus Community

Ursinus College is committed to providing a safe environment for everyone on campus. The MobileU emergency notification app system ensures that students, faculty, and staff receive timely information in the event of an emergency on campus. When an emergency or community-safety threat is reported whether in person or via phone or online report form, the Director of Campus Safety will be advised and make an immediate notification to the community if there is an active threat, and/or initiate the 24/7 emergency-response team, who will then coordinate with the Crisis Response Team to determine appropriate steps and community notification. The MobileU system is a combination of notification tools, such as text, emails, and a push notification. Ursinus College utilizes a software program managed by the College and provided through a contractual agreement with AppArmor. This system will instantly and simultaneously distribute brief messages in situations warranting an Emergency Notification using pre-written templates. By using Short Messaging System (SMS) technology, the system can convey messages to registered mobile numbers and College email addresses for each member of the Ursinus Community.

Generally, any notification will direct recipients to the College's website for additional information and/or updates or to a separate link that describes in detail, action items to consider during a particular incident. Every member of the community will receive notifications in their College email, and students, faculty, and staff will also receive critical emergency notifications to the mobile number on file with the College and AppArmor. The receipt of emergency notification SMS messaging cannot be opted out of. The emergency notification system is tested once each semester to ensure proper operability.

To assure that the larger campus community is promptly notified of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students or staff, one or more of the following tools are used:

- MobileU: MobileU is an app available for download by the community. MobileU enables the user to schedule a virtual walk with Campus Safety, virtual walk with a friend, activate a mobile BlueLight location/call function, text chat function, and report a discriminatory act.
- SLATE Email: This alert function should be considered no more than a supplement to all other alerting tools.
- Word of Mouth: With nearly 90% of our student body living on campus and a manageable campus size, runners would be deployed door-to-door and/or to designated spaces on campus to post flyers and to spread the word directly.
- Fire Alarms: Alert people to an emergency and are installed in every campus building. They work at all times of day, throughout the year, and can be building specific.
- Website: The College website is perhaps the best tool for keeping all of the College's constituencies informed about a crisis in a detailed, ongoing, focused way. An emergency notice may be added to the top of the College's homepage and/or every page on the ursinus.edu domain.

Enrolling in the College's Emergency Notification System

All members of the College community are reminded that for the emergency notification system to be effective, contact information in the College's databases should be up to date. To update emergency contact information, first log in to Student Self Service at: https://selfservice.ursinus.edu/Student (Sign In required) then select the link Emergency Contacts.

These communications tools are implemented with the understanding that they are best used in combination with each other. The type of emergency ultimately drives which tools are used. The College will, without delay and considering 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 authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

Procedures Used to Notify the Larger Campus Community

Ursinus College is also committed to providing a safe environment for everyone in the larger campus community. In the event of an emergency or significant safety concern that would impact members of the larger Ursinus community, information would be shared via email and the website to alumni and families. Collegeville Borough Police would also be contacted, and notification would be made via the Montgomery County emergency notification system, ReadyMontco. Individuals may sign up through Montgomery County website. For more information, contact Collegeville Borough Police Department.

Notation Regarding Noncampus Locations of Student Organizations

The US. Department of Education requires the College to address in this Report whether it is aware of any practice by local police to monitor and document criminal activity by Ursinus students occurring at "noncampus locations of student organizations." Ursinus does not have any registered student organizations with noncampus locations. That noted, please read "Off-Campus Activity" below.

Off-Campus Activity

The student conduct code is in effect on and off campus; therefore, students must display behavior that reflects favorably on them, the College, and the community. Students charged with violations of state law committed off campus shall be subject to College disciplinary proceedings if the action poses a threat to the mission of the College or to the health and safety of its members. This may include an involuntary leave of absence until the case has been resolved. After legal resolution, the College may take further disciplinary action. Ursinus Campus Safety enjoys a cooperative working relationship with the Collegeville Borough Police Department.

Campus Security Policies, Crime Prevention and Security Awareness Programs

Ursinus College provides information on campus security practices and procedures to all students, faculty and staff at the beginning of each year, at new student and new employee orientations throughout the year, and in-residence hall meetings throughout the year. Ursinus also provides a series of crime prevention and awareness programs throughout the year. Below is a sample of the programs offered at Ursinus that addresses campus security practices and awareness, as well as crime prevention. Some of these programs are part of Ursinus' primary and ongoing prevention programs specifically addressing dating violence, domestic violence, sexual assault, and stalking.

New Student Orientation:
This program is presented once each year to new students. Subjects covered include: The Consent Event and follow up conversation, Campus Safety resources, crime prevention, and residence hall fire safety.

New Employee Orientation:
This program is presented at the time of hire to new employees. Subjects covered include sexual misconduct policy training (Title IX), workplace sexual harassment training, safety education, and informed of reporting requirements.

EVERFI Education (online prevention training programs for students):
This program is used for different audiences. For example, incoming students are required to complete three online courses prior to the start of their first semester: AlcoholEdu, Sexual Assault Prevention, and HE Prescription Drug Abuse Prevention. Likewise, during the fall semester, all returning students are offered three ongoing education opportunities: AlcoholEdu, CannabisEDU, and RespectEDU (sexual assault prevention) via Vector, Inc. The online modules are required of all first-year students. Upper class students also have refresher modules on those same topics of substance use and sexual assault prevention. Health Promotion meets with student athletes for bystander intervention workshops every fall semester. Finally, before the start of the spring semester, all student athletes are required to complete Sexual Assault Prevention for Student Athletes.

SMART (Sexual Misconduct Advocacy Resources Team) Training:
This program is presented upon request to students or employees. Subjects covered include Title IX training and how to respond if you receive a Title IX report.

Public Safety Presentations:
Periodically, the Department of Campus Safety organizes presentations and invites both on-and off-

campus presenters to provide information and resources on topics such as sexual assault, stalking, and intimate-partner violence, which includes domestic violence and dating violence.
Yearly offerings of Red Cross CPR/First Aid/Stop the Bleed Training to the whole community.

Additional programs are offered throughout the year, including but not limited to Bystander Intervention workshops including Take Back the Night and various campus-wide active and passive educational programming.

RAs are trained in fire safety, the use of fire extinguishers, and facilitate discussion with all students during hall and house meetings. This is reinforced during evacuation drills each semester. This training is conducted on site by the Collegeville Fire Department. The employment of an electronic extinguisher prop is made available during Fire Prevention Week (when available on loan from the Montgomery County Department of Public Safety). The Ursinus College Safety Committee plays an active role in identifying areas of concern on campus and disseminating the information to the entire campus community.

Annual Prevention and Education for Domestic and Dating Violence, Sexual Assault, and Stalking

Sexual Misconduct Prevention Education (Including Prevention of Sexual Assault, Sexual Harassment, Dating Violence, Domestic Violence, and Stalking)

Ursinus College takes a comprehensive and holistic approach to the prevention of sexual assault, domestic and dating violence, stalking, and other forms of sexual misconduct (as described in detail in the Prohibited Conduct section of the Title IX and College-Defined Sexual Misconduct Policy in Appendix A) for all students, faculty, and staff. Prevention and education programs include an overview of the College's policies and procedures; relevant definitions, including prohibited conduct; discussion of the impact of alcohol and drug use; effective consent; safe and positive options for bystander intervention; red flags for unhealthy relationships; and information about risk reduction, resources, and reporting options. These prevention and education programs specifically include reference to the College's inclusion of dating violence, domestic violence, sexual assault, and stalking as prohibited behavior under the Title IX and College-Defined Sexual Misconduct Policy. Ursinus College Prevention Programs include Primary Prevention Programs, Primary Awareness Programs, and Ongoing Prevention and Awareness Campaigns.

Primary Prevention Programs: Ursinus implements programming, initiatives, and strategies, informed by research or assessed for value, effectiveness, or outcome that are intended to prevent incidents of sexual assault, domestic violence, dating violence, and stalking through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Primary Awareness Programs: Ursinus implements comprehensive, intentional, and integrated community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent sexual assault, domestic violence, dating violence, and stalking, promote safety, and reduce the perpetration of sexual assault, domestic violence, dating violence, and stalking.

Ongoing Prevention and Awareness Campaigns: Ursinus implements programming, initiatives, and strategies for students and employees that are sustained over time and focus on increasing understanding of topics relevant to, and skills for, addressing sexual assault, domestic violence, dating violence, and stalking using a range of strategies with audiences throughout the College.

In these Prevention Programs (both primary and ongoing), the College:

- Makes a clear statement that domestic violence, dating violence, sexual assault and stalking are prohibited conduct.
- Defines domestic violence, dating violence, sexual assault, and stalking including how those terms are defined by the Commonwealth of Pennsylvania.
- Defines what behavior and actions constitute consent to sexual activity in the Commonwealth of Pennsylvania.
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual misconduct, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and learn how to minimize the risk of potential attacks. 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.
- Outlines procedures victims should follow if a crime of dating violence, domestic violence, sexual misconduct or stalking has occurred, including topics such as how to report such crimes, the importance of preserving evidence and options for involving law enforcement.
- Reviews information about how the institution will protect the confidentiality of victims and other necessary parties; and
- Provides an overview of information contained in the Annual Security Report (ASR), including Ursinus' procedure for institutional disciplinary action in cases of sexual assault, dating violence, domestic violence, and stalking.

Additional Examples of Primary and Ongoing Prevention and Awareness Programs:
In addition to trainings listed above, during New Student Orientation in August, all incoming students attend programs regarding Sexual Misconduct, Diversity, and Alcohol & Drugs. As part of these sessions, student leaders facilitate breakout sessions after each session to further explore personal safety. In addition, Peer Advocates (trained student leaders within the office of Prevention and Advocacy) maintain a strong presence in the residence halls by offering presentations and group dialogue. For example, during the first month of classes, Peer Advocates and RAs lead discussions in each first-year hall to discuss healthy relationships and consent. The Peer Advocates also work cooperatively with athletic teams, Greek organizations, and various underrepresented groups to discuss the different issues surrounding sexual misconduct.

Missing Person Notification Policy & Procedure

Ursinus takes student safety very seriously. To this end, the following policy and procedures have been developed in order to assist in locating any student(s) living in on-campus housing (residential students) who, based on the facts and circumstances known to the College, is determined to be missing. Additionally, the College holds that every person reported missing will be considered at risk until significant information to the contrary is confirmed. It is the policy of this department to support and assist missing-person investigations originating outside our jurisdiction. It should also be noted that there is no required waiting period for reporting a missing person. A student living on campus may be declared "missing" when their whereabouts are unknown and unexplainable for a period of time, typically 24 hours or sooner, especially if it is regarded as highly unusual or suspicious in consideration of the subject's behavior patterns, plans, or routines. This policy is intended to comply with the Clery Act.

Statement of Policy

Anyone who believes a residential student to be missing should report their concern to:

Ursinus College Campus Safety Office
Wismer Hall
601 E. Main Street
Collegeville, Pa 19426
610-409-3333

All reports of missing students made to someone other than the Campus Safety Office shall be immediately referred to Campus Safety, which will initiate a report of a potential missing person. The Director of Campus Safety (or designee) will also contact the Vice Provost/Chief Student Affairs Officer/Dean of Students in order to notify them about the situation and to receive additional consultation. The College will act on each missing person report as set forth in the procedures below.

Part of the procedures below involve contacting a residential student's designated contact for missing persons purposes. In accordance with the Higher Education Act of 2008, all students may register a confidential contact with the College. Access to this information is restricted to authorized campus officials and law enforcement. Every student living in on-campus student housing, regardless of age, shall have the opportunity to identify one or more persons to be contacted by the College in case a student is determined to be missing. This contact is for missing person purposes only and may be different from the person selected as the student's general emergency contact. General emergency contact information and missing persons contact information are kept separate, even if the student registers the same contact for both purposes.

Students electing to provide a contact for missing person(s) purposes must contact the Registrar's office or log into their student account to update their information. Students are offered this option each year, regardless of whether the student has identified contact persons in previous years. Contact information will be registered confidentially, accessible only to authorized campus officials, and will not be disclosed to external parties except law enforcement personnel in furtherance of a missing person investigation.

If a missing student is under 18 years of age and not emancipated, Ursinus will notify a custodial parent or guardian of the missing student (in addition to notifying any additional contact person designated by the student) not later than 24 hours after the determination by Ursinus that the student is missing. Ursinus will also notify the local law enforcement agency not later than 24 hours after it determines that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student was missing.

Statement of Procedures

If a residential student is determined to be missing for 24 hours, the College will take the following actions within 24 hours of that determination:

- Notify the missing student's identified confidential missing person contact.
- Notify a student's parent or guardian and designated confidential missing person contact if the student is under 18 and not emancipated.
- Notify the appropriate law enforcement officials with jurisdiction in the area where the student went missing in all situations regardless of whether confidential missing person contact information is supplied, the missing student is over the age of 18 or the missing student is an emancipated minor.

Note: If in the course of gathering information as described above, foul play or self-harm is evident or strongly indicated, the police may be contacted immediately.

Daily Crime Log & Daily Fire Log

Campus Safety maintains a Daily Crime and Fire Safety Log, which includes all crimes and fire-safety incidents reported to the Department of Campus Safety that have occurred on-campus, in or on noncampus buildings or property, or on public property immediately adjacent to and accessible from campus, or within the patrol jurisdiction of Campus Safety. The Daily Crime Log is available for public inspection during normal business hours at the Campus Safety Office. Any portion of the daily crime log that is older than 60 days will be made available from review, upon request, within two business days.

The College maintains a Daily Fire Log that records, by the date reported, any fire that occurs in an on-campus student housing facility. The daily fire log is available for public inspection during normal business hours at the Campus Safety Office. Any portion of the daily fire log that is older than 60 days will be made available from review, upon request, within two business days.

The disposition of the incident is included when and if reasonably available. The names of victims are excluded, and where the investigation of a crime or safety of an individual may be compromised, or when information might directly or indirectly identify a victim, the department may temporarily withhold information.

Disclosure to Victims of Crimes of Violence

Ursinus will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code) or a nonforcible sex offense the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

The Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act (DFSCA) require that, as a condition of receiving funds or any other form of financial assistance under any Federal program after October 1, 1990, all institutions of higher education must certify that they have adopted and implemented a program to prevent the unlawful manufacturing, dispensing, possession, use or distribution of illicit drugs and alcohol by students and employees. Likewise, anyone who submits research proposals to federal agencies must certify that they will not engage in any of the aforementioned activities during the period covered by the grant. This means that illegal drug use and underage drinking are not only violations of state law, but also a violation of College policy and will result in disciplinary action, up to and including expulsion. The consumption of alcohol in quantities to the extent that an employee is unable to perform the duties of the job in a safe and productive manner is also a violation of College policy and will result in disciplinary action, up to and including dismissal.

Individuals who do not make such certification and those who violate its terms will lose federal funds. As required by Federal regulations, this information was developed and distributed to inform all College community members of the seriousness of the use and abuse of illicit drugs and alcohol. It also sets forth standards of conduct regarding such activity.

For the College's full compliance with the Drug-Free Schools and Communities Act, including its Biennial Report, please visit: https://www.ursinus.edu/offices/health-promotion/drug-free-College-community/.

Violations of the Drug-Free Workplace Policy and Employment

Violations of this policy will result in disciplinary action in accordance with College policies and procedures covering the conduct of faculty and staff, up to and including dismissal, consistent with the local, state, and federal laws described below. As a condition of employment, all employees must abide by the terms of this policy.

Student violations of the Alcohol and Other Drugs Policy of the College will be handled in accordance with the Student Code of Conduct Rules and Regulations.

Alcohol

Under Pennsylvania law, a person less than 21 years of age may not purchase, consume, possess, or transport alcohol. Any person convicted of violating this law will have her/his driver's license suspended for ninety (90) days. A second offense will result in a one-year suspension of driving privileges and a fine up to $500. Additionally, any person who intentionally provides alcohol to a person less than 21 years of age is guilty of a misdemeanor of the third degree, which carries a fine of at least $1,000 for the first offense.

Pennsylvania law allows a driver to be considered intoxicated and charged with driving under the influence (DUI) if they have symptoms of intoxication and a blood alcohol content (BAC) greater than 0.08%. A BAC of 0.08% can be obtained by consuming a little less than one drink per hour.

Additionally, Pennsylvania law penalizes public drunkenness, defining it as: "A person is guilty of a summary offense if he/she appears in any public place manifestly under the influence of alcohol to the degree he/she may endanger himself/herself or other persons or property, or annoy persons in his/her vicinity."

Drugs

Both federal and state laws impose sanctions for the possession, use, and distribution of illegal drugs. The sanctions for any given offense depend on the type and quantity of the drug involved and whether the offense is possession, use, or distribution.

Under federal law, simple possession of a controlled substance carries a penalty of imprisonment for up to one (1) year, plus a minimum fine of $1,000. If the controlled substance contains a cocaine base and the amount exceeds five (5) grams, the first-time offender will be imprisoned for not less than five (5) years and not more than twenty (20) years and fined. Also, under federal law, any person 18 or more years old who distributes drugs to anyone under age 21 will be imprisoned or fined, or both, up to twice what is otherwise provided by law, with a minimum prison sentence of one (1) year. This same penalty applies to any person who distributes or possesses with intent to distribute drugs to anyone within 1,000 feet of a College campus.

Pennsylvania law imposes similarly strict sanctions on the unlawful use, possession, and distribution of drugs. In addition to imposing fines and imprisonment for violation of its drug laws, Pennsylvania will seize all of the violator's property that was used in committing the crime.

Drugs and Alcohol Abuse Prevention Program (DAAPP)

Alcohol and Other Drugs Policy

The unlawful possession, use, purchase, or distribution of alcohol on College property or as part of any College activity is prohibited and subject to College sanctions as well as local, state and federal penalties. The unlawful possession, use, purchase, or distribution of illicit drugs and related paraphernalia (including stimulants, depressants, narcotics, or hallucinogenic drugs) and the misuse of prescription drugs (including sharing, procuring, buying, or using in a manner different from the prescribed use, or by someone other than the person for whom it was prescribed) is prohibited on College property or as part of any College activity and subject to College sanctions as well as local, state and federal penalties.

Philosophy

The overarching priority of the College with respect to alcohol and other drugs is to help ensure the safety and well-being of Ursinus students and comply with all applicable laws. The College is committed to providing guidance so that students can learn to develop a responsible approach to social challenges, including those relating to alcohol and other drug decision-making. In regard to alcohol specifically, the College is also committed to assisting the development of healthy substance-related decision-making, including whether to consume alcohol, how to do so in moderation, and how to comply with local, state, and federal laws governing alcohol consumption.

The College maintains an ongoing commitment to support the behavioral health of all community members. The College believes that everyone has the right to work and study in an environment free from the effects of substance misuse and that individuals who have a substance dependence may be a danger to themselves and others.

Objectives

The objectives of these policies reflect the College's desire to create an intentional community based on principles of respect for oneself and others.
The Alcohol and Other Drugs Policy has several objectives:

- To promote the safety and well-being of the Ursinus College community and its members.
- To maintain a safe campus, where students can enjoy their social lives amid a comfortable and coercion-free atmosphere.
- To provide information about alcohol and other drugs so that students can make responsible, healthy choices.
- To provide confidential support for community members seeking treatment for alcohol- and/or drug-related problems.
- To ensure compliance with federal statutes, Pennsylvania laws, and borough ordinances that regulate the consumption of alcohol.

Illicit Drugs

Illicit Drugs are controlled substances that possess a high potential for abuse, have no currently accepted medical use in the United States and demonstrate a lack of accepted safety for use under medical supervision. Controlled substances so defined fall under seven headings: marijuana (marijuana, hashish); stimulants (amphetamines, cocaine); depressants (barbiturates, tranquilizers, hypnotics); hallucinogens (LSD, PCP); opiates or narcotics (heroin, morphine, opium, codeine); inhalants (sprays, solvents, glue); and designer drugs (synthetic drugs similar in effect to stimulants, hallucinogens, and narcotics). To be used legally and safely, some of the drugs above must be prescribed by a physician. This list is not comprehensive; there may be substances omitted that are also illegal and fall under the designation of controlled substances.

Alcohol

Alcohol, the shortened term for ethyl alcohol, is a depressant that slows the activity of the central nervous system and the brain. Alcohol is a substance regulated by local, state and federal agencies with respect to its purchase, transportation, consumption and possession.

Health Risks

Illicit drugs can interfere with important brain activities including coordination, memory, and learning. They increase the risk of lung cancer, destroy liver cells, initiate severe weight loss, and may weaken the immune system. Users may also experience abdominal pain, nausea, vomiting, rapid heartbeat, and irregular breathing. Convulsions, coma and death are also possible. Combining drugs can be fatal.

Alcohol is a central nervous system depressant that is absorbed into the blood stream and transmitted to all parts of the body. Moderate doses reduce physical coordination and mental alertness while larger doses of alcohol drastically impair an individual's ability to function, sometimes rendering them unconscious. Long-term drinking can increase the risk of developing liver and heart disease, circulatory and stomach problems, various forms of cancer and cause irreversible brain damage.

Regulation of Alcohol at Ursinus College

The presence of alcoholic beverages on campus is limited in two ways. First, it is limited by federal, state, and borough laws, including those summarized below. Second, College rules specify the circumstances under which alcohol may legitimately be served on campus.

Medical Amnesty Policy

Ursinus encourages students to seek medical assistance for those in need, including oneself. Sometimes, students are hesitant to seek medical assistance for fear that they may get themselves or others in trouble. The College has a policy of not pursuing disciplinary action against students in situations involving alcohol or drug use or possession at the time of help seeking for students who actively seek medical help for themselves or others, for students who provide help seeking assistance, or for students who accept medical help.

The College may pursue disciplinary action against the student(s) in rare circumstances:

- When an Ursinus faculty, staff, or student-worker (while performing College duties) initiate help seeking.
- In situations where more serious of significant alleged violations of the Code of Conduct other than alcohol or drug use, possession, or provision may have occurred.
- In situations where a student has repeated incidents of alcohol or drug use or possession.
- In situations where students are found to be encouraging excessive and/or dangerous alcohol consumption or drug use.

Requirements of students under this policy:

- Involved students will be required to meet with a Student Affairs staff member who may issue educational requirements that may include, but are not limited to, alcohol and/or drug education, counseling, and/or a substance use assessment. Serious or repeated incidents will prompt a higher degree of concern/response.
- Failure to complete the educational assignments or treatment recommendations will result in disciplinary action.

In the Case of Medical Amnesty During Registered Events:
In circumstances where a student or organization is found to be hosting registered event where medical assistance is sought for an intoxicated guest, and the hosting organization or student contributed to the needed medical assistance by encouraging excessive and/or dangerous alcohol consumption or drug use, the hosting organization and/or student(s) may be held responsible for violations of the Code of Conduct.

Education, Counseling and Treatment

The College's Director of Health Promotion provides leadership and guidance for drug and alcohol education on campus. Resources and programs are provided on an on-going basis in collaboration with other Student Affairs offices, including Residence Life, Student Engagement and Leadership, Wellness, and Campus Safety. Resources for faculty and staff are available in Human Resources.

Assistance, Treatment, Support, and Community Resources

Emergency Assistance:

- On-campus - Campus Safety: x3333 (610-409-3333)
- Off-campus - Collegeville Borough Police: 9-1-1

Medical Treatment:

- Wellness Center (Collegeville Family Practice) x3100 (610-409-3100) - students only
- Jefferson Einstein Montgomery Hospital - 484-622-1000
- Phoenixville Hospital Emergency - 610-983-1222
- Emotional Support:
- Wellness & Counseling Center: https://www.ursinus.edu/offices/wellness-center/ x3100 (610-409-3100) - students
- Employee Assistance Program (Mutual of Omaha): https://www.mutualofomaha.com/eap/ 1-800-316-2796 – employees

Community Resources:

- Narcotics Anonymous: https://na.org/
- Alcoholics Anonymous: https://www.aa.org/
- SEPIA: https://aasepia.org/
- Empowering U Center Support Groups: https://empoweringucenter.com/

Substance Use Disorder Treatment Programs:

- CARON: https://www.deadiversion.usdoj.gov/schedules/schedules.html
- The Light Program and Rehab After Work: https://pa.highfocuscenters.com/

Additional Resources

Please see the following pages with charts outlining the most common street drugs with their slang names and descriptions, a dictionary of street drugs, and the most commonly abused prescription medicines. The links below provide additional guidance as well as source references for the charts. The last pictograph shows what a possible plan for comprehensive treatment looks like.

- National Institute on Drug Abuse: drugabuse.gov/sites/default/files/cadchart.pdf, for more information on drug abuse and treatment options;
- Sober College School of Addiction Studies page on most addictive pills: https://sobercollege.com/addiction-blog/most-addictive-prescriptions-drugs/;
- Event Medicine Group: https://www.eventmedicinegroup.org/ for multiple useful resources
- Prevention and Treatment Resource Press: http://ptrpress.com/product/street-smart-dictionary-poster/ for various printable materials covering alcohol and other drug abuse.

STREET SMART DRUG DICTIONARY

Stimulants

Cocaine: Crack, Big C, Kryptonite, Monster, Coke, Blow, Rock, Snow, Sniff, Sneeze, White, Nose Candy, Line, Dust, Flake

Abuse: Doing Lines, Snorting Blow, Skiing, Rails, Powder Your Nose

Methamphetamine: Crystal, Meth, Cristy, Tina, Crank, Tweak, Glass, Ice, Shards, Go, Whizz, Chalk

Abuse: Amped, Amped-Out, Amped Up, Coked Up, Geeked, Jacked – Jacked Up, Skiied, Spun, Tweak, Wired, Yippered Up

Mdma: Ecstasy, X, Xtc, The Love Drug, Adam, Bean, Doctor, Mercedes, Molly, Peace, White Dove

Abuse: Blow Up,Candy Flip, Flipping, E-Puddle, Faced Out, Roll, Thizz, Wig, Drop

Ritalin: Johnny, R-Ball, Ritz Ants, Set, Skippy, Kibbles N Bits, Diet Coke, Kiddy Coke, Skittles, R Pop, Study Buddies, Pineapple, Jif, Uppers, Rids, Smarties, Smart Drug, Vitamin, R-Ball

Adderall: Addys, Uppers, Beans, Black Beauties, Pep Pills, Zing, Study Buddies, Smart Pills, Bennies, Ralls, A-Bombs

Abuse (Adderall/Ritalin): Twacked, Wired, Smartin Up, Geeking, Speeding, Spun

Narcotics

Heroin: H, Smack, Dope, Horse, Skag, Junk, Black Tar, Big H, Brown Sugar, Mud, Dragon, Boy, Mexican Brown, Thunder, Skunk, Scag, Snowball,

Abuse: Chasing The Dragon, Dip And Dab, Do Up, Give Wings, Jolly Pop, Paper Boy, Boot, Cook Up

Marijuana

Street Names: Weed, Pot, Green, Bud, Grass, Dope, Hash, Lettuce, Reefer, Herb, Mary Jane, Ganja, Hemp, Chronic, Kush, Purple Haze, Blaze

Abuse: Baked, Blazed, Blunted, Burned, Crunched, Crunk, Faded, Geeked, High, Keyed, Krunked, Lifted, Lit, Lit Up, Pot-Head, Ripped, Stoned, Zoned

Depressants

GHB: Grievous Bodily Harm, Liquid X, Soap, Goop, Caps, Cherry Meth, Easy Lay, Fantasy, G, Georgia Home Boy

Abuse: G'd Out, sippin' G

Rohypnol: R2, Roche, Roofies, Rope, Wolfies, Forget-Me-Pills, Circles, La Rocha, Lunch Money Drug, Mexican Valium, Pingus, Reynolds

Abuse: Roached Out

Hallucinogens

Lsd: Acid, Lucy In The Sky With Diamonds, Cid, Tabs, Doses, California Sunshine, Dots, Blotter, Gel Tabs

Abuse: Hits, Spun, Trip, Trippin, Drop Acid

Ketamine: K, Ket, Special K, Vitamin K, Green K, Super C, Super Acid, Jet, Purple, Kit Kat, Dorothy, Magik

Abuse: K-Hole, K-Land, Baby Food

Pcp: Angel Dust, Ozone, Rocket Fuel, Love Boat, Embalming Fluid, Hog, Superweed, Wack, Wet, Dippers

Abuse: Dusting, Getting Wet, Dipped

Psilocybin/ Psilocyn Mushrooms: Magic Mushrooms, Shrooms, Boomers, Caps, Mushies, Buttons, Magics, Blue Meanies, Liberty Caps, Cubes, Liberties

Abuse: Shroomed, Shrooming, Tripping

Cough Syrup/Dxm: Dexies, Drex, Robo, Rojo, Red Devils, Orange Crush, Tussin, Velvet, Triple C, Drank, Purple Drank Or Sizzurp

Abuse: Dexing, Robo-Tripping, Tussin,

Synthetic Drugs

Fake Marijuana: Spice, K2, Bliss, Black Mamba, Yucatan Fire, Skunk, Genie, Bombay Blue, Solar Flare, Zohai, Joker, Kush, Kronic

Abuse: K2'D, Spicy, K2zombie, K2z, K2 Koma, Spiced, Spiced Out

Fake Cocaine: Bath Salts, Cloud 9, Vanilla Sky, White Lightning, Bloom, Scarface, Bliss, Drone, Meow Meow, Pure Ivory, Blue Silk, Stardust, Lunar Wave, Wicked X, Flakka, Scarface, Zombie Rocks

Use: Salting, Bath Salted, Bath Blow, Going Zombie

Inhalants

Street Names: Huff, Poppers,Whippets, Nitrous, Laughing Gas, Moon Gas, Snappers, Bold, Rush, Air Blast, Glad, Hippie Crack, Oz, Disc-o-rama

Abuse: Huffing, Bagging, Glading

KNOW THE SLANG.
KNOW THE DRUG.

EVENT MEDICINE
EDUCATION PLANNING OPERATIONS

STREET DRUG NAMES 1

HEROIN
(and variants)

B
Big H
Black
Black Tar
Boy
Brown
Brown sugar
China white
Chiva
Dope
Dragon
Fix
H
Hell dust
Horse
Junk
Mexican brown
Mud
Negra
Nod
Scag
Skag
Skunk
Smack
Speed-balling
Stuff
Tar
Thunder
White horse

OXYCODONE

512s
Blue
Hillbilly Heroin
Kickers
Killers
O
OC
Ox
Oxy
Oxy 80s
OxyContin
Oxycotton

MESCALINE

Buttons
Cactus
Mesc
Peyote

STEROIDS

Arnolds
Gym candy
Juice
Pumpers
Roids
Stackers
Weight gainers

COUGH MEDICINE
Dextromethorphan

CCC
Dex
Dexies
Drank
Drex
Orange crush
Poor man's ecstasy
Poor man's PCP
Purple drank
Red devils
Robo
Robotripping
Rojo
Sizzurp
Skittles
Triple C
Tussin
Velvet

BENZODIAZEPINES
Including Xanax, Valium, Ativan, and Klonopin

Bars
Benzos
Bicycle parts
Blue footballs
Blue V
Bricks
Candy
Downers
Handlebars
Planks
Roofies
Roofinol
Rope
Rophies
School bus
Sleeping pills
Tranks
Upjohn
White boys
White girls
Xanbars
Xannies
Yellow boys
Zanbars
Z-Bars

INHALANTS

Air Blast
Bold
Discorama
Dusters
Glad
Gluey
Hippie crack
Huff
Laughing gas
Moon gas
Nitrous
Oz
Poor man's pot
Poppers
Rush
Snappers
Whippets
Whiteout

ADDERALL

Addys
Beans
Black beauties
Dexies
Pep Pills
Smart pills
Speed
Study buddies
Uppers
Zing

PCP
Phencyclidine

Angel Dust
Boat
Embalming fluid
Hog
Love boat
Ozone
Peace Pill
Rocket fuel
Sherm
Superweed
Wack
Wet

ECSTASY (MDMA)

Adam
Beans
Candy
Clarity
Dancing shoes
Disco biscuit
E
Eve
Happy pill
Hug
Love drug
Lover's speed
Molly
Moon rocks
Peace
Rolls
Scooby snacks
STP
Uppers
X
XTC

KETAMINE

Cat Valium
Green K
Honey oil
Jet
K
Ket
Kit Kat
Purple
Special K
Special la coke
Super acid
Super C
Vitamin K

RITALIN

Diet coke
Kibbles and bits
Kiddie cocaine
Kiddie coke
Pineapple
Poor man's cocaine
R-ball
Rids
Rit
Skippy
Skittles
Smarties
Vitamin R

VICODIN

357s
Fluff
Hydros
Idiot pills
Lorris
Norco
Scratch
Tabs
Vicos
Vics
Vikes
Watsons

EVENT MEDICINE
EDUCATION PLANNING OPERATIONS

STREET DRUG NAMES 2

AMPHETAMINES

357 magnums
Amp
Batu
bennies
Bikers' coffee
Black beauties
Black hollies
Chalk
Chicken feed
Crank
Crissy
Cristy
Crunk
Crystal
Crystal meth
Fire
Glass
Go
Go fast
Ice
Meth
Methlies quick
Peaches
Pink
Rails
Shards
Speed
Stove top
Tina
Tik
Tik-Tik
Trash
Tweak
Uppers
Whiz
Yank
Yellow barn
Zoom

BATH SALTS
Synthetic Cathinones

Bliss
Bloom
Blue silk
Cloud 9
Drone
Energy-1
Flakka
Ivory wave
Lunar wave
Meow meow
Pure ivory
Scarface
Stardust
Vanilla sky
White lightning
Wicked X

COCAINE
Includes Crack Cocaine "Rocks"

Bananas
Base
Bernice
Big C
Blow
Bump
C
Candy
Charlie
Coca
Coke
Crack
Dust
Flake
Freebase
Golf balls
Line
Nose candy
Rock
Sneeze
Sniff
Snow
Soda cot
Toot
White
Yayo

BARBITURATES

Barbs
Block busters
Christmas trees
Goof balls
Phennies
Pinks
Red birds
Red devils
Reds and blues
Reds
Tooies
Yellow jackets
Yellows

GHB
Gamma-hydroxybutyrate

G
Georgia home boy
Goop
Grievous bodily harm
Liquid ecstasy
Liquid X
Scoop
Soap

LSD
Lysergic Acid Diethylamide

Acid
Battery acid
Blotter
Blue heaven
California
Sunshine
Cid
Cubes
Doses
Dots
L
Looney toons
Lucy
Mellow yellow
Microdot
Superman
Tabs
White Lightening
Window pane
Yellow sunshine

MANDRAX
Methaqualone

Bottle neck
Buttons
Doodies
Flowers
Gholfsticks
Lizards
Ludes
Mandies
Mandrakes
MX
Press outs
Quaalude
Soaps
Sopers
White Pipe
Whites
Witwyf

PETHIDINE

Demerol
Demmies
Dolantin
Mapergan
Meperidine

CANNABINOIDS
Includes synthetics

Acapulco gold
Black mamba
Black Russian
Blaze
Bliss
Blunt
Bombay blue
Bud
Cannabis
Chronic
Dagga
Dope
Ganja
Genie
Grass
Green
Hash
Hashish
Hemp
Herb
Joker
K2
K3
Kronic
Kush
Marijuana
Mary Jane
Pot
Purple haze
Reefer
Sinsemilla
Skunk
Smoke
Solar flare
Spice
Splif
Trees
Weed
Yucatan fire
Zohai

MUSHROOMS

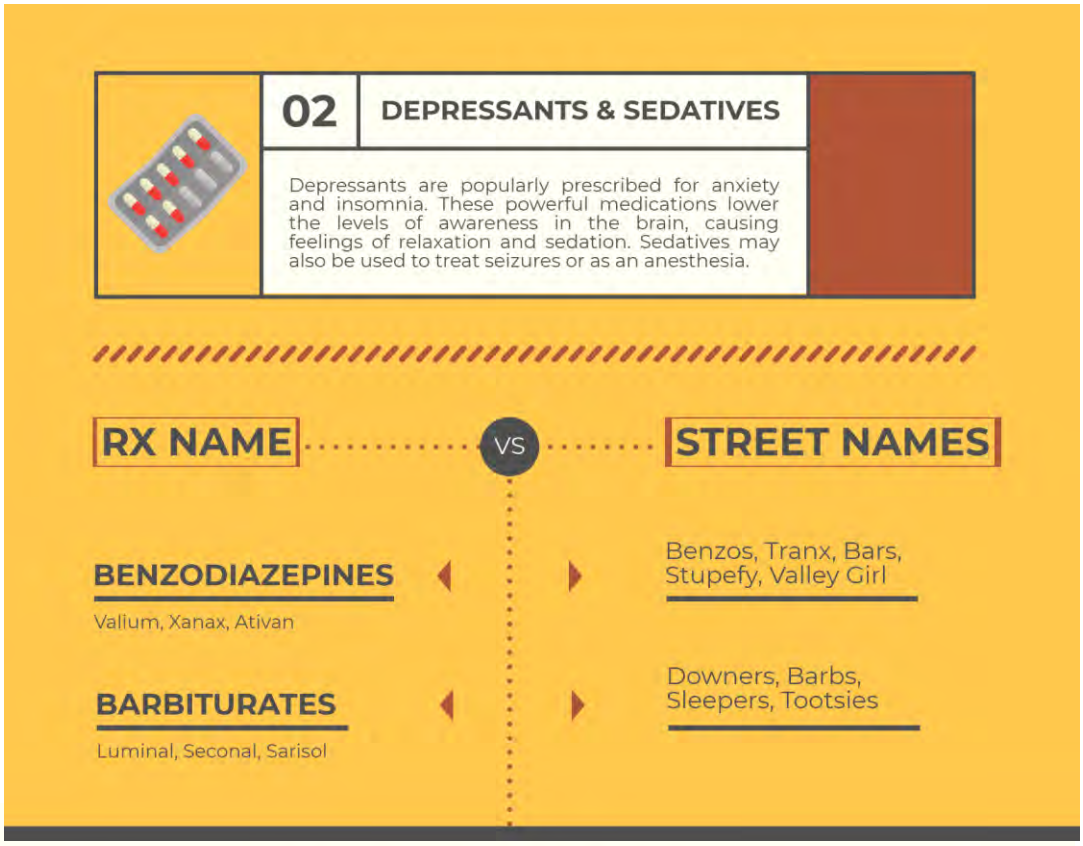
Blue meanies
Boomers
Buttons
Caps
Cubes
Liberties
Liberty caps
Magic mushrooms
Magics
Mushies
Purple passion
Shrooms

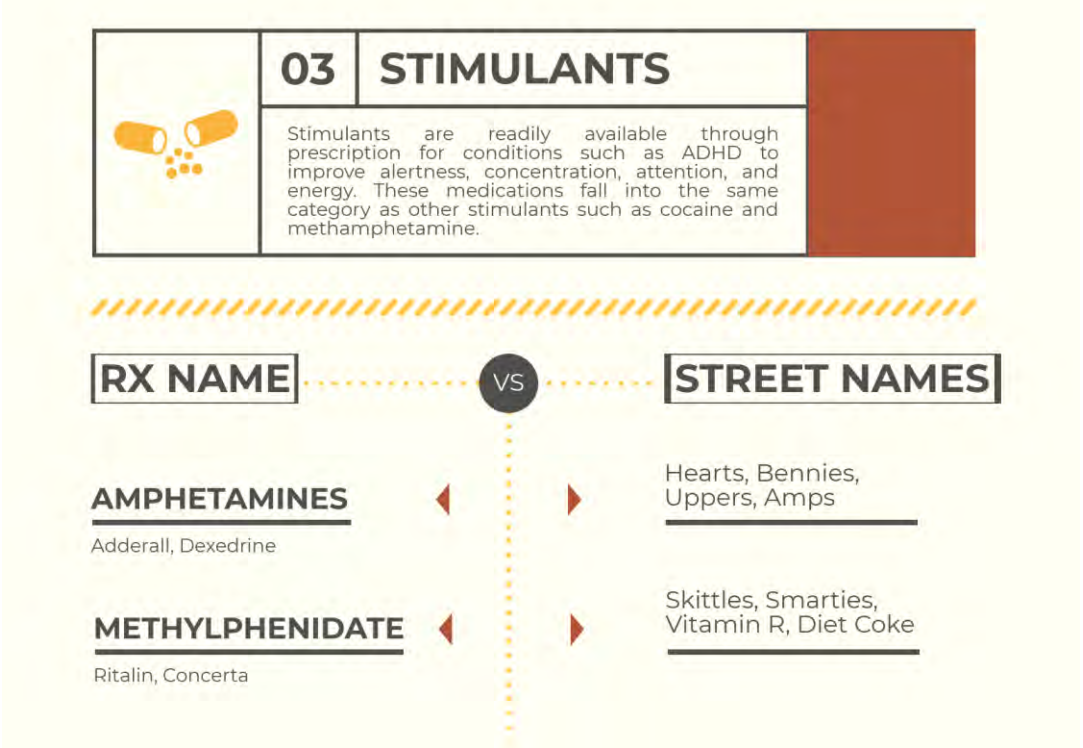
More FREE resources at eventmedicinegroup.org

01 OPIOIDS & PAINKILLSERS

Painkiller medications may be prescribed for injuries, pain management, life-long conditions or ailments, and are often used following surgery.

RX NAME	VS	STREET NAMES
CODEINE		Lean, Purple Drank, Sizzurp, Cody
OXYCODONE OxyCotin, Percocet		OC, Oxycotton, Oxy, Perks, Roxy
HYDROCODONE Vicodin, Norco		Hydro, Narco, Vickies
MORPHINE Duramorph, MS Contin		Dreamer, M, Mister Blue, Morpho
FENTANYL Absral, Duragesic		Apache, China Girl, Jackpot, Goodfella
METHADONE Methadose, Dolophine		Junk, Chocolate Chip Cookies, Metho, Dollies


02
DEPRESSANTS & SEDATIVES
Depressants are popularly prescribed for anxiety and insomnia. These powerful medications lower the levels of awareness in the brain, causing feelings of relaxation and sedation. Sedatives may also be used to treat seizures or as an anesthesia.
RX NAME
VS
STREET NAMES
BENZODIAZEPINES
Valium, Xanax, Ativan
Benzos, Tranx, Bars, Stupefy, Valley Girl
BARBITURATES
Luminal, Seconal, Sarisol
Downers, Barbs, Sleepers, Tootsies


03
STIMULANTS
Stimulants are readily available through prescription for conditions such as ADHD to improve alertness, concentration, attention, and energy. These medications fall into the same category as other stimulants such as cocaine and methamphetamine.
RX NAME
VS
STREET NAMES
AMPHETAMINES
Adderall, Dexedrine
Hearts, Bennies, Uppers, Amps
METHYLPHENIDATE
Ritalin, Concerta
Skittles, Smarties, Vitamin R, Diet Coke

Components of Comprehensive Drug Addiction Treatment

The best treatment programs provide a combination of therapies and other services to meet the needs of the individual patient.

Alcohol and Other Drugs Standards of Conduct

The unlawful manufacturing, possession, distribution, dispensing or use of illicit drugs or alcohol on College property or as part of any College activity by any member of the College community is strictly prohibited. Examples include but are not limited to:

- Unlawful or unauthorized possession, manufacturing, use, purchase, and/or distribution of alcohol. No person under 21 years of age may possess or consume alcoholic beverages, under any circumstances.
- Alcohol is not permitted in the First Year Centers at any time. Alcohol is not permitted in non-residence hall buildings, except for events approved by the College. For more information, refer to Guidelines for Social Events.
- Possessing or being in the presence of:
    - Alcohol, including beer, wine, liquor, or mixed drinks being consumed in a container larger than 16 ounces.
    - Grain alcohol
    - Alcohol transported or stored in a container larger than 1 gallon.
    - Binge drinking paraphernalia including but not limited to:
        - Kegs
        - Beer Balls
        - Beer Bongs
        - Trash cans
        - Common Source Containers such as a punch bowl
- Irresponsible use of alcohol, including purposeful binge drinking (i.e., "Shotgunning" a beer) and public intoxication.
- Operating a vehicle while under the influence of alcohol or illicit drugs/controlled substances.
- Unlawful or unauthorized possession, manufacturing (or attempted manufacturing), use, purchase and/or distribution of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs) or paraphernalia.
- Being in the presence of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs) or paraphernalia.
- Illegal possession or use of prescription medications.
- Public intoxication
- Smoking tobacco products, hookahs, or vaporizing devices (including e-cigarettes) inside any College building or within 20 feet of any building exit.

Any violation of College policies and/or local ordinances, State or Federal laws will result in appropriate disciplinary action.

In addition to College sanctions, students should know that where appropriate, the College will cooperate fully with law enforcement agencies. A student who has been convicted of any offense under any federal or state law involving the possession or sale of a controlled substance may not be eligible to receive any Title IV Federal grant, loan, or work assistance. Reference the Suspension of Financial Aid Eligibility for Drug-Related Offenses section of the handbook located here: https://www.ursinus.edu/live/files/3863-2020-drug-free-schools-and-communities-act. When on College-owned property or at any College activity (on or off-campus), all individuals and groups will be expected to observe and comply with all drug and alcohol laws. The host of any event at which alcohol is provided is responsible for complying with policies, rules, regulations, laws, and

requirements of Ursinus College, municipalities and counties, the Commonwealth of Pennsylvania, and the United States. The "host" is the person, persons or organization who provides the food, beverages, or accommodations in which the activity takes place. The College reserves the right to prohibit or otherwise limit consumption of alcohol at certain events and in certain facilities. Students should refer to the Social Event guidelines and Event Director policies as outlined in the Student Handbook located here: https://www.ursinus.edu/life-at-ursinus/handbook/registered-event-policies-and-procedures/. All other events must be coordinated by external relations and College events.

While the possession and use of marijuana for medical purposes is legal under Pennsylvania law, the manufacture, possession, distribution, dispensing and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the DFSCA, the use and/or possession of marijuana (even for medical purposes) continues to be prohibited while a student is on College owned or College-controlled property, and/or at any function hosted, authorized or supervised by the College regardless of where held.

College Disciplinary Sanctions Regarding Violations of the Alcohol and Other Drugs Policy

Students or employees who violate the College's alcohol policy will be subject to sanctions. Disciplinary action includes, but is not limited to, warnings, probation, suspensions and expulsion, or referral for prosecution and/or the completion of a substance use assistance or rehabilitation program. A complete copy of the College's alcohol policy is located in the Ursinus College Student Handbook located here: https://www.ursinus.edu/life-at-ursinus/handbook/

Ursinus College students and student organizations are expected to act in accordance with the policies, rules, regulations, laws, and requirements of Ursinus College, municipalities and counties, the Commonwealth of Pennsylvania, and the United States. The policies and procedures in the Ursinus College Student Code of Conduct are designed to provide an educational and developmental process, balancing the interests of individual students with the interests of the Ursinus College community. Students are responsible not only for the intent of their conduct, but also for the impact of their actions.

Employees are expected to follow procedures as outline on the Human Resources web page: https://www.ursinus.edu/offices/human-resources/. Violation of law may be referred to state or local police. For additional information about employee policies, contact Human Resources at 610-409-3597.

Local, State, and Federal Legal Sanctions

A student who violates the College's Alcohol and Other Drugs Policy is subject both to the College's sanctions and to criminal sanctions under federal, state, and local law. Department of Campus Safety officers will exercise their powers as agents of the institution to enforce all applicable laws and College policies through documentation of incidents, referrals to the Student Affairs Division for student conduct violations, and in some instances, contacting local law enforcement to assist in the enforcement of applicable laws through arrests.

The legal sanctions for the unlawful possession, use or distribution of illicit drugs are more diverse than the sanctions governing alcohol. Sanctions may vary from fines, for first-time misdemeanor

offenses involving simple possession of certain substances, to felony counts and multiple-year terms of imprisonment for more serious violations. A summary of penalties related to illicit drugs and alcohol may be found online at the U.S. Drug Enforcement Administration here: https://www.deadiversion.usdoj.gov/schedules/schedules.html and the Pennsylvania Liquor Control Board https://www.lcb.pa.gov/Pages/default.aspx. Individuals seeking legal advice regarding drug or alcohol laws should consult legal counsel.

Alcohol

Under Pennsylvania law, a person less than 21 years of age may not purchase, consume, possess, or transport alcohol. Any person convicted of violating this law will have her/his driver's license suspended for ninety (90) days. A second offense will result in a one-year suspension of driving privileges and a fine up to $500. Additionally, any person who intentionally provides alcohol to a person less than 21 years of age is guilty of a misdemeanor of the third degree, which carries a fine of at least $1,000 for the first offense.

Pennsylvania law allows a driver to be considered intoxicated and charged with driving under the influence (DUI) if they have symptoms of intoxication and a blood alcohol content (BAC) greater than 0.08%. A BAC of 0.08% can be obtained by consuming a little less than one drink per hour.

Additionally, Pennsylvania law penalizes public drunkenness, defining it as: "A person is guilty of a summary offense if he/she appears in any public place manifestly under the influence of alcohol to the degree he/she may endanger himself/herself or other persons or property, or annoy persons in his/her vicinity."

Drugs

Both federal and state laws impose sanctions for the possession, use, and distribution of illegal drugs. The sanctions for any given offense depend on the type and quantity of the drug involved and whether the offense is possession, use, or distribution.

Under federal law, simple possession of a controlled substance carries a penalty of imprisonment for up to one year, plus a minimum fine of $1,000. If the controlled substance contains a cocaine base and the amount exceeds five grams, the first-time offender will be imprisoned for not less than five years and not more than twenty years and fined. Also, under federal law, any person 18 or more years old who distributes drugs to anyone under age 21 will be imprisoned or fined, or both, up to twice what is otherwise provided by law, with a minimum prison sentence of one year. This same penalty applies to any person who distributes or possesses with intent to distribute drugs to anyone within 1,000 feet of a College campus.

Pennsylvania law imposes similarly strict sanctions on the unlawful use, possession, and distribution of drugs. In addition to imposing fines and imprisonment for violation of its drug laws, Pennsylvania will seize all of the violator's property that was used in committing the crime.

Note for International Students: Additional penalties and sanctions may apply for international students who are in the United States on a visa. Pursuant to the Foreign Affairs Manual of the U.S. Department of State (9 FAM 403.11-3(A)), a visa can be revoked when the international student "is subject to a Watchlist Promote Hit for an arrest or conviction of driving under the influence, driving while intoxicated, or similar arrests/convictions (DUI) that occurred within the previous five years, pursuant to 9 FAM 403.11-5(B)(c)."

State and Federal Sanctions

The following is a summary of the legal sanctions under state and federal law for the unlawful possession or distribution of illicit drugs and alcohol.

Drugs - State penalties and sanctions for illegal possession, sale, or delivery of a controlled substance:

a. In the Commonwealth of Pennsylvania, The Controlled Substance, Drug, Device and Cosmetic Act, 35 P.S. § 780-101 et seq. sets up five schedules of controlled substances based on potential for abuse, dangerousness, and medical uses. The act prohibits, among other things, the manufacture, distribution, sale, or acquisition by misrepresentation or forgery of controlled substances except in accordance with the act, as well as the knowing possession of controlled substances unlawfully acquired. Penalties for first-time violators of the act range from thirty days' imprisonment, a $500 fine, or both, for possession or distribution of a small amount of marijuana or hashish, but which was not for sale, to fifteen years' imprisonment, a $250,000 fine, or both, for the manufacture or delivery of a schedule I or II narcotic.
Note: Fines and terms of imprisonment may be doubled under certain circumstances, including the distribution of a controlled substance to a person under 18 years of age or a conviction for a second or subsequent offense.

b. 18 Pa. C.S. §§ 6314, 6317. A person over 18 years of age who is convicted for violating the Controlled Substance, Drug, Device and Cosmetic Act shall be sentenced to a minimum of at least one-year total confinement if the delivery or possession with intent to deliver of the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which is located a public, private, or parochial school or a College or university or within 250 feet of the real property on which is located a recreation center or playground or on a school bus ("drug free school zones"), the person shall be sentenced to an additional minimum sentence of at least two years' total confinement. Such offenses not involving minors in drug-free school zones are subject to a mandatory minimum of two years of total confinement.

c. The Pharmacy Act of 1961, 63 P.S. § 390-8 prohibits, among other things, procuring or attempting to procure drugs by fraud, deceit, misrepresentation, or subterfuge or by forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year of imprisonment, a $5,000 fine, or both. For each subsequent offense, the maximum penalty is three years of imprisonment, a $15,000 fine, or both.

d. The Vehicle Code, 75 Pa. C.S. § 3802 et seq. prohibits driving, operating, or being in actual physical control of the movement of a vehicle while under the influence of alcohol or a controlled substance, or both, if the driver is thereby rendered incapable of safely driving, operating, or being in actual physical control of the movement of the vehicle or if the alcohol concentration in the

individual's blood or breath exceeds the stated limits. Penalties for first-time violators of the act range from a mandatory term of six months' probation, a $300 fine, or both, to a maximum of seventy-two hours' imprisonment, a $5,000 fine, or both. Penalties for subsequent violations increase to a maximum of not less than one year of imprisonment, a $10,000 fine, or both. In addition to the above penalties, the court has discretion to order any or all of the following: highway safety training, drug or alcohol treatment, community service, attendance at a victim-impact panel, use of an ignition interlock device, and/or suspension of operating privileges.

Drugs - Federal penalties and sanctions for illegal possession or trafficking of a controlled substance:

a. 21 U.S.C.S. § 844(a). For the first conviction: up to one year of imprisonment and fine of at least $1,000, or both. After one prior drug conviction: at least fifteen days' imprisonment, not to exceed two years, and fine of at least $2,500. After two or more prior drug convictions: At least ninety days' imprisonment, not to exceed three years, and fine of at least $5,000.

The special sentencing provisions for possession of flunitrazepam (the "date rape" drug) include imprisonment not to exceed three years and fine of at least $1,000.

Note: In addition to the above penalties, the court has discretion, upon conviction, to order a fine in the amount of the reasonable costs of the investigation and prosecution of the offense.

b. 21 U.S.C.S. §§ 853(a) and 881(a). This statute allows for the forfeiture of personal and real property used, or intended to be used, to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year of imprisonment.

Additionally, this allows for the forfeiture of money, controlled substances, drug paraphernalia, firearms, books and records, vehicles, boats, and aircraft or any other conveyance used, or intended to be used, to transport or facilitate the transportation, sale, receipt, possession, or concealment of a controlled substance or any raw materials, products, or equipment of any kind which are used, or intended for use, in manufacturing, compounding, processing, delivering, importing, or exporting any controlled substance.

c. 20 U.S.C.S.§ 1091(r). A student who has been convicted of any offense under any federal or state law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any grant, loan, or work assistance under federal law, shall not be eligible to receive any grant, loan, or work assistance during the period beginning on the date of such conviction and ending after the interval specified as follows. If convicted of an offense involving the possession of a controlled substance: first (1st) offense, the student is ineligible for one year; second (2nd), offense, the student is ineligible for two years; third (3rd) offense, the student is ineligible indefinitely. If convicted of an offense involving the sale of a controlled substance, the penalty for the first (1st) offense is an ineligibility period of two years; the penalty for a second (2nd) offense is ineligibility for an indefinite period.

A student whose eligibility has been suspended under the above paragraph may resume eligibility before the end of the ineligibility period if (a) the student satisfactorily completes a drug-rehabilitation program that (i) complies with such criteria as prescribed by regulations and (ii) includes two unannounced drug tests; (b) the student successfully passes two unannounced drug tests conducted by a drug-rehabilitation program that complies with such criteria as prescribed by regulations; or (c) the conviction is reversed, set aside, or otherwise rendered not valid.

d. 21 U.S.C.S. § 862. The following penalties are for possession of a controlled substance. Penalties are increased for trafficking. Denial of federal benefits, such as grants, contracts, loans, and professional and commercial licenses, up to one year for the first (1st) offense and up to five years for the second (2nd) and subsequent offenses

e. 18 U.S.C.S. § 922(g). Under this statute, one who is an unlawful user of, or addicted to, controlled substances are ineligible to own or possess firearms or ammunition.
f. Miscellaneous statutes. Revocation of certain federal licenses and benefits, e.g., pilot licenses, public-housing tenancy, etc., are vested within the authorities of individual federal agencies.

g. See the chart describing Federal Trafficking Penalties for additional information below.

U.S. Department of Justice
Drug Enforcement Administration

Federal Trafficking Penalties - Marijuana*

	Quantity	1st Offense	2nd Offense
Marijuana			
	1,000 kgs or more mixture; or 1,000 or more plants	• Not less than 10 years, not more than life • If death or serious injury, not less than 20 years, not more than life • Fine not more than $4 million individual, $10 million other than individual	• Not less than 20 years, not more than life • If death or serious injury, then life • Fine not more than $8 million individual, $20 million other than individual
Marijuana			
	100 kgs to 999 kgs mixture; or 100-999 plants	• Not less than 5 years, not more than 40 years • If death or serious injury, not less than 20 years, not more than life • Fine not more than $2 million individual, $5 million other than individual	• Not less than 10 years, not more than life • If death or serious injury, then life • Fine not more than $4 million individual, $10 million other than individual
Marijuana **Hashish** **Hashish Oil**	50 to 99 kgs mixture 50 to 99 plants More than 10 kgs More than 1 kg	• Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine $1 million individual, $5 million other than individual	• Not more than 30 years • If death or serious injury, then life • Fine $2 million individual, $10 million other than individual
Marijuana **Hashish** **Hashish Oil**	Less than 50 kgs mixture 1 to 49 plants 10 kgs or less 1 kg or less	• Not more than 5 years • Fine not more than $250,000, $1 million other than individual	• Not more than 10 years • Fine $500,000 individual, $2 million other than individual

*Includes Hashish and Hashish Oil

(Marijuana is a Schedule I Controlled Substance)

U.S. Department of Justice
Drug Enforcement Administration

Federal Trafficking Penalties

Drug Schedule	Quantity	1st Offense	2nd Offense	Quantity	1st Offense	2nd Offense
Methamphetamine Schedule II	5 - 49 gms pure or 50-499 gms mixture	Not less than 5 yrs and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than $2 million if an individual, $5 million if other than an individual.	Not less than 10 yrs and not more than life. If death or serious injury, not less than life. Fine of not more than $4 million if an individual, $10 million if other than an individual.	50 gms or more pure or 500 gms or more mixture	Not less than 10 yrs and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than $4 million if an individual, $10 million if other than an individual.	Not less than 20 yrs and not more than life. If death or serious injury, not less than life. Fine of not more than $8 million if an individual, $20 million if other than an individual.
Heroin Schedule I	100-999 gms mixture			1 kg or more mixture		
Cocaine Schedule II	500-4,999 gms mixture			5 kgs or more mixture		
Cocaine Base Schedule II	5 - 49 gms mixture			50 gms or more mixture		
PCP Schedule II	10 - 99 gms pure or 100-999 gms mixture			100 gms or more pure or 1 kg or more mixture		
LSD Schedule I	1 - 9 gms mixture			10 gms or more mixture	**2 or More Prior Offenses**	
Fentanyl Schedule II	40-399 gms mixture			400 gms or more mixture	Life imprisonment	
Fentanyl Analogue Schedule I	10 - 99 gms mixture			100 gms or more mixture		
Others (Schedules I & II) *(Includes 1 gm or more flunitrazepam)*	Any	Not more than 20 yrs. If death or serious injury, not less than 20 yrs, not more than life. Fine $1 million individual, $5 million not individual.	Not more than 30 yrs. If death or serious injury, life. Fine $2 million individual, $10 million not individual.			

		1st Offense	2nd Offense
Others Schedule III *(Includes 30 mgs - 999 mgs flunitrazepam)*	Any	Not more than 5 yrs. Fine not more than $250,000 individual, $1 million not individual.	Not more than 10 yrs. Fine not more than $500,000 individual, $2 million not individual.
Others* Schedule IV *(Includes less than 30 mgs flunitrazepam)*	Any	Not more than 3 yrs. Fine not more than $250,000 individual, $1 million not individual.	Not more than 6 yrs. Fine not more than $500,000 individual, $2 million not individual.
All Schedule V	Any	Not more than 1 yr. Fine not more than $100,000 individual, $250,000 not individual.	Not more than 2 yrs. Fine not more than $200,000 individual, $500,000 not individual.

* Although flunitrazepam is a Schedule IV controlled substance, quantities of 30 or more milligrams of flunitrazepam are subject to greater statutory maximum penalties than the above-referenced penalties for Schedule IV controlled substances. See 21 U.S.C. §841(b)(1)(C) and (D).

Alcohol - State penalties and sanctions for illegal possession or other violations:

The Pennsylvania Liquor Code, 47 P.S. § 1-101 et seq., controls the possession and sale of alcoholic beverages within the Commonwealth. The code (in conjunction with portions of the Pennsylvania statutes pertaining to crimes and offenses involving minors, 18 Pa. C.S.A. § 6307 et seq.) provides as follows:

a. It is a summary offense for a person under the age of 21 to attempt to purchase, consume, possess, or knowingly and intentionally transport any liquor or malt or brewed beverages. The penalty for a first (1st) offense is suspension of driving privileges for ninety days, a fine up to $500, and imprisonment for up to ninety days; for a second (2nd) offense, suspension of driving privileges for one year, a fine up to $1000, and imprisonment for up to ninety days; and for a subsequent offense, suspension of driving privileges for two years, a fine up to $1000, and imprisonment for up to ninety days. Multiple sentences involving suspension of driving privileges must be served consecutively.

b. It is a crime intentionally and knowingly to sell or intentionally and knowingly to furnish or to purchase with the intent to sell or furnish, any liquor or malt or brewed beverages to any minor (under the age of 21). "Furnish" means to supply, give, or provide to, or allow a minor to possess on premises or property owned or controlled by the person charged. The minimum fine for a first (1st) violation is $1,000; $2,500 for each subsequent violation; and imprisonment for up to one year for any violation.

c. It is a crime for any person under 21 years of age to possess an identification card falsely identifying that person as being 21 years of age or older, or to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card. The penalty for a first (1st) offense is suspension of driving privileges for ninety days, a fine up to $500, and imprisonment for up to ninety days; for a second (2nd) offense, suspension of driving privileges for one year, a fine up to $500, and imprisonment for up to one year; and for a subsequent offense, suspension of driving privileges for two years, a fine up to $500, and imprisonment for up to one year.

d. It is a crime intentionally, knowingly, or recklessly to manufacture, make, alter, sell, or attempt to sell an identification card falsely representing the identity, birth date, or age of another. The fine is a minimum of $1,000 for the first (1st) violation; for subsequent violations, the fine is a minimum of $2,500; and imprisonment for up to two years for any violation.

e. It is a crime knowingly to misrepresent one's age to obtain liquor. Penalties are as stated in (c).

f. It is a crime for any person to appear in any public place manifestly under the influence of alcohol to the degree that they may endanger themselves or other persons or property or annoy persons in their vicinity. The fine is up to $500 for the first (1st) violation; for subsequent violations, the fine is up to $1,000 and imprisonment for up to ninety days for any violation.

g. It is a crime knowingly, willfully, and falsely to represent that another is of legal age to obtain liquor or malt or brewed beverages. The penalty is a minimum fine of $300 and imprisonment for up to one year.

h. It is a crime to hire, request, or induce any minor to purchase liquor or malt or brewed beverages. The penalty is a minimum fine of $300 and imprisonment for up to one (1) year.

i. Sales without a license or purchases from an unlicensed source of liquor or malt beverages are prohibited.

j. It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a Pennsylvania State Liquor Store or in accordance with Liquor Control Board regulations.

Registered Events

Policies and Procedures

Ursinus policies and procedures allow students to hold social events with alcohol within designated spaces during specific times on campus ("Registered Events"). These events must be registered through the process outlined in the Event Hosting and Registration section below. The responsibility for organizing Registered Events, for overseeing adherence to state and local laws and College policies, and for ensuring the appropriate conduct of students and guests rests with the students involved.

Students holding Registered Events will do so with full recognition of the rights and reasonable expectations of others living on and off campus. At all times, Registered Events in residence halls and houses must comply with policies dealing with noise and cannot be disruptive to the living, learning, or working environments of others. Registered Events are only permitted in houses approved by facilities based on house structure and generally include Reimert, Hobson, Maples, Olevian, Omwake, Todd, Shreiner, and Duryea and are at the discretion of the Dean of Students. No students may host registered events in Reimert RA suites. Registered Events may be held Thursday from 8:30 p.m. to 12:00 a.m. and Friday and Saturday from 8:30 p.m. to 1:00 a.m. No Registered Events can be held Sunday through Wednesday. For information on hosting an event with or without alcohol outside of designated Registered Event times, contact Student Engagement.

Event Hosting and Registration

An event must be registered with the College if alcohol is provided, served, and/or made available by a student or organizational host, if alcohol is consumed in the event space, and/or if alcohol is brought by guests (BYOB). In addition to the above, one or more of the following criteria must exist to trigger the registration requirement:

- There will be more than 15 people at the event at any given time;
- There will be potential for music or noise to be heard outside the building or beyond the property in which the event is taking place;
- There will be guests coming and going from the site of the event throughout the event;
- Other criteria deemed appropriate by the office overseeing the registration process for the student or organization in question.

If at any time an unregistered social gathering meets the criteria outlined above, the gathering must cease, and the hosts could face outcomes including but not limited to suspension of event privileges, removal from housing, or other disciplinary outcomes as a result of hosting an unregistered event.

Students must be a Certified Event Director to host a Registered Event. To become a Certified Event Director, one must complete both Part 1 and Part 2 of the Liability and Leadership training hosted by Health Promotion. Part 1 begins online in a Canvas Course and only those who are eligible to serve in this role – i.e., sophomores, juniors, and seniors not first-semester transfer students – are invited to the Canvas Course. Part 2 is in-person and ends with a quiz. Students passing the quiz with 80% or more will become a Certified Event Director.

Events must be registered by 4:00 p.m. on Thursday for Thursday events or 4:00 p.m. on Friday for Friday and Saturday events. The Registration Form can be found on the Canvas Course. Review the policies and expectations of being an Event Director before registering your event.

Registered Event Requirements

At all registered events, the following requirements will apply:

- All registered events must have the required number of Event Directors serving at the event. Individual volunteers who choose to serve their community by serving as Event Directors must abide by all Event Director policies and procedures as outlined in the training program.
    - At least one event director must be at the entrance of the event at all times and the remaining event directors must be circulating the event and/or stationed at other exits.
    - All Event Directors must be present, sober, and visible by wearing a yellow bandanna and must be available throughout the event should any issues arise.
    - At least one of the Event Directors in Reimert must be at least 21 years old and at least two of the Events Directors on Main Street must be at least 21 years old.
- All hosts and guests of a Registered Event must abide by the Code of Conduct as well as the following the Illegal, Unauthorized or Irresponsible Substance Abuse Policy located here: https://www.ursinus.edu/life-at-ursinus/handbook/student-code-of-conduct/community-expectations-college-policies/.
- While all students are invited to participate in social gatherings, only those 21 and over are permitted to possess or consume alcohol.
    - College funds may not be used to purchase alcohol.
    - A sufficient quantity of non-alcoholic beverages and substantial food must be provided based on the estimated guest count or using the maximum occupancy limit of the space.
    - Advertising or promotion of the event, including on social media, may not include any reference to drinking or to the availability of alcoholic beverages.
- Hosts are not permitted to open/start their event until all pre-event requirements are complete, including the RAs on duty completing their pre-event host check-in and complete the event opening form.
- Visitors must be escorted to the Registered Event by their hosts.
- Events should not exceed posted fire code occupancy limits. It is the responsibility of the Event Directors to manage the number of individuals present at the event and request assistance from Campus Safety and/or RAs if needed.

The following guidelines/requirements apply to Registered Events in Reimert:

- Glass bottles and other glassware are prohibited in the Reimert Courtyard.
- Students who are 21 or older are permitted to have one 16 oz or less alcoholic beverage, excluding liquor bottles, in the Reimert Courtyard.
- No speakers are allowed outside, or in the doorways and/or windows, of residence hall suites. No coolers are allowed outside of residence hall suites.
- No furniture is permitted outside of residence hall suites.
- Large groups may not congregate on balconies or staircases. Balconies and staircases must always remain clear for accessible exit.

The following guidelines/requirements apply to Registered Events on Main Street:

- Glass bottles and other glassware are prohibited outdoors, including porches and yards.
- No alcohol is permitted outside, including the porches and yards.
- No speakers are allowed outside, or in the doorways and/or windows, of houses. No coolers are allowed outside of houses.
- Large groups may not congregate on porches. Porches must always remain clear for accessible exit.

Events in violation of any of these guidelines/requirements or any violation of the Student Code of Conduct, including hosting a disruptive gathering, will lose their status as a Registered Event. Hosts, including individual students, organizations, and residents of the event space, may be held responsible for hosting an event that was not registered or that lost its status as a registered event. Outcomes may include the following: educational classes in person or online, suspension of event privileges for the event space or organization(s) for a period of time, loss of housing, and individual outcomes.

Event Director Policy and Expectations

An Event Director is a student trained by a professional staff member who manages registered events held on-campus. Event Directors are responsible for maintaining a safe event environment, and ensuring that all attendees abide by federal, state, and Ursinus College laws and policies.

Any registered event within a Reimert suite requires three Event Directors to be present for the duration of the event. Any registered event within a designated Main Street house requires four Event Directors to be present for the duration of the event.

Event Director Expectations

- Must have at least one Event Director be over 21 years of age.
- Must be sober before and throughout the event.
- May not be in possession of alcoholic beverages, drugs, or drug paraphernalia throughout the event.
    - Must be present inside the event suite or house for the duration of their event, with the sole exception of an Event Director standing immediately outside of the event suite or house's door.
- At Reimert, one Event Director should be at the door managing entry and exit, including monitoring occupancy limits, while two other Event Directors should be circulating the event inside managing behaviors of guests. At Main Street houses, Event Directors have the same responsibilities, one Event Director should be at the front door and one at the back door with two Event Directors circulating inside.
- Event Directors are responsible for ensuring the event ends and that guests leave in a safe and timely manner at the conclusion of the event. Event Directors should not leave if the event is still active i.e., has alcohol present AND more than 15 people are present, music can be heard outside space, or people are coming and going from the space.
- Must ensure that all attendees abide by federal, state, local, and Ursinus College laws, regulations, ordinances, and policies.
- Event Directors, while acting in the capacity of an Event Director, are considered Campus Security Authorities under the Clery Act.
- Must ensure all event attendees exhibit appropriate behavior and must confront any inappropriate behavior that occurs during an event.
- Must notify a College Official or Collegeville Police if an attendee poses a health or safety threat to self or to others.
- Must ensure that the event is registered by the deadline and only occurs within approved times.
- Must review and complete the opening form with RAs before starting the event.
- Must maintain communication with RAs and Campus Safety throughout event. At any time during the event, if an Event Director needs assistance in addressing a concern, they should call Campus Safety. Should an Event Director call for assistance, Campus Safety will do what they can to address the concern without the need to end the event.
- If at any time College personnel request an event be closed, Event Directors are expected to comply and assist with shutting the event down.
- Must ensure that the event suite or house has been cleaned immediately following an event.

Event Directors will share disciplinary and/or financial responsibility for any policy violations that occur while at their event.

Event Directors who are found to be in violation of Event Director policy may lose individual Event Director privileges, may risk losing event privileges for their house/suite or organization and/or be referred to Student Conduct.

Registered Event Accountability Process

In the event that a student host or hosting organization violates a policy outlined in the Registered Event Policy section, the following outlines the 3-step accountability process for the student host or hosting organization.

1) **Educate**
   1st time violation: The student host or hosting organization will receive a written warning stating the violation and be provided with education on the policy.
2) **Engage**
   2nd time violation: The student host and hosting organization will be asked to have an informal resolution meeting with a staff member to discuss the incident and determine strategies to repair any harm, rebuild trust, and ensure no further violations will occur.
3) **Enforce**
   3rd time violation: The student host will represent the hosting organization in a student conduct formal resolution meeting. Should the host or hosting organization be found responsible for a violation of the Registered Event Policy, the hosting organization will have their event privileges suspended.

Annual Disclosure of Crime Statistics

Definitions of Clery Act Crimes

This annual campus security report contains statistical accounting of various crimes that have been reported to the Department of Campus Safety. The definitions used to classify these incidents are required to come from the Federal Uniform Crime Reporting Program and the National Incident-Based Reporting System and are as follows:

- Murder and Non-negligent Manslaughter: The willful non-negligent killing of one human being by another. Exclude deaths caused by negligence, suicide, or accident; justifiable homicides; and attempts to murder or assaults to murder. Negligent manslaughter is the killing of another person through negligence. Justifiable homicide is limited to: (1) the killing of a felon by a law enforcement officer in the line of duty; and (2) the killing of a felon by a private citizen.
- Manslaughter by Negligence: The killing of another person through gross negligence.

Sex offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. In Pennsylvania, the age consent is 16 years of age.

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

Aggravated Assault: An unlawful attack by the person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Attempts are included since it is not necessary that an injury result when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.

Burglary: The unlawful entry of a structure to commit a felony or a theft. The use of force to gain entry is not required to classify an offense as a burglary. Burglary includes forcible entry, unlawful entry where no force is used, and attempted forcible entry.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. Include the stealing of automobiles, trucks, buses, motorcycles, motor scooters, golf carts, snowmobiles, and similar motor vehicles. Exclude motorboats, construction equipment, airplanes, and farming equipment.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. Include fires determined to have been willfully or maliciously set. Exclude fires of suspicious or unknown origin.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, transportation, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. These incidents are counted when the event is related to a hate crime category.

Larceny-theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Include crime such as shoplifting, pocket picking, purse-snatching, thefts from motor vehicles, thefts of motor vehicle parts and accessories, bicycle thefts, and similar thefts, in which no use of force, violence, or fraud occurs. Exclude embezzlement, confidence games, forgery, and worthless checks.

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

Destruction/Damage/Vandalism of Property: 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.

Hate Crime: All crimes reported meeting the definitions above are evaluated to determine if the criminal act was motivated by a bias; if the victim/survivor was intentionally selected because of actual or perceived bias towards race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability.

Campus SaVE Act/Violence Against Women Act (VAWA)

The Campus SaVE Act/VAWA adds the following offenses to the list of criminal offenses for which statistics must be reported. It should be noted that these apply to all members of the community, not just 'women' as indicated in the name of the legislation.

Domestic Violence: The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the of violence occurred.

Dating Violence: Dating Violence is committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Dating violence involves 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.

Stalking: The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: Fear for the person's safety or the safety of others; or suffer substantial emotional distress. Stalking includes the concept of cyberstalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

Note: For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Assaultive behavior is classified as stalking as well.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Statement of Policy Relating to Sexual Assault, Domestic Violence, Dating Violence, and Stalking
Policies & Procedures

IMPORTANT NOTICE
Ursinus has adopted a Campus-wide policy that prohibits sexual assault, domestic violence, dating violence, and stalking. For incidents that are alleged to have occurred on or after August 14, 2020, the policy in Appendix A applies. For incidents that are alleged to have occurred prior to August 14, 2020, the policy in Appendix B applies.
What follows below in the next section are certain statements of policy that the Clery Act requires be provided in this Report. To the extent there are any discrepancies between the statements below and the policy, the Policy controls.

Important Information Victims Should Follow & Reporting Procedures

If you believe that you have been the victim of sexual assault, domestic violence, dating violence, and stalking, please read the below section, in addition to the applicable policy based on the date of the alleged incident (see Important Note above). The policy will lay out information pertaining to the College's grievance procedures.

Importance of Preserving Information

It is important that victims seek medical attention even if they do not intend to report the sexual misconduct to the police because if a victim later decides to pursue legal options, then the collected evidence may assist in criminal prosecution, a civil action, or in obtaining a civil protection order. A medical exam may also check for sexually transmitted diseases, infections, injuries or pregnancy. A test for "rape drugs" may also be requested since evidence of these drugs leaves the body within two to forty-eight hours. Physical evidence should be collected as soon as possible following the sexual misconduct. It is important that the victim not bathe, shower, brush teeth, use mouthwash, comb

hair, wash or dispose of clothing, or take other actions to clean up before going to the hospital. Students can contact Wellness at wellness@ursinus.edu for a medical appointment to discuss options for emergency contraception, pregnancy testing, and STI testing. Sexual assault examination evidence kits are available at the following hospitals that the Victim Advocates from Victim Services Center of Montgomery County works with:

- Jefferson Einstein Montgomery Hospital: https://www.jeffersonhealth.org/locations/Jefferson-einstein-montgomery-hospital
- Lankenau Medical Center: https://www.mainlinehealth.org/locations/lankenau-medical-center
- Phoenixville Hospital: https://towerhealth.org/locations/phoenixville-hospital
- Jefferson Abington Hospital: https://www.jeffersonhealth.org/locations/abington-hospital?utm_source=google&utm_medium=organic&utm_campaign=gbp-listing

Options about the Involvement of Law Enforcement

When a student or employee reports to the institution that they have been a victim of dating violence, domestic violence, sexual misconduct, or stalking, whether the offense occurred on or off campus, the College will provide victims with information regarding their options for involving local law enforcement, including notification of the victim's option to:

- Notify proper law enforcement authorities, including local police;
- Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
- Decline to notify such authorities.

After addressing a victim's immediate safety needs and/or needs for medical care, a law enforcement officer will meet with the victim and take a statement about what occurred. In cases of sexual violence or relationship violence in addition to taking a statement, the law enforcement officer may ask to examine the scene of the incident and collect bedding, clothing, or other items of evidentiary value. The length of the law enforcement interview may vary depending on the circumstances of the case, and multiple interviews may be required.

Contact information for the local police agencies follows:
Borough of Collegeville Police Department
491 E. Main St., Collegeville, PA 19426
Phone: 610-489-9332
Emergency: Call 9-1-1

The College will cooperate with law enforcement agencies if a victim decides to pursue the criminal process, to the extent permitted by law. However, the College's policy may differ in significant respects from criminal law. Neither law enforcement's determination whether to prosecute, nor the outcome of any criminal prosecution is determinative of whether a College policy violation occurred. Procedures under College policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

Information about Orders of Protection & Similar Orders

Where applicable, when a student or employee reports to the institution that they have been a victim of dating violence, domestic violence, sexual misconduct, or stalking, whether the offense occurred on or off campus, the College will provide victims with information regarding the rights of victims and the institution's responsibilities for orders of protection, "no contact" orders, or similar lawful orders issued by a criminal, civil, or tribal court, or by the College. If you wish to obtain a protective order from the local courts, this is a proceeding independent of the College. If a court order is issued the College will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court, and will also facilitate on-campus compliance with the order.

The protection order process is similar throughout Commonwealth, but the process may vary depending on your county. For information about protective orders in Montgomery County, visit: https://www.montcopa.org/1670/Protection-From-Abuse-PFA. Separate from protective orders, the College can in some cases issue a "no contact" order pending the outcome of a College investigation. Such a directive serves as notice to the party on which it is served that they must not have verbal, electronic, written, or third-party communication with the other. To request information about a College no contact order, contact the College's Title IX Coordinator. See below for contact information.

How to Report to the College

Options for making a report to the College are as follows. These reporting options are not mutually exclusive.

Contact the Title IX Coordinator

Reports of prohibited conduct, whether sexual and gender-based misconduct or Title IX misconduct, should when at all possible be made to the Title IX Coordinator.

Individuals may contact the Title IX Coordinator to ask about this policy or to otherwise inquire about the College's responses to prohibited conduct in its programs and activities.

The Title IX Coordinator can be contacted by telephone or in person by appointment during regular office hours, or by email 24 hours a day, 7 days a week. Online reporting is also available on a 24/7 basis as explained below.

Contact information for the Title IX Coordinator is as follows:
Dan Kelly
Title IX Office
Student Affairs Suite, Wismer Center Ursinus College
601 E Main St., Collegeville, PA 19426
610-409-3590
dkelly@ursinus.edu

To make a report of prohibited conduct about the Title IX Coordinator, individuals should report to Dean of Students (Will Atkins, PH.D.) at 610-409-3590 or the Director of Human Resources (Lachelle Wilfong) at 610-409-3185.

Make an Online or Anonymous Report

Reports may be made to the Title IX Coordinator using the Online Reporting Link located here: https://cm.maxient.com/reportingform.php?UrsinusCollege&layout_id=100. Students have the option of disclosing their identity or remaining anonymous. While anonymous reports are accepted and reviewed carefully, the College's ability to investigate and or address prohibited conduct that is reported anonymously may be limited, and in some cases must be limited as a matter of Title IX law.

Individuals who report prohibited conduct through the online reporting link, and who disclose their identity, will receive a response acknowledging receipt as well as the opportunity to speak with the Title IX Coordinator.

Report to an Official With Authority (OWA)

In addition to the Title IX Coordinator, the following College employees are Officials With Authority (OWA): Student Affairs Deans, Academic Deans, and Associate Deans, the Director of Residence Life, and the Director of Human Resources.

An OWA has internal reporting obligations. Specifically, OWA are required to report to the Title IX Coordinator all information about prohibited conduct that they receive, regardless of how and when they learned of the information (e.g., whether the information was shared with them in the scope of their employment or in some other capacity).

Only a report to the Title IX Coordinator (either directly or from a Mandated Reporter) or an OWA triggers the College's obligation to respond to an allegation of prohibited conduct. In the case of a report of prohibited conduct to an OWA, the Title IX Coordinator will contact the complainant.

Report to a Mandated Reporter

Unless explicitly designated as a confidential resource, all College officials and employees (including RAs and Peer Advocates) are mandated reporters under this Policy.
Mandated reporters must report to the Title IX Coordinator as soon as possible, but in no case no more than 48 hours after observing or receiving information about prohibited conduct. The report must include all relevant known details about alleged/possible prohibited conduct including the names of the complainant, respondent, and any witnesses, and the date, time, and location of the alleged incident, to the extent such details are known by the mandated reporter. Failure by a mandated reporter to promptly share (within 48 hours) with the Title IX Coordinator all details they receive about prohibited conduct may subject them to appropriate discipline, up to and including termination of employment, in accordance with an applicable process.

Mandated reporters are not required to report information about prohibited conduct disclosed at sexual misconduct public awareness events (e.g., Take Back the Night, candlelight vigils, protests, or survivor speak-outs) in which participants may disclose incidents of prohibited conduct.

Reminder: only a report to the Title IX Coordinator (directly or through a mandated reporter) or an OWA will trigger the College's obligation to respond to an allegation of prohibited conduct, including by contacting the complainant to discuss supportive measures. Please consider making a report directly to the Title IX Coordinator to ensure a prompt response.

Written Notifications That Will Be Made Available

When a student or employee reports to the College that the student or employee has been a victim of sexual assault, domestic violence, dating violence, or stalking, the College will provide the student or employee with written notification about the student's or employee's rights and options.

The College will also provide written notification to victims about available options for, assistance in, and how to request changes to academic, living, transportation and working situations, or protective measures. Following an alleged sex offense, the College will comply with a student's reasonable request for a living and/or academic situation change, if they are reasonably available, regardless of whether the individual chose to report the crime to Campus Safety or the local police.

The College determines which measures are reasonably available and necessary for a particular individual on a case-by-case basis determined by the Title IX Coordinator for student and employee related incidents.

In addition, the College will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to victims, both within the institution and in the community. Specific contact information follows:

On-Campus Resources/Locations

- Wellness Center - Counseling Services x3100 (610-409-3100) - students only
- Prevention and Advocacy (610) 409-3590 – students only
- Employee Assistance Program (Mutual of Omaha) 1-800-316-2796 - employees only

Off-Campus Resources/Locations

- Lankenau Hospital – 100 E. Lancaster Avenue, Wynnewood, PA 19096 - (forensic evidence collection available)
- Bryn Mawr Hospital – 130 S. Bryn Mawr Avenue, Bryn Mawr, PA 19010 - (forensic evidence collection available)
- National Sexual Violence Resource Center: https://www.nsvrc.org/
  717-909- 0710 or Toll Free: 877-739-3895
- Pennsylvania Coalition Against Rape: http://www.pcar.org
  Toll Free Hotline: 888-772-7227
- Women Organized Against Rape: http://www.woar.org
  215-985-3315 or Hotline: 215-985-3333
- Pennsylvania Coalition Against Domestic Violence: http://www.pcadv.org
  717-545-6400 or Toll Free: 800-932-4632
- Women Against Abuse: http://www.womenagainstabuse.org
  Hotline: 866- 723-3014
- Victim Services Center (Montgomery Co.): http://www.victimservicescenter.org
  24 Hour Crisis Hotline: 888-521-0983; Sexual Violence Hotline: 610-277-5200;
  Other Crimes: 610-ASSIST-1

- Family Law Unit of Philadelphia Legal Aid: http://www.philalegal.org and https://www.philalegal.org/FLU
  215-981-3800
- The U.S. Department of Education, Office for Civil Rights: https://www.ed.gov/about/ed-offices/ocr
- The U.S. Department of Education, Financial Aid: https://studentaid.gov/
- The U.S. Citizenship and Immigration Services: https://www.uscis.gov/

Additional Information about how Ursinus Handles Certain Information

The College will complete publicly available record-keeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the parties.
The College will also maintain as confidential any accommodation or protective measure provided to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodation or protective measure.

The Title IX Coordinator, in consultation as needed with other appropriate College employees, will consider a number of factors in determining what information needs to be disclosed and to whom.

Note: for information pertaining to the College's grievance procedures, see the applicable Policy in Appendix A or Appendix B.

Unfounded Crimes

Ursinus College Department of Campus Safety is a non-sworn agency and does not possess authority to "unfound" any crime. While the ability to work with local law enforcement enables crimes to be categorized as unfounded, that action can only be declared by the law enforcement agency. This practice has not been utilized in the years included in these crime statistics, therefore, there are no unfounded crimes for the calendar years 2022, 2023, and 2024.

Hazing

Ursinus College's Anti-Hazing Policy is developed in accordance with the Stop Campus Hazing Act ("Federal Law") and the Commonwealth of Pennsylvania's Timothy J. Piazza Anti-Hazing Law, Act 80 of 2018 ("State Law") which can be found by clicking here: https://www.palegis.us/statutes/consolidated/view.statute?txtType=HTM&ttl=18&div=0&chapter=28. The College's Anti-Hazing Policy applies to all students, faculty, and staff, including student organizations, and other persons associated with a student organization (coaches, advisors, alumni, or others in different roles) through which they may have occasion to allow, facilitate, or disregard acts of Hazing, Aggravated Hazing, or Organizational Hazing and affirm how the College will comply with the requirements of both Federal and State Law, publishing reports regarding allegations and investigations of Hazing at the College.
Ursinus College prohibits any form of Hazing, whether the activities occur on or off property owned or operated by the College. Additionally, the College supports and enforces the Stop Campus Hazing Act Federal Law and the Commonwealth of Pennsylvania's Timothy J. Piazza Anti-Hazing Law, Act 80 of 2018. Failure to notify the College of an incident of Hazing is a violation of the policy; students and all College employees are expected to report all instances of Hazing to the College.

Hazing includes, but is not limited to, any behavior and/or acts of servitude that is designed or intended to humiliate, degrade, embarrass, harass, or ridicule an individual, or that which a reasonable person would deem harmful or potentially harmful to an individual's physical, emotional, or psychological well-being, as an actual or perceived condition of new or continued affiliation with any organization, and/or team. Hazing also includes knowingly or recklessly engaging in such behavior and/or acts. Engaging in any of these behaviors, regardless of the intent to cause harm or the willingness of an individual to participate in such activity, for the purpose of initiation, admission, or continued affiliation and/or membership in any group or organization, is a violation of this Policy. In addition to the Commonwealth of Pennsylvania's Timothy J. Piazza Anti-Hazing Law and the Stop Campus Hazing Act all Ursinus student-athletes are subject to the NCAA's anti-hazing guidance which can be found here: https://www.ncaa.org/sports/2016/7/27/hazing.aspx.

Anti-Hazing Policy Statement

Section I: Policy Statement

Ursinus College does not tolerate hazing. Any student, student organization, team, or other persons associated with a student organization found responsible of Hazing, Aggravated Hazing, or Organizational Hazing under this Policy, whether occurring on or off campus, may face disciplinary action from the College, and may also face criminal charges under state law including The Timothy J. Piazza Antihazing Law, 18 Pa. C.S. § 2801, et seq. This policy complies with the federal Stop Campus Hazing Act.

In accordance with the Stop Campus Hazing Act, all Ursinus College employees and students are required to complete a yearly research-informed training module that discusses hazing awareness and prevention strategies. This module is a supplement to resources and workshops that are provided by Student Affairs and Athletics. Ursinus College is committed to fostering a living, learning, and working environment free from hazing.

Section II: Purpose

The purpose of this document is to state Ursinus College's Anti-Hazing Policy; identify how Ursinus will enforce this Policy; and identify resources for reporting violations of this policy.

Section III: Application

This policy applies to students, organizations, and "other persons associated with an organization" as defined below by 18 Pa. C.S. § 2801:

Students: an individual who attends or has applied to attend or has been admitted to an institution or a secondary school.

Organizations

1) A fraternity, sorority, association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily minors, students or alumni of an organization, an institution or secondary school.
2) A national or international organization with which a fraternity or sorority or other organization as enumerated under paragraph (1) is affiliated.

"Other persons associated with an organization" may include advisors, alumni, coaches, national affiliates or others with some demonstrable association with the organization, as required by The Timothy J. Piazza Antihazing Law, 18 Pa. C.S. § 2801, et seq.

Section IV: Jurisdiction

This Policy applies to any acts of Hazing, Aggravated Hazing, or Organizational Hazing occurring on or off campus.

Section V: Prohibited Acts

Ursinus College adheres to The Timothy J. Piazza Antihazing Law which defines hazing to include: Hazing, Aggravated Hazing, and Organizational Hazing, each prohibited by Ursinus College's Policy. It shall not be a defense that the consent of the minor or student was sought or obtained. It is also not a defense that the conduct was sanctioned or approved by the organization.

Hazing: A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the items listed below:

1) Violate Federal or State criminal law:
2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or students to a risk or emotional or physical harm;
3) Endure brutality of the physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
5) Endure brutality of a sexual nature;
6) Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Hazing shall NOT include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Aggravated Hazing: A person commits the offense of aggravated hazing if the person commits a violation of Hazing that results in serious bodily injury or death to the minor or student; and

- The person acts with reckless indifference to the health and safety of the minor or student; or;
- The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the minor or student.

Organizational Hazing: An organization commits the offense of Organizational Hazing if the organization intentionally, knowingly, or recklessly promotes or facilitates a violation of Hazing or Aggravated Hazing.

Section VI: Reporting Violations of this Policy

Ursinus College requires all Responsible Employees (i.e., all faculty and staff) who believe that they have witnessed, experienced or are aware of conduct that constitutes Hazing, Aggravated Hazing, or Organizational Hazing in violation of this Policy to report the violation to the College's Dean of Students. Ursinus College further encourages all other members of the Ursinus community who believe that they have witnessed, experienced or are aware of conduct that constitutes Hazing, Aggravated Hazing, or Organizational Hazing in violation of this Policy to report the violation to the College's Dean of Students. If any employee, student or community member has any questions about what constitutes hazing under this Policy, they are encouraged to contact their supervisor, the Title IX Coordinator and/or the College's Vice President & General Counsel for guidance.

For questions surrounding Hazing or to file a report, contact the following offices:

- Department of Campus Safety: 610-409-3333
- Division of Student Affairs: 610-409-3590
- Department of Athletics & Recreation: 610-409-3606
- Collegeville Borough Police: 9-1-1 or 610-489-9332

Section VII: Prohibition against Retaliation

Ursinus College will not in any way retaliate — or tolerate retaliation in any form by any employee, student or community member — against any individual who makes a report pursuant to this Policy or who assists or cooperates in the investigation into a potential violation of this Policy. Any individual who believes there has been an act of retaliation should immediately report such conduct to the College's Dean of Students or person(s) handling the report or investigation.

Section VIII: Enforcement of this Policy

Any violation of this Policy shall be deemed a violation of Ursinus College's Student Code of Conduct, College policies and/or related applicable laws. All allegations of Hazing, Aggravated Hazing, or Organizational Hazing, and any retaliation related thereto, will be investigated by the College.

Section IX: Outcomes

Anyone found responsible for violating the provisions of this Policy may face disciplinary action up to and including dismissal and/or termination from the College consistent with College policies and procedures.

Section X: Institutional Bi-Annual Report

Ursinus College will maintain distinct reports of all violations of this Policy or of Federal or State laws related to hazing that are reported to the College. Both the Timothy J. Piazza report and the Hazing Transparency Report will be updated biennially on January 1 and August 1 and posted on the College website for review. The first iteration of the Hazing Transparency Report will be posted on December 23, 2025.

Consider Location/Distribution of Policy

18 Pa. C.S. § 2808(a)(2) states that "each institution and secondary school shall provide a copy of the policy, including the institution or secondary school's rules, penalties and program of enforcement to each organization within the institution or secondary school." It also provides that "[e]ach

secondary school shall ensure that students are informed of the secondary school's policy, including the secondary school's rules, penalties and program of enforcement."

18 Pa. C.S. § 2808(a)(3) states that "each institution and secondary school shall post the policy on the institution or the secondary school's publicly accessible Internet website."

Publicly Available Reports: As required by the Commonwealth of Pennsylvania's Timothy J. Piazza Anti-hazing Law, Act 80 of 2018, twice a year, the College will provide the College community with a report that includes information about violations that have been reported to the College for the prior five consecutive years. This report will not include the personal identifying information of any individual and will reflect reported incidents of hazing to the extent that the institution has retained information about these violation(s). The College will update and repost this report on January 1 and August 1, each year. The College will retain each report for five years.

As required by the Jeanne Clery Campus Safety Act and the Stop Hazing Act amendments of 2024, Ursinus College will publish any reported hazing statistics in the Annual Fire Safety and Security Report as required and publish a Campus Hazing Transparency Report (CHTR) upon the confirmation that an organization has committed the act of Hazing. The CHTR will include a general description of the violation that resulted in the findings, the actual name of the organization, and related dates. The CHTR will be published no less frequently than two times annually in coordination with the Timothy J. Piazza Anti-Hazing Report.

As required by Commonwealth of Pennsylvania Law and federal regulations related to the Clery Act, Ursinus College shall notify local law enforcement of any reported incidents of hazing that will be investigated by the College. Local law enforcement will work in tandem with the Department of Campus Safety to identify what, if any, legal statutes have been violated and if the threshold for criminal charges is met.

Criminal Offenses

Ursinus COLLEGE CAMPUS SAFETY	On Campus			Residence Halls			Public Property			Non-Campus Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
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	6	3	1	5	3	1	0	0	0	0	0	0
Sex Offenses – Fondling	10	8	3	10	7	3	0	0	0	0	0	0
Sex Offenses – Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses – Incest	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offense – Domestic Violence	0	0	1	0	0	1	0	0	0	0	0	0
VAWA Offense- Dating Violence	1	2	8	1	2	8	0	0	0	0	0	0
VAWA Offense – Stalking	2	2	5	2	1	5	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	1	0	0	0	0	0	0	0	0	0
Burglary – Attempted	0	0	0	0	0	0	0	0	0	0	0	0
Burglary – Forcible	0	0	0	0	0	0	0	0	1	0	0	0
Burglary – Non-Forcible	0	2	0	0	1	0	0	0	0	0	0	0
Motor Vehicle Theft	1	2	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

Unfounded Crimes	0	0	0	0	0	0	0	0	0	0	0	0

Arrests

Violation Location	On Campus			Residence Halls			Public Property			Non-Campus Property		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Illegal Weapons Possession	0	1	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	1	0	0	0

Disciplinary Referrals

Violation Location	On Campus			Residence Halls			Public Property			Non-Campus Property		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	27	15	10	23	14	10	0	0	0	0	0	0
Liquor Law Violation	58	53	55	55	53	54	0	0	0	0	0	0

Non-Clery Act Crime Statistics*

Violation Location	On Campus			Residence Halls			Public Property			Non-Campus Property		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Larceny	5	7	4	1	2	2	4	5	2	0	0	0

* To promote transparency of crime statistics at Ursinus College, the table above including the statistics on the criminal offense of Larceny/Theft is included in this report.

Clery Act Statistics

The Jeanne Clery Campus Safety Act requires Colleges and universities across the United States to disclose information about crimes reported on and around their campuses. Campus Safety collects the Clery crime statistics disclosed in the following charts through a number of methods. Campus Safety maintains a close relationship with all police departments where Ursinus owns or controls property to ensure that crimes reported directly to these police departments that involve the College are brought to the attention of Campus Safety. In addition to collecting Clery crime statistics from local police departments, all reports of crime incidents made directly to Campus Safety are entered into an integrated computer aided-dispatch systems/records management system. The entries are recorded in the system in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). To ensure each report is appropriately classified in the correct crime category, after an officer enters the report in the system, a department administrator reviews the report to ensure it is appropriately classified. The department also periodically examines data in the system for appropriate classification.

In addition to the crime data that Campus Safety maintains, the College collects Clery crime statistics of reports made to campus security authorities. In terms of how the statistics are counted: the College is required to count certain offenses based on the number of criminal incidents reported to campus security authorities (one offense per distinct operation). For other offenses, however, the College is required to report an incident based on the number of victims. The statistics reported for the subcategories on liquor laws, drug laws, and weapon offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

Offenses Reportable Only if Hate Crimes

Hate Crimes: Any of the above offenses, and any other crime involving bodily injury, committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity, national origin, or disability.

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

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

Larceny/Theft: The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another.

Destruction/Damage/Vandalism of Property: 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.

Hate Crimes

All crimes reported meeting the definitions listed in the tables above are evaluated to determine if the criminal act was motivated by a bias; if the victim/survivor was intentionally selected because of actual or perceived bias towards race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability. All Clery Geography categories are accounted for when classifying Hate Crimes. Crimes listed below depict incidents that occurred and manifested evidence that the victim was intentionally selected due to the perpetrator's bias.

- 2022
  - One residence hall Larceny-Theft incident characterized by Ethnicity

- 2023
  - One public property Intimidation incident characterized by Race
  - One residence hall Vandalism incident characterized by Gender Identity
  - One residence hall Vandalism incident characterized by Religion

- 2024
  - None reported

Clery Geography Definitions
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 campus that is owned by the institution but controlled by another person, if frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

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.

Noncampus:

- 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, if frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property:

All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

Annual Fire Safety Report

If a fire occurs in a campus building, community members should immediately notify Campus Safety at 610-409-3333. Campus safety officers are the first responders for all fire alarms and can summon the fire department quickly if a fire exists. If a community member finds evidence of a fire that has been extinguished, it is still essential to immediately notify Campus Safety to investigate and document the incident.

Audible/Visual fire alarms alert community members of a potential hazard. Community members are required to heed their warning and evacuate a building immediately upon activation of a fire alarm in a facility. Once outside, follow directions of College officials as to where to assemble safely. Community members should familiarize themselves with all exits in each building and be prepared to evacuate through a different egress point than they may have arrived. The Fire Marshal can levy fines and penalties to individuals who fail to evacuate a building promptly, but a more important reason for evacuating is for safety reasons.

When a fire alarm is activated, the elevators in most buildings will stop automatically. Occupants should use the stairs to evacuate the building. If caught in the elevator, occupant(s) can push the emergency phone button. The emergency phones in all elevators on campus ring to the Campus Safety desk.

Ursinus publishes this fire safety report as part of its annual Clery Compliance document, which contains information with respect to the fire safety practices and standards for Ursinus. This report includes statistics concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire, and the value of the property damage caused by a fire.

Fire Protection Equipment/Systems

College buildings are equipped with fire alarm systems, smoke/heat detectors, and fire extinguishers. In addition, all residence halls are equipped with automatic sprinkler systems. The fire protection criteria conform to the requirements and recommended practices contained in the current National Fire Code published by the National Fire Protective Association (NFPA). Except as otherwise noted, National Fire Code requirements shall provide the basic level protection. Fire protection includes all measures relating to preventing, detecting, controlling, and extinguishing fires to minimize damage to property; and more importantly all measures pertaining to safeguarding life against the hazards of fire. Such measures include, but are not limited to, the following:

- Providing safe egress routes from all areas within buildings;
- Detecting or suppressing fires in the earliest stages;
- Identifying and eliminating hazardous procedures, operations, and conditions;
- Guarding against or controlling fire hazards that cannot be eliminated;
- Establishing safe practices consistent with operations; and
- Motivating, training and educating all personnel in fire safety.

The fire protection program shall include providing adequate fire protection and fire suppression systems, training all personnel in fire prevention, incorporating fire safety design features in new construction and renovation projects, inspecting and maintaining fire protection equipment and systems, detecting and correcting fire hazards.

Fire Regulations

The following activities are prohibited on campus due to fire safety:

- Playing with fire;
- Possession/lighting of fireworks, smoke bombs, explosives, or corrosive or flammable chemicals;
- Propane tanks of any size;
- Disposing of cigarettes negligently;
- Owning/burning candles;
- Overloading electrical sockets;
- Tampering with fire extinguishers, smoke detectors, fire alarms, and sprinklers (keep 18" clearance around sprinkler heads);
- Possession and use of halogen lamps;
- Space heaters (in residence halls);
- Personal cooking appliances with heating elements (in residence halls);
- Smoking tobacco products, hookahs, or vaporizing devices (including e-cigarettes) inside any College building or within 20 feet of any building exit.

All campus residence halls are equipped with fire/life safety equipment as listed in the chart on the following pages.

The proceeding charts list the reported fires within residence halls during the previous three years.

2022 Residence Hall Fire Report

Residence Halls	Fire Alarm Monitoring Done on Site (by UC)	Fire Alarm Monitoring Done Off- Site (by Simplex)	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Number of evacuation (fire) drills each academic year
201 9th Ave.	X		X	X	X	2
624 E. Main St.	X		X	X	X	2
732 E. Main St.	X		X	X	X	2
777 E. Main St.	X		X	X	X	2
942 E. Main St.		X	X	X	X	2
944 E. Main St.		X	X	X	X	2
Beardwood Hall – 507 Main Campus Dr.	X		X	X	X	2
Brodbeck Hall – 604 Main Campus Dr.	X		X	X	X	2
Carriage House – 732R E. Main St.	X		X	X	X	2
Clamer Hall – 409 E. Main St.		X	X	X	X	2
Cloake House – 811 E. Main St.	X		X	X	X	2
Commonwealth Hall - 500 E. Main St.	X		X	X	X	2
Curtis Hall – 608 Main Campus Dr.	X		X	X	X	2
Duryea Hall – 612 E. Main St.	X		X	X	X	2
Elliott House – 785 E. Main St.	X		X	X	X	2
Fetterolf House – 554 E. Main St.	X		X	X	X	2
Hobson Hall – 568 E. Main St.	X		X	X	X	2
Isenberg Hall – 801 E. Main St.	X		X	X	X	2
Lynnwood Hall – 702 E. Main St.	X		X	X	X	2

Maples Hall – 512 E. Main St.	X		X	X	X	2
Musser Hall – 23 6th Ave.	X		X	X	X	2
New Hall – 514 Main Campus Dr.	X		X	X	X	2
Olevian Hall – 640 E. Main St.	X		X	X	X	2
Omwake Hall – 701 E. Main St.	X		X	X	X	2
Paisley Hall – 505 Main Campus Dr.	X		X	X	X	2
Reimert Hall – 708 Main Campus Dr.	X		X	X	X	2
Richter/North Hall – 510 Main Campus Dr.	X		X	X	X	2
Schaff Hall – 646 E. Main St.	X		X	X	X	2
Shreiner Hall – 600 E. Main St.	X		X	X	X	2
Stauffer Hall – 503 Main Campus Dr.	X		X	X	X	2
Todd Hall – 724 E. Main St.	X		X	X	X	2
Wicks Hall – 716 E. Main St.	X		X	X	X	2
Wilkinson Hall – 606 Main Campus Dr.	X		X	X	X	2
Yost House – 33 6th Ave.	X		X	X	X	2
Zwingli Hall – 620 E. Main St.	X		X	X	X	2

2022 Reported Fires in Residence Halls

Residence Halls	Total Fires in Each Building	Date	Time	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire	Incident Report Number
201 9th Ave.	0	11/05/2022	6:52PM	Cooking	0	0	$1,085	N/A
624 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
732 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
777 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
942 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
944 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Beardwood-Paisley-Stauffer Hall – 503-507 E. Main St.	2	(1) Paisley: 07/07/2022 (2) Stauffer: 08/25/2022	(1) 8:15PM (2) 8:57PM	(1) Cooking (2) Electrical	0	0	(1) $190 (2) $0-99	(1) 20220716 (2) 20220661
Brodbeck –Wilkinson-Curtis Hall – 604- 608 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Carriage House – 732R E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Clamer Hall – 409 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Cloake House – 811 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Commonwealth Hall - 500 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Duryea Hall – 612 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Elliott House – 785 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Fetterolf House – 554 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Hobson Hall – 568 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Isenberg Hall – 801 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Keigwin Hall – 513 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A

Lynnwood Hall – 702 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Maples Hall – 512 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Musser Hall – 23 6th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
New Hall – 514 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Olevian Hall – 640 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Omwake Hall – 701 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Reimert Hall – 708 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Richter/North Hall – 510 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Schaff Hall – 646 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Shreiner Hall – 600 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Todd Hall – 724 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Wicks Hall – 716 E. Main St.	1	08/31/2022	7:04PM	Cooking	0	0	$1248	20220743
Yost House – 33 6th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
Zwingli Hall – 620 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A

2023 Residence Hall Fire Report

Residence Halls	**Fire Alarm Monitoring Done on Site (by UC)**	**Fire Alarm Monitoring Done Off- Site (by Simplex)**	**Full Sprinkler System**	**Smoke Detection**	**Fire Extinguisher Devices**	**Number of evacuation (fire) drills each academic year**
201 9th Ave.	X		X	X	X	2
624 E. Main St.	X		X	X	X	2
732 E. Main St.	X		X	X	X	2
777 E. Main St.	X		X	X	X	2
942 E. Main St.		X	X	X	X	2
944 E. Main St.		X	X	X	X	2
Beardwood Hall – 507 Main Campus Dr.	X		X	X	X	2

Brodbeck Hall – 604 Main Campus Dr.	X		X	X	X	2
Clamer Hall – 409 E. Main St.		X	X	X	X	2
Cloake House – 811 E. Main St.	X		X	X	X	2
Commonwealth Hall - 500 E. Main St.	X		X	X	X	2
Curtis Hall – 608 Main Campus Dr.	X		X	X	X	2
Duryea Hall – 612 E. Main St.	X		X	X	X	2
Elliott House – 785 E. Main St.	X		X	X	X	2
Fetterolf House – 554 E. Main St.	X		X	X	X	2
Hobson Hall – 568 E. Main St.	X		X	X	X	2
Isenberg Hall – 801 E. Main St.	X		X	X	X	2
Lynnwood Hall – 702 E. Main St.	X		X	X	X	2
Maples Hall – 512 E. Main St.	X		X	X	X	2
Musser Hall – 23 6th Ave.	X		X	X	X	2
New Hall – 514 Main Campus Dr.	X		X	X	X	2
Olevian Hall – 640 E. Main St.	X		X	X	X	2
Omwake Hall – 701 E. Main St.	X		X	X	X	2
Paisley Hall – 505 Main Campus Dr.	X		X	X	X	2
Reimert Hall – 708 Main Campus Dr.	X		X	X	X	2
Richter/North Hall – 510 Main Campus Dr.	X		X	X	X	2
Schaff Hall – 646 E. Main St.	X		X	X	X	2
Shreiner Hall – 600 E. Main St.	X		X	X	X	2
Stauffer Hall – 503 Main Campus Dr.	X		X	X	X	2
Todd Hall – 724 E. Main St.	X		X	X	X	2
Wicks Hall – 716 E. Main St.	X		X	X	X	2
Wilkinson Hall – 606 Main Campus Dr.	X		X	X	X	2
Yost House – 33 6th Ave.	X		X	X	X	2
Zwingli Hall – 620 E. Main St.	X		X	X	X	2

2023 Reported Fires in Residence Halls

Residence Halls	Total Fires in Each Building	Date	Time	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire	Incident Report Number
201 9th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
624 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
732 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
777 E. Main St.	1	12/09/2023	6:58PM	Cooking	0	0	$0-99	20231115
942 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
944 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Beardwood-Paisley-Stauffer Hall – 503-507 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Brodbeck –Wilkinson-Curtis Hall – 604-608 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Clamer Hall – 409 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Cloake House – 811 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Commonwealth Hall - 500 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Duryea Hall – 612 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Elliott House – 785 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Fetterolf House – 554 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Hobson Hall – 568 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Isenberg Hall – 801 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Lynnwood Hall – 702 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Maples Hall – 512 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Musser Hall – 23 6th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
New Hall – 514 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A

Olevian Hall – 640 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Omwake Hall – 701 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Reimert Hall – 708 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Richter/North Hall – 510 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Schaff Hall – 646 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Shreiner Hall – 600 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Todd Hall – 724 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Wicks Hall – 716 E. Main St.	1	02/12/2023	9:25PM	Cooking	0	0	$0-99	20230200
Yost House – 33 6th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
Zwingli Hall – 620 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A

2024 Residence Hall Fire Report

Residence Halls	Fire Alarm Monitoring Done on Site (by UC)	Fire Alarm Monitoring Done Off- Site	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Number of evacuation (fire) drills each academic year
201 9th Ave.	X		X	X	X	2
624 E. Main St.	X		X	X	X	2
732 E. Main St.	X		X	X	X	2
777 E. Main St.	X		X	X	X	2
Beardwood Hall – 507 Main Campus Dr.	X		X	X	X	2
Brodbeck Hall – 604 Main Campus Dr.	X		X	X	X	2
Clamer Hall – 409 E. Main St.		X	X	X	X	2
Cloake House – 811 E. Main St.	X		X	X	X	2
Commonwealth Hall - 500 E. Main St.	X		X	X	X	2
Curtis Hall – 608 Main Campus Dr.	X		X	X	X	2
Duryea Hall – 612 E. Main St.	X		X	X	X	2

Elliott House – 785 E. Main St.	X		X	X	X	2
Fetterolf House – 554 E. Main St.	X		X	X	X	2
Hobson Hall – 568 E. Main St.	X		X	X	X	2
Isenberg Hall – 801 E. Main St.	X		X	X	X	2
Lynnwood Hall – 702 E. Main St.	X		X	X	X	2
Maples Hall – 512 E. Main St.	X		X	X	X	2
Musser Hall – 23 6th Ave.	X		X	X	X	2
New Hall – 514 Main Campus Dr.	X		X	X	X	2
Olevian Hall – 640 E. Main St.	X		X	X	X	2
Omwake Hall – 701 E. Main St.	X		X	X	X	2
Paisley Hall – 505 Main Campus Dr.	X		X	X	X	2
Reimert Hall – 708 Main Campus Dr.	X		X	X	X	2
Richter/North Hall – 510 Main Campus Dr.	X		X	X	X	2
Schaff Hall – 646 E. Main St.	X		X	X	X	2
Shreiner Hall – 600 E. Main St.	X		X	X	X	2
Stauffer Hall – 503 Main Campus Dr.	X		X	X	X	2
Todd Hall – 724 E. Main St.	X		X	X	X	2
Wicks Hall – 716 E. Main St.	X		X	X	X	2
Wilkinson Hall – 606 Main Campus Dr.	X		X	X	X	2
Yost House – 33 6th Ave.	X		X	X	X	2
Zwingli Hall – 620 E. Main St.	X		X	X	X	2

2024 Reported Fires in Residence Halls

Residence Halls	Total Fires in Each Building	Date	Time	Cause of Fire	# of Injuries Requiring Medical Facility Treatment	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire	Incident Report Number
201 9th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
624 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
732 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
777 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Beardwood-Paisley-Stauffer Hall – 503-507 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Brodbeck –Wilkinson-Curtis Hall – 604- 608 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Clamer Hall – 409 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Cloake House – 811 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Commonwealth Hall - 500 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Duryea Hall – 612 E. Main St.	1	05/05/24	2:00AM	Cooking	0	0	$0-99	20240311
Elliott House – 785 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Fetterolf House – 554 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Hobson Hall – 568 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Isenberg Hall – 801 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Lynnwood Hall – 702 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Maples Hall – 512 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Musser Hall – 23 6th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
New Hall – 514 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Olevian Hall – 640 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Omwake Hall – 701 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A

Reimert Hall – 708 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Richter/North Hall – 510 Main Campus Dr.	0	N/A	N/A	N/A	0	0	N/A	N/A
Schaff Hall – 646 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Shreiner Hall – 600 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Todd Hall – 724 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Wicks Hall – 716 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A
Yost House – 33 6th Ave.	0	N/A	N/A	N/A	0	0	N/A	N/A
Zwingli Hall – 620 E. Main St.	0	N/A	N/A	N/A	0	0	N/A	N/A

Appendix A: Disciplinary Policy at Ursinus College

Reporting Student Misconduct

The College encourages students, faculty, and staff to resolve conflicts informally and at the lowest level. When that is not possible or appropriate, any member of the campus community may report alleged student misconduct to Student Affairs. The report should describe the misconduct and identify the person(s) involved in the incident. Designated Student Affairs Staff will review reports and may initiate the student conduct process if there appears to be reliable information indicating that a violation may have occurred (i.e., complaint). The College may also initiate a case without a complaint. When appropriate, reports may be addressed through the Ursinus Crisis Response Team. A request to appear before the President, College Deans, Student Affairs Staff, a Panel Review, Campus Safety, or Faculty, takes precedence over all other duties. Students must respond promptly to such a request.

Culture of Reporting

As the College is concerned about threats to personal or collective safety, all reports will be taken seriously and reviewed promptly. If a student may have violated another aspect of the Student Code of Conduct (such as consuming alcohol underage) and is concerned about consequences when reporting a more egregious incident (such as a threat of violence), the reporting student should be assured that the College's interest is in maintaining the safety of individuals and the campus. Pending no threat to safety or other compelling reasons, other behaviors may be addressed through alternative means (such as informal discussions or referrals to counseling).

Preliminary Investigation & Review

A preliminary investigation may be necessary to determine if there is credible information that warrants charging a student with violating the Code. Preliminary meetings with involved parties or witnesses may occur prior to initiating the student conduct process.

The preliminary investigation and review may result in any of the following:

- Case Not Pursued: If there does not appear to be credible information to indicate that a violation occurred, the case will not be pursued through the formal student conduct process. To document that the situation was reviewed, the College will retain the information.
- Informal Response: If the situation is concerning, there may still be an institutional response without formal conduct charges. For example, the student may be asked to meet with a staff member to discuss the situation prior to registering for courses, may be requested to participate in a mediated conversation, or may receive a follow-up letter outlining the concerns.
- Initiation of Conduct Process: If it appears that a student may have violated the Code, and that this occurred within the College's jurisdiction, as defined in this Code, the student conduct process may be initiated.

Interim Action

In some cases, interim action prior to the resolution of the case may be necessary. This may be imposed upon initial receipt of a report, when the College becomes aware of a concern, or at a later time in the student conduct process. Reasons interim action may be issued include, but are not limited to:

- to protect the health, welfare, or safety of a student or of the community,
- if the student poses a threat of significant disruption to the educational process and/or the normal operations of the College,
- to provide legally mandated interim remedies.
- if the student cannot be located and/or does not participate in the conduct process.

In the event that interim action will be taken, the student will be notified in writing.

Examples of interim action include but are not limited to:

- Suspension from residence halls
- Suspension from the College
- Restricted access to campus, limiting time or location
- Class section reassignment
- No-contact orders

Procedural Guidelines

The standard of proof for decision-making in student conduct matters, including in all findings of responsibility, is the "preponderance of the evidence" or "more likely than not" standard. This means that when all available information is considered, the College official or hearing body determines whether it is more likely than not that a violation occurred, based on what a reasonable person would consider.

College officials and decision-making bodies do not have the authority to issue a subpoena but may receive information without regard to the legal rules of evidence if the information is related to the questions of the case. Character witnesses are not permitted since decisions about responsibility relate to behaviors, not to character. The decision-making body may consider anonymous information (such as reports or statements) but the unknown identity of the source will be considered in evaluating the credibility of such information. The College will communicate with participants in the student conduct process mainly via email using an online case management system and the student's Ursinus email address. Communication may occur through other means, such as through phone, U.S mail, or delivered in person. Students are responsible for reviewing pertinent provisions, including updates, in conjunction with any proceeding.

Role of Advisors

Any participating complainant or respondent may bring an advisor to student conduct meetings to serve as a support person. The advisor may be a friend, mentor, family member, or any other supporter who is both eligible and available and may be an attorney. People who will be called as witnesses may not serve as advisors. Students may be accompanied by their advisor in all meetings and interviews, including intake, hearings, and appeals. Advisors should help their advisees prepare for each meeting and are expected to advise ethically, with integrity and in good faith. The College cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the College is not obligated to provide one.

All advisors are subject to the same campus rules. Advisors may not present on behalf of their advisee in a meeting, interview, or hearing and should request or wait for a break in the proceeding if

they wish to interact with campus officials. Advisors may confer quietly with their advisees as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the parties and their advisors should ask for breaks or step out of meetings to allow for private conversation. Advisors will typically be given a timely opportunity to meet in advance of any interview or hearing with the College officials conducting that interview or meeting. This pre-meeting will allow advisors to clarify any questions they may have and allows the College an opportunity to clarify the role the advisor is expected to take.

Advisors are expected to refrain from interference with the College investigation and resolution. Any advisor who steps out of their role in any meeting under the Code of Conduct resolution process will be warned that further disruption or failure to respect the limits of the advisor role may result in removal from the meeting or hearing. An advisor whose presence is deemed by the decisionmaker to be improperly interfering with the proceeding will be required to leave and may be prohibited from participating in further meetings or proceedings under this policy. When an advisor is removed from a meeting, that meeting will typically continue without the advisor present. Subsequently, the decisionmaker will determine whether the advisor may be reinstated, may be replaced by a different advisor, or whether the party will forfeit the right to an advisor for the remainder of the process.

The College expects that the parties will want the College to release information and documentation related to the allegations with the parties' advisors and will ask for written consent to release of such information. The parties must provide written consent before the College is able to release information to an advisor. The parties are not otherwise restricted from discussing and sharing information relating to allegations with others who may support them or assist them in preparing and presenting. Advisors are expected to maintain the privacy of the records disclosed to them by the College and are prohibited from releasing the information to third parties, disclosing the information publicly, or using the information for purposes not explicitly authorized by the College. This Policy does not create a privileged or confidential relationship between a Complainant or Respondent and an Advisor. If an Advisor for a Complainant is a member of the College community, the Advisor is obligated under this Policy to inform the Dean of Students' Office of information that contradicts the report or charges. Likewise, if an Advisor for the Respondent is a member of the College community, the Advisor is obligated to similarly disclose information that supports the allegations. The College may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the College's privacy expectations.

The College expects an advisor to adjust their schedule to allow them to attend College meetings when scheduled. The College does not typically change scheduled meetings to accommodate an advisor's inability to attend. The College will, however, make provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, and/or electronic meeting technologies as may be convenient and available.

A student may elect to change advisors during the student conduct process and is not required to use the same advisor throughout. Students may be required to provide notice that an advisor will be attending a meeting or hearing. Students who qualify for an accommodation through the Office of Disability and Access and who require a person to provide the accommodation or who may require a language translator to effectively understand the English language may also have such a person present in addition to an advisor. If a student requires accommodations, a written notification must be submitted to the College at least 2 business days prior to the hearing.

Postponement of Resolution

A student who files a report or who is charged with a violation of the Code may request in writing to have a resolution postponed because 1) there is pending or possible civil or criminal litigation which may be jeopardized by the outcome of campus resolution process, or 2) the student is unavailable for communications due to being incarcerated or hospitalized. The College may grant this only when both of the following circumstances have been met:

- Interim action as determined by the Dean of Students or designee is imposed to prevent further or additional incidents during the resolution process.
- The College does not have any compelling reason why the resolution process should proceed. Examples of compelling reasons include but are not limited to:
    - Concerns for the safety of the campus or its members if the situation is not resolved.
    - The quality of the investigation or ability to hear from witnesses who have critical case information may be compromised.

The College reserves the right to postpone resolution indefinitely or for a finite period of time. The College may also independently decide to postpone resolution without a request from a student when the above conditions are met or when due to legal requirements.

Resolution Options

There are several forms of resolution available, depending on the nature of the incident and the time of the academic year:

- Informal Resolution
- Bears Own Up
- Formal Resolution Meeting
- Panel Review

The Dean of Students or designee will determine the most appropriate resolution option to be used in each case. The Dean of Students or designee will ensure that all investigators, decisionmakers, and decision-making bodies are appropriately trained to conduct proceedings, as set forth in this policy.

Informal Resolution

Students are encouraged to constructively resolve conflict with other students prior to pursuing the Student Conduct Process. The person impacted should keep a written log that can aid in later investigation and resolution if necessary. Whenever possible and appropriate, the problematic behavior, conflict or misconduct should first be discussed by the impacted person and the person engaged in the problematic behavior, conflict, or misconduct. Members of the College Community are encouraged to consult with Faculty, Staff, Deans, or Human Resources staff to discuss concerns

and seek resolution through an informal process. Informal resolutions may only be used if the parties are willing participants, in good faith. College officials will facilitate such conversations, upon request. If informal efforts are unsuccessful, and either party is alleged to have violated a policy, the other party may request the matter be referred to the Student Conduct Process. Either party has the right to end the informal process and request the matter be referred to the Student Conduct Process at any time prior to resolution. The Dean of Students has the right and discretion to determine if and when a matter should be referred to the Student Conduct Process. The following are types of informal resolution processes available to the College Community and are not all encompassing. If you are interested in exploring one of these processes, please reach out to the Associate Dean of Students.

Conflict Coaching:
Conflict Coaching is a one-on-one consultation process designed to assess and develop an individual's communication skills and conflict management strategies. This can either be in response to a specific conflict or is also available to those who simply want to strengthen their conflict resolution skills.

Facilitated Dialogue:
Facilitated Dialogue is a conversation between two or more people involved in a conflict that is supported and structured by a trained, multi-partial facilitator.

Mediation:
Mediation is a more structured form of Facilitated Dialogue where typically two involved parties in a conflict meet with a trained, multi-partial facilitator, to discuss the conflict and negotiate an agreement that resolves the conflict.

Shuttle Negotiation:
Shuttle Negotiation is an indirect negotiation between two or more people involved in a conflict. In shuttle negotiation each person in the conflict meets separately with a facilitator to discuss their needs and interests, and the facilitator assists in finding a solution that is acceptable to everyone involved.

Restorative Justice Conferences and Circles:
Restorative Justice Conferences and Circles are highly structured processes that are based on and rooted in indigenous practices. Restorative Justice Conferences or Circles provide an opportunity for community members to come together to address harmful behavior in a process that explores harms and needs and a path toward accountability and repair. "Restorative Justice" is a philosophy of justice as well as a specific set of practices that bring together those who experienced harm with those who caused harm, along with the community, to "make things as right as possible."

Bears Own Up

Students are always encouraged to take responsibility for their actions and take accountability for any harm done to the College or other community members. Students who choose to accept responsibility for violations of the Student Code of Conduct may forgo a Formal Resolution and opt to move through Bears Own Up. Through this method, students work with a Student Affairs staff member to create a plan for them to repair any harm caused by their actions, rebuild trust with those impacted, and make sure no further violations of the Student Code of Conduct occur in the future.

The plan must be agreed upon by students and the staff member. If a plan cannot be agreed upon, the matter is referred to a Formal Resolution. If appropriate and available, students may participate in an informal resolution process, like a restorative justice circle or conference, as part of the plan. If students complete the plan and all requirements set forth in the plan by all deadlines outlined in the plan, students will not receive any outcome, and the student conduct decision will not be reflected on students' conduct record. If the plan is not followed or completed, students will be charged either for failure to comply or for their original behavior with the matter being referred to a formal resolution.

This method is only available for students once per same violation and will not be afforded to students facing possible suspension or dismissal from the College. The Dean of Students or designee has the discretion to decide whether or not a student may opt into this method of resolution.

Formal Resolution

Through this method, a designated College official reviews the information related to a complaint, determines whether or not a respondent is responsible for each alleged violation, and issues appropriate outcomes(s) for any findings of responsibility. This is the most common form of complaint resolution, and a Student Affairs Staff member will serve as the decisionmaker for most cases. The Dean of Students may also designate additional decisionmakers and may serve as a decisionmaker.

In this method, a student is informed of the opportunity and deadline to meet with the decisionmaker to:

- Ask questions about the student conduct process.
- Review the complaint of misconduct and other relevant case information, such as the substance of information received from witnesses.
- Respond to the complaint by providing information about the incident and alleged conduct.
- Bring forth witnesses to be interviewed.
- Acknowledge or deny responsibility for the charged violation(s).
- Provide any information related to outcomes (if applicable), including what was learned from the incident or any factors to be considered at sanctioning.

In some cases, a campus investigation may be done prior to the case proceeding to a Formal Resolution. If the respondent chooses not to meet with the decisionmaker by the given deadline, the decisionmaker may proceed with the determination of responsibility and impose any outcomes. Depending on the nature of the case, the Dean of Students or designee may place a hold on the student's account until the student has met with the decisionmaker.

Panel Review

Through this process, a decision-making body ("Panel") reviews the case information and issues a determination of the Respondent's responsibility for each alleged violation and determines what outcomes, if any will be imposed. A Panel is composed of 5 members: 2 faculty members, 2 students, and 1 faculty chair. Panel members are selected by Faculty election and student government appointment. The College has the authority to modify or adjust the Panel composition when the College determines, in its discretion, that circumstances warrant it. The Dean of Students or designated College Official has the authority to determine whether an individual is qualified to

serve on panel reviews. The Dean of Student's designated College Official provides training and coordinates the logistics of the panel review process, including securing or serving as an advisor to the Panel. The College reserves the right to have the College's legal counsel attend a panel review when deemed appropriate. Panel reviews may be recorded at the discretion of the Dean of Students. Recordings will be retained by the institution for the purposes of the appellate decision-making body's review. Recordings retained by the institution are the only official recordings for the hearing. All parties will be notified in advance regarding advisor attendance and panel review recording.

A party may challenge the presence of any member of the Panel on the basis of bias or pre-formed judgment. Such challenge shall be submitted to the Dean of Students or designee in writing at least 24 hours following the notification of the names of Panel members to the party. The Dean of Students or designee will determine whether any bias or pre-formed judgment exists and whether the panel member should be replaced.

Panel Review Process

To provide the College with the most effective panel review process, the Panel reserves the right to adjust procedures as appropriate, including setting appropriate time limits, depending on the nature of the case. The Panel Review process provides the opportunities for a complainant and/or respondent to:

- Review the available case information.
- Provide perspective on what happened, including providing witnesses to the incident.
- Describe any effects of the incident, including the harm the incident may have caused.

Complainants and respondents will be provided a Panel Review notice at least 2 business days prior to the panel review date. The notice will include the Panel Review date and time, a description of the panel review procedures, a list of hearing panel members, a statement of charges, and a list of witnesses and documents to be presented at the Panel Review. The respondent must provide a list of witnesses and documents to be presented at the Panel Review at least 24 hours prior to the panel review.

The basic Panel Review agenda consists of:

- Introductions and guidelines from the Panel chair
- Review of complaint and statement of charges
- Information shared by the complainant
- Information shared by the respondent
- Information shared by witnesses
- Closing comments from the complainant and the respondent
- The complainant and the complainant's advisor are dismissed (except for cases of alleged crimes of violence)
- Deliberations on responsibility for charges
- Statement of decision
- Deliberations regarding sanctions (if respondent is found responsible)
- Statement of outcomes

During the Panel Review, questions may be asked by the Panel at any time. The complainant and the

respondent may be permitted to provide questions for the other party and witnesses in writing to the Panel. The College reserves the right to choose the Panel Review format, including using technology to conduct the Panel Review virtually.

Persons knowingly making false statements or misrepresentations to the Panel will be subject to severe disciplinary action in accordance with the student conduct procedures.

All Panel Reviews are closed. A respondent and the respondent's advisor may be present for all of the information sharing at Panel Reviews. In cases involving alleged crimes of violence, the complainant and the complainant's advisor also have the right to be present for the entirety of the Panel Review. If an individual chooses not to participate in any part of the Panel Review, the Panel Review will continue. The respondent and complainant and their advisors will be excused after closing comments before the Panel deliberations.

During deliberations, the Panel will determine whether the respondent is responsible for each charged violation and what outcomes are appropriate, if necessary. Determinations will use the preponderance of evidence standard as defined above and will be decided by a simple majority vote. The chair will only vote in the event of a tie.

If the respondent is found responsible for any charges, the Panel will reconvene the Panel Review and hear information regarding appropriate outcomes. The Panel will review any prior student conduct history and determine outcomes only after making the determination that the student is responsible for the charge(s). The respondent and complainant, only for cases involving alleged crimes of violence, and their advisors will be excused before the Panel Review body deliberates outcomes.

Within 10 business days of the conclusion of the Panel Review, the chair will provide a decision letter providing the findings, rationale, and outcomes (if applicable) to the Dean of Students of designee.

Notice of Findings

The Dean of Students or designated College Official will provide the respondent with written notice of the final resolution of charged violation(s) within 10 business days of the Panel Review. In cases where the conduct may also constitute a crime of violence (as described in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. § 1092(f)) the complainant (or victim) will also receive notice of the findings. The written notice includes:

- Each charged violation(s) and the determination of responsibility;
- A rationale of the findings;
- The sanction(s) imposed, if any, and the deadlines or time periods for which the sanctions are in effect;
- A statement of the right to file an appeal and process for doing so;
    - Failure to file a request for an appeal within the time below shall be deemed a waiver of the right to an appeal.

College Officials may also receive notice (in all or in part) of the findings when there is a legitimate educational reason for such notice, such as when the College Official's role is necessary for enforcement of the outcome(s).

Appeals

The College offers the opportunity to appeal student conduct Formal Resolution and Panel Review findings. Outcomes are in effect while an appeal is being considered, unless otherwise stated in writing by the Dean of Students. An appeal is not a re-hearing of the case, but an evaluation of whether the ground(s) for an appeal are present and should alter the finding of the case. Not participating in a conduct process is not grounds for an appeal. Appeals may be requested based only on one or more of the following grounds:

1) College procedures were not followed, and the deviance would substantially alter the findings(s) of the case;
2) New relevant evidence was not reasonably available at the time of the hearing and would substantially alter the finding(s) of the case;
3) Severity of outcomes, in cases where the outcome includes suspension or expulsion.

Appeals addressing one or more of the above grounds must be submitted in writing to the Dean of Students within 7 business days of the sending of the notice of findings. If the Dean of Students determines the written appeal has met one or more of the grounds for appeal, except in cases involving new relevant evidence, an appeal review board will review all relevant information to the case and provide a response within 10 business days after receipt of the appeal. The appeal review board will consist of 2 faculty and 1 student who did not serve on the original hearing. If the grounds for appeal that College procedures were not followed are determined to be founded, the review board may adjust the finding(s) and/or the outcome(s). In cases where the student's appeal is based on severity of outcomes, the review board may only affirm, reduce, or increase the outcomes assigned by the original panel or decisionmaker, and may not change the finding of responsibility.

In cases where the student's appeal is based on a claim of new relevant evidence, should the Dean of Students determine the appeal grounds were met, the case will be remanded to the original Panel or decisionmaker for review. The original panel or decisionmaker will issue a new notice of findings considering the newly discovered evidence. (The new notice of findings may affirm or modify the original findings and outcomes.)

In cases where the behaviors in question may also constitute a crime of violence (as defined in the Clery Act), both the respondent and the complainant have the right to appeal the finding(s) of responsibility and/or outcomes based on the above criteria. If an appeal is received, the other party will be notified of the receipt of the appeal, the grounds upon which the appeal has been sought, and of the opportunity to provide information for consideration by the appeal hearing board no later than 10 business days from the receipt of the appeal. In these cases, the appeal review board will have an additional 10 business days to provide a response.

The decision by the appeal review board is final.

Additional Considerations

Student Organization Misconduct

Student organizations alleged of misconduct may proceed through one of the resolution methods outlined in this Code, and they may also be referred to the Office of Student Engagement for administrative review and response in lieu of or in addition to the student conduct process.

Incidents Involving Multiple Students

In incidents where multiple students have been alleged of misconduct, the Dean of Students or designee will determine the best form of resolution that balances the protection of privacy of students' records as well as the institutional resources available to provide a timely and fair resolution.

Students with Special Relationships to the College

Students who are athletes, student leaders, student workers, or hold other unique relationships with the College whose behaviors violate the Student Code of Conduct may also face consequences outside of the student conduct process if their behaviors violate NCAA guidelines, employment expectations, or other such standards. Employees who enter into a relationship with the College as students and whose alleged misconduct occurs in the context of the relationship as a student may also be held accountable through the student conduct process. In those cases, Human Resources may be consulted to ensure there are no conflicts with employee contracts or Human Resources procedures.

Outcomes

Outcomes are designed to promote the College's educational mission, promote safety and deter students from behavior that harms, harasses, or threatens people or property. More than one outcome may be imposed in a case. Some or all of the following factors are considered when determining what outcomes are appropriate in a particular case:

- The nature of the violation(s)
- Prior findings of responsibility and sanction(s)
- Mitigating circumstances surrounding the violation
- The student's motivation(s) for engaging in the behavior
- Impacts of the behavior
- Outcomes which have been imposed in similar cases in the past
- The developmental and educational impact on the student

Status outcomes

Status outcomes pertain to a student's relationship with the College:

Disciplinary Warning - written notice to the student that the behavior is not acceptable at Ursinus College and that additional incidents may result in more severe sanctions. A Disciplinary Warning is placed in the student conduct file and is not reflected on an academic transcript.

Disciplinary Probation - a period of time (which may be indefinite) during which a student is under warning that any other violation of College policy will result in more severe outcomes, which may include suspension or dismissal. While on Disciplinary Probation the student may be ineligible

to hold leadership positions on campus or represent the College in any way. Disciplinary Probation is not reflected on the academic transcript.

Suspension - a defined period of time during which a student is not permitted to engage in any of the privileges, courses, organizations, events, or activities associated with being a student at Ursinus. During the period of suspension, a hold designating such will be placed on the student's account prohibiting registration, enrollment, attendance, or ability to earn credit for any credit or non-credit courses offered by the College. A notation is placed on the academic transcript designating that the student is suspended for a specified period of time. Suspension also prohibits receipt of a degree or certificate from the College during this time. Suspension does not prevent a student from attending another College or university, transferring any otherwise qualifying credits back to Ursinus at a later date, or receiving copies of Ursinus transcripts reflecting academic credits previously earned. Once the period of suspension has been completed, the hold will be lifted from the student account, provided the student has completed any other requirements required prior to return. During the period of suspension, the student is also banned from Ursinus property unless otherwise stated.

Dismissal - the indefinite termination of a student's status at the College. This prohibits engagement in any of the privileges, courses, organizations, events, or activities associated with being a student at Ursinus College. This does not prohibit the transferring of credits earned to another College or university, but the dismissal is designated permanently on the student's academic transcript. Unless otherwise stated, the student is also indefinitely banned from Ursinus College property. This is the most egregious outcome that Ursinus College can impose upon a student.

Conditional Re-Enrollment - a hold is placed on the student's account, prohibiting re-enrollment until certain activities or outcomes are completed. The student may also be under behavioral restrictions upon enrollment.

Restriction of Access or Privileges - prohibition on accessing a specific area or building of campus, and/or prohibition from participating in certain activities. This outcome may or may not affect a student's ability to take a specific course, but it typically allows for the pursuit of educational programs overall.

Ban from Campus - prohibition on accessing any Ursinus College property.

Individualized Outcomes

Individualized outcomes may be imposed in place of or in addition to status outcomes. These outcomes are designed to maximize the learning of a specific student. Multiple individualized outcomes may be imposed, including, but not limited to, one or more of the following:

Alcohol Edu for Sanctions: this is an online module offered to students who violated the alcohol policy to learn more about how alcohol affects the body and strategies to reduce high-risk drinking.

Alcohol's Impact Course: this one-hour course is offered to students who violated the alcohol policy to reflect on what matters to them and the impact of alcohol on themselves, their peers, and their community.

Influence of Cannabis Course: this one-hour course is offered to students who violated the drug

policy to reflect on what matters to them and how marijuana has already or could impact their life in the future.

BASICS: BASICS consists of two private sessions with a staff member that allows students time to reflect on their behavior and undergo a brief assessment related to substance use.

Reflective Activity: an activity designed to promote reflection by the student about behavior and its impacts. Examples can include writing assignments, interviews, research projects. Completion will be based on fulfilling the objective requirements of the assignment, not on whether the student adopts or expresses a particular perspective or point of view.

Counseling Assessment: documented completion of an assessment with a licensed care provider.

Restitution: payment to a harmed party, such as repair or replacement of vandalized property.

Fine: fines may be imposed for drug paraphernalia ($250 per item) and binge drinking ($500 per item or action)

No Contact Order: a directive that the parties refrain from having contact with one another, directly or through proxies, whether in person or via electronic means.

College Service: completion of a designated number of hours of service to the campus.

Meetings with College Resources: meeting with a College employee or office to learn about resources offered to support students.

Alcohol and Other Drug Outcomes

In order for the College to align student conduct decisions with best practices in responding to matters related to alcohol and other drugs, the College has set minimum standard outcomes for alcohol and other drug policy violations. Minimum standard outcomes for alcohol and other drug violations are:

Alcohol

1st time alcohol violation:
Alcohol EDU for Sanctions online module
Disciplinary Warning
Parent/Guardian notification (if possessing or consuming alcohol and under 21)

2nd time alcohol violation:
Alcohol's Impact Course
Disciplinary Probation (4 weeks)
Parent/Guardian notification (if possessing or consuming alcohol and under 21)

3rd time alcohol violation OR severe alcohol violation, including but not limited to, ambulance called (non-Medical Amnesty), severe public intoxication, and/or DUI

BASICS
Disciplinary Probation (8 weeks)
Parent/Guardian notification (if possessing or consuming alcohol and under 21)
Possible removal from housing

4th time alcohol violation:
Suspension
Substance Use Assessment
Parent/Guardian notification (if possessing or consuming alcohol and under 21)

Cannabis and Other Drugs

1st time drug violation:
Influence of Cannabis Course
Disciplinary Warning

2nd time drug violation OR possession or use of drugs

BASICS
Disciplinary Probation (8 weeks)
Parent/Guardian notification (if under 21)

3rd time drug violation OR sale or distribution or drugs:
Suspension
Substance Use Assessment
Parent/Guardian notification (if under 21)

Appendix B: Title IX College-Defined Sexual Misconduct Policy Statement

The College is committed to creating and maintaining a safe and non-discriminatory learning and work environment that is free from sexual and gender-based discrimination, harassment, and related misconduct. The College does not discriminate on the basis of sex, gender, or gender identity in any of its Programs or Activities.

The Policy prohibits the types of conduct listed below and defined in Section IV (also referred to collectively as "Prohibited Conduct") and can be located here: https://www.ursinus.edu/live/files/titleix-policy

1) Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation, Non-Title IX Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Dating Violence; Domestic Violence; and Sex- and Gender-Based Discrimination);
2) Title IX Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; and Sex-Based Dating Violence, Domestic Violence, and Stalking, as each is defined by and specifically articulated to be within the scope of Title IX);
3) Intimidation; and
4) Retaliation.

The College must define and respond to Title IX Misconduct as required by regulations issued in May 2020 by the U.S. Department of Education to implement Title IX of the Education Amendments of 1972, codified at 34 C.F.R. Part 106 (the "Title IX Regulations"). The Title IX Regulations allow the College to define and regulate Prohibited Conduct that falls outside the definition of Title IX Misconduct, but that which the College is committed to addressing as a matter of College policy and/or as required by other applicable law. Accordingly, the Policy is consistent with the Title IX Regulations, as well as the College's mission and commitment to ensuring a safe and non-discriminatory campus community.

The College adopts this Policy with a commitment to: (1) deter, eliminate, and address the effects of Prohibited Conduct; (2) foster an environment where all individuals are well-informed and supported in reporting Prohibited Conduct; and (3) provide a prompt, fair, and impartial process pursuant to which alleged violations of this Policy will be evaluated.

This Policy is intended to meet the College's obligations under Title IX of the Education Amendments of 1972 (Title IX); the Jeanne Clery Campus Safety Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA), with respect to its application to sex and gender-based misconduct; Title VII of the Civil Rights Act of 1964 (Title VII) with respect to its application to sex and gender-based misconduct; and other related and applicable law, including Pennsylvania's Act 16 of 2019.

The requirements and protections of the policy apply equally regardless of sex, sexual orientation, gender identity, gender expression, or other protected classes covered by federal or state law. All requirements and protections are equitably provided to individuals regardless of protected class status or status as a Complainant, Respondent, or Witness.

This Policy shall be applied in a way that is consistent with the College's principles of academic freedom. The College is committed to the free and vigorous discussion of ideas and issues, which the College believes will be protected by this Policy. Academic freedom and the related freedom of expression include, but are not limited to, the civil expressions of ideas – however controversial – in the classroom, residence halls, and other teaching and student living environments.

The College encourages students, faculty and staff to familiarize themselves with the Policy and the related grievance procedures for addressing reports of Prohibited Conduct. We invite you to ask questions, make recommendations, and do your part to foster an environment free of Prohibited Conduct.

The College's Title IX Coordinator is responsible for administering the Policy, including the procedures for resolving Formal Complaints. The College's Title IX Coordinator is Dan Kelly. Mr. Kelly may be contacted at:
Dan Kelly
Title IX Office
Student Affairs Suite, Wismer Center Ursinus College
601 E Main St., Collegeville, PA 19426
610-409-3590
dkelly@ursinus.edu

Policy Scope and Jurisdiction

The Policy applies to all members of the College community (students, faculty, and staff), as well as to certain third parties (e.g., individuals who are neither students nor employees, including but not limited to guests, contractors and consultants).

The Policy covers acts of Sexual and Gender-Based Misconduct (as defined in Section IV below) committed by or against students, employees, and third parties when the Prohibited Conduct occurs:

- On the College's campus or other property owned or controlled by the College;
- In the context of a College Program or Activity, including, but not limited to, research, internship programs, or employment; or
- Outside of a College Program or Activity but poses a serious threat of harm; has a continuing adverse effect on; or creates a hostile environment for College students, employees, or third parties while on the College's campus or other property owned or controlled by the College, or in any College Program or Activity. In determining whether College has jurisdiction over off-campus or online conduct that did not occur in a College Program or Activity, the College will consider the severity of the alleged conduct; the risk of ongoing harm; whether both parties are members of the College community; the impact on College Programs or Activities; and whether the off-campus conduct is part of a series of actions that occurred both on and off campus.

The Policy also covers acts of Title IX Misconduct (as defined in Section IV below) committed (1) on or after August 14, 2020; (2) in the United States; (3) by or against College students or employees participating or seeking to participate in a College Program or Activity.

College students and employees who violate this Policy may face, as appropriate, disciplinary action up to and including termination and expulsion; third parties who violate this Policy also face responsive action as appropriate and available.

This Policy supersedes any conflicting information in any other College policy with respect to the definitions or procedures relating to Prohibited Conduct. The elements established in the Policy for resolution of reports and Formal Complaints of Prohibited Conduct have no effect on and are not transferable to any other policy of the College and will not apply to any alleged violation of the Code of Conduct, employment policies, or to any alleged civil rights violation except as narrowly defined in this Policy. This Policy does not set a precedent for other policies or processes of the College and may not be cited for or against any right or aspect of any other policy or process.

Definitions

Key Policy Definitions

Key terms used in the Policy are defined as follows. Additional terms are defined within the text of the Policy.

College Program or Activity: Includes: (1) the College's campus and any other property owned by the College; (2) any location, event, or circumstance where the College exercises substantial control over both the Respondent and the context in which the conduct occurs, including all education programs/activities offered by the College; and (3) any building owned or controlled by a student organization recognized by the College.

- Complainant: The student, employee, or third party who is reported to have experienced Prohibited Conduct in violation of this Policy.
- Formal Complaint: A document signed by a Complainant or by the Title IX Coordinator alleging that a Respondent engaged in Prohibited Conduct and requesting initiation of the College's grievance process (compare with "Report").
- Mandated Reporter: College employees who are required by the College to report to the Title IX Coordinator information about alleged Prohibited Conduct. For a full list of College officials that meet this definition, see Section VIII.A.4 Policy here: https://www.ursinus.edu /live/files/titleix-policy
- OWA: an individual with the authority to institute corrective action on behalf of the College and notice to whom causes the College to respond to Title IX Misconduct. For a full list of College officials that meet this definition, see Section VIII.A.3 Policy here: https://www. ursinus.edu/live/files/titleix-policy
- Prohibited Conduct: An umbrella term referring to both Sexual and Gender-Based Misconduct and Title IX Misconduct, as those terms are defined below.
- Protected Activity: Includes most elements of participation in the College's processes related to this Policy, including but not limited to reporting Prohibited Conduct, pursuing resolution of a report of Prohibited Conduct, providing evidence in any investigation or hearing, or intervening to protect others who may have suffered Prohibited Conduct.
- Reasonable Person: A person using average care, intelligence, and judgment in the known circumstances.
- Relevant Evidence and Questions: Any evidence and questions that tend to make an allegation of Prohibited Conduct more or less likely to be true. Relevant evidence and questions do not include the following, which are deemed "irrelevant" for purposes of the

Title IX/Sexual Misconduct Grievance Process:

- Evidence and questions about the Complainant's sexual predisposition;
- Evidence and questions about the Complainant's prior sexual behavior unless:
  - The solicited information is offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or
  - Such information concerns specific incidents of the Complainant's prior sexual behavior with respect to Respondent and are offered to prove consent. 34 C.F.R.§ 106.45(6)(i).
- Evidence questions that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless such privilege is waived.
- A party's medical, psychological, and similar records unless the party gives voluntary, written consent. 85 Fed. Reg. 30026, 30294 (May 19, 2020).

- Report: Disclosure of alleged Prohibited Conduct without the expectation of initiating the College's grievance process (compare with "Formal Complaint").
- Respondent(s): The individual(s) who is reported to have engaged in conduct that could constitute Prohibited Conduct in violation of this Policy.
- Witness: A person who has factual information about alleged violation(s) of this Policy.

Prohibited Conduct & Related Definitions

Prohibited Conduct under this Policy includes Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation, Non-Title IX Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Dating Violence; Domestic Violence; and Sex- and Gender-Based Discrimination) and Title IX Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; and Sex-Based Dating Violence, Domestic Violence, and Stalking, each as defined by and within the scope of Title IX), as defined below.

Whether someone engaged in Prohibited Conduct under this Policy will be assessed under a Reasonable Person standard, as defined above.

1) **Consent**: Some forms of Prohibited Conduct involve the issue of Consent. For purposes of this Policy, consent to engage in sexual activity must be informed, knowing, and voluntary; consent must exist throughout and continually during each instance of sexual activity and for each form of sexual contact. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity. Consent is active, not passive. An individual who is incapacitated (as defined below) due to alcohol, drugs, sleep, or unconsciousness, or otherwise lacks the capacity to provide consent due to an intellectual or other disability, cannot consent to engage in Sexual Activity.

Sexual Activity for purposes of this section refers to any conduct of a sexual nature for which Consent is required under this Policy (e.g., Sexual Assault). A person who initiates Sexual Activity is responsible for obtaining Consent for that conduct.

Guidance for Identifying Consent:

- Prior to initiating a sexual encounter, one is expected to obtain consent to each act of sexual activity prior to initiating such activity. Consent to one form of Sexual Activity does not constitute consent to engage in all forms of Sexual Activity.
- Either party may withdraw consent at any time. Withdrawal of consent should be outwardly demonstrated by words or actions that clearly indicate a desire to end Sexual Activity. Once withdrawal of consent has been expressed, sexual activity must cease.
- Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Relying on non-verbal communication can lead to misunderstandings. Consent may not be inferred from silence, passivity, lack of resistance, or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity is not necessarily giving consent.
- When consent is requested verbally, absence of any explicit verbal response constitutes lack of consent. A verbal "no" constitutes lack of consent, even if it sounds insincere or indecisive.
- If at any time during the sexual activity, any confusion or ambiguity arises as to the willingness of the other individual to proceed, both parties should stop and clarify verbally the other's willingness to continue before continuing such activity.
- Individuals with a previous or current intimate relationship do not automatically give either initial or continued consent to sexual activity. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in each sexual activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person.
- Consent is not effective if it results from the use or threat of physical force, intimidation, or coercion, or any other factor that would eliminate an individual's ability to exercise their own free will to choose whether or not to have sexual contact.
- In the Commonwealth of Pennsylvania, the age of majority is 18. Under state law, consent cannot be given by minors under the age of 13 and can only be given by a minor under the age of 16, if the other party is less than four years older than the minor.

2) **Coercion**: The use of pressure to compel another individual to initiate or continue Sexual Activity against an individual's will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Examples of coercion include threatening to "out" someone based on sexual orientation, gender identity, or gender expression and threatening to harm oneself if the other party does not engage in the Sexual Activity.

3) **Force**: The use or threat of physical violence or intimidation to overcome an individual's freedom to choose whether or not to participate in sexual activity. There is no requirement that a party resists the sexual advance or request, but resistance will be viewed as a clear demonstration of non-consent.

4) **Incapacitation**: Occurs when an individual temporarily or permanently lacks the ability to make informed, rational judgments and cannot consent to sexual activity. An individual who is incapacitated due to alcohol, drugs, sleep or unconsciousness, or otherwise lacks the capacity to provide consent due to an intellectual or other disability, cannot consent to engage in sexual activity.

Guidance for Identifying Incapacitation:

- Incapacitation may result from the use of alcohol and/or drugs. Incapacitation is a state beyond drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person; however, warning signs that a person may be approaching incapacitation may include slurred speech, vomiting, unsteady gait, odor of alcohol, combativeness, and/or emotional volatility. Witnessing or knowing the person consumed alcohol and/or other drugs should be considered a warning sign of possible incapacitation.
- Someone is incapacitated when any of the following are diminished:
    - decision-making ability;
    - awareness of consequences;
    - ability to make informed judgments;
    - capacity to appreciate the nature and the quality of an action.
- Evaluating incapacitation also requires an assessment of whether a respondent should have been aware of the complainant's incapacitation based on objectively and reasonably apparent indications of impairment when viewed from the perspective of a sober, reasonable person in the respondent's position.
- The College considers sexual contact while under the influence of alcohol or other drugs to be risky behavior. Alcohol and drugs impair a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.
- Being intoxicated or impaired by drugs and/or alcohol is never an excuse for Prohibited Conduct and does not diminish one's responsibility to obtain informed and freely given consent.

5) **Intimidation**: Implied threats or acts that frighten someone.

6) **Sexual and Gender-Based Misconduct**: Sexual and Gender-Based Misconduct is an umbrella term that includes each of the following types of misconduct.
   - Sexual Assault: Sexual Assault is Sexual Contact that occurs without Consent. Sexual Contact includes:
     - Intentional sexual touching of another person's breasts, buttocks, or genitals, whether clothed or unclothed (including intentional touching with ejaculate);
     - Intentional sexual touching with one's breast, buttocks, or genitals (including touching with ejaculate);
     - Making a person touch another person or themselves with or on any of these body parts; and/or
     - Vaginal, oral, or anal penetration or contact by a penis, tongue, finger, or other object.

   - Sexual Exploitation: Taking sexual advantage of another person or violating the sexual privacy of another when consent is not present. Sexual exploitation includes, but is not limited to, the following actions (including when they are done via electronic means, methods, or devices):
     - Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's consent;
     - Indecent exposure or inducing others to expose themselves when consent is not present;
     - Recording or distributing information, images, or recordings of any person engaged in sexual or intimate activity or in the nude without that person's consent;
     - Prostituting another individual;
     - Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge; and
     - Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

   - Non-Title IX Sexual Harassment: Non-Title IX Sexual Harassment, sometimes referred to as "Sexual Harassment" herein, is unwelcome conduct of a sexual nature, whether verbal, graphic (e.g., pictures, videos), physical or otherwise, when:
     - Submission to such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, education, living environment, or participation in any College Program or Activity;
     - Submission to or rejection of such conduct by an individual is used as the basis for or a factor in decisions affecting that individual's employment, education, living environment, or participation in a College Program or Activity; and/or

- Such conduct creates a hostile environment. A hostile environment exists when the conduct of a sexual nature is sufficiently severe, persistent, or pervasive that it unreasonably interferes with an individual's participation in a College Program or Activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the College will consider the totality of known circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior. Although a hostile environment is generally created through a series of incidents, for purposes of this Policy, a severe incident, even if isolated, can be sufficient.

- Gender-Based Harassment: Gender-Based Harassment includes harassment based on actual or perceived sex, sexual orientation, gender identity, gender expression, or pregnancy. Such harassment may include acts of aggression, intimidation, or hostility, whether verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the behavior:
  - Adversely affects a term or condition of an individual's employment, education, living environment, or participation in a College Program or Activity;
  - Is used as the basis for or a factor in decisions affecting that individual's employment, education, living environment, or participation in a College Program or Activity; and/or
  - Creates a hostile environment for that individual's participation in a College Program or Activity. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with an individual's participation in a College Program or Activity, or creates an intimidating, hostile, offensive, or abusive environment for that individual's employment, education, living, or participation in a College Program or Activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and objective standard. In evaluating whether a hostile environment exists, the College will consider the totality of known circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior. Although a harassing hostile environment is generally created through a series of incidents, for purposes of this Policy, a severe incident, even if isolated, can be sufficient to constitute a hostile environment.

In some cases, harassment may be based on multiple protected class bases included in the College's Nondiscrimination Statement located here: https://www.ursinus.edu/offices/human-resources/policies-and-practices/non-discrimination-statement/. In general, harassment involving protected class bases other than actual or perceived gender, sexual orientation, gender identity, or gender expression might fall under other College policies. For matters involving Student Respondents, this would include the Student Code of Conduct (https://www.ursinus.edu/life-at-ursinus/handbook/section-i-student-code-of-conduct/) and Policy on Discriminatory Acts (https://www.ursinus.edu/life-at-ursinus/handbook/policy-on-discriminatory-acts/).

For matters involving Employee or Third-Party Respondents, this could include, but is not limited to the College's Nondiscrimination and Equal Employment Opportunity Policy (https://www.ursinus.edu/offices/human-resources/policies-and-practices/non-discrimination-and-equal-employment-opportunity-policy/) and Policy on Discriminatory Acts (https://www.ursinus.edu/life-at-ursinus/handbook/policy-on-discriminatory-acts/).

Where reported harassment may be based on both sex or gender (including actual or perceived sex, sexual orientation, gender identity, gender expression or pregnancy) and another protected class basis (e.g., race, color, national origin, age, marital status, disability, religion, height, weight, or veteran status), the Title IX Coordinator will consult with other College officials, as needed, to determine whether the matter is most appropriately addressed under this Policy or another College policy, or whether different aspects of the matter should be addressed separately under different policies.

- Dating Violence: Violence committed by a person:
  - Who is or has been in a social relationship of a romantic or intimate nature with the alleged victim; noting that,
  - The existence of such a relationship shall be determined based on the reporting party's statement and with 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.

  Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence, for purposes of this Policy, does not include emotional abuse.

- Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the alleged victim shares a child in common, by a person who is cohabitating with or who has cohabitated with the alleged victim as a spouse, by a person similarly situated to a spouse of the alleged victim under the domestic or family laws of the Commonwealth of Pennsylvania, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the Commonwealth of Pennsylvania.

  Note: While there is no distinct definition of "Domestic Violence" under the Pennsylvania Crimes Code, under the criminal laws of Pennsylvania certain offenses, including but not limited to, rape, aggravated assault, and stalking, can be deemed domestic violence depending on the relationship of the parties involved. If a criminal complaint is made to law enforcement outside of the College, the probable cause standard will apply to the complaint (this is a different standard than applies to campus disciplinary matters, as set forth later in the Policy).

- Sex or Gender-Based Stalking: Engaging in a course of conduct directed at a specific person under circumstances that would cause a Reasonable Person to (1) fear for his or her safety or the safety of others; or (2) suffer substantial emotional distress.

        - Course of conduct means two or more acts including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person in a way prohibited as described above, or interferes with a person's property.

    - Sex and Gender-Based Discrimination: Sex and Gender-Based Discrimination is conduct that is based upon an individual's sex, sexual orientation, gender identity, gender expression, or pregnancy that:
        - Adversely affects a term or condition of an individual's employment, education, living environment, or participation in a College Program or Activity; and/or
        - Is used as the basis for or a factor in decisions affecting that individual's employment, education, living environment, or participation in a College Program or Activity.

7) **Title IX Misconduct**: While this may seem similar to definitions above, Title IX Misconduct is a very specific concept under federal law. Title IX Misconduct, or Title IX-defined "Sexual Harassment", is conduct that occurs (1) in the United States; (2) in a College Program or Activity or to a Complainant who is seeking to engage in such a Program or Activity; and (3) on the basis of sex, in which:

    - A College employee conditions the provision of a College aid, benefit, or service on an individual's participation in unwelcome sexual conduct (sometimes called quid pro quo sexual harassment);
    - A College student, employee, or third party engages in unwelcome conduct determined by a Reasonable Person to be so severe, pervasive, and objectively offensive that it effectively denies another person equal access to a College Program or Activity (sometimes called severe, pervasive, and objectively offensive sexual harassment); or
    - A College student, employee, or third party in the United States engages in: Sex or Gender- Based Stalking (defined above); Dating Violence (defined above); Domestic Violence (defined above); or Sexual Assault as defined for purposes of the FBI's Uniform Crime Reporting (NIBRS) program, as below:

        - **Rape**:
            - The carnal knowledge of a person (i.e., penile-vaginal penetration), 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 (it should be noted that either females or males could be Complainants under this definition);
            - Oral or anal sexual intercourse (i.e., penile penetration) with 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;
            - To use an object or instrument (e.g., an inanimate object or body part

other than a penis) 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**: The touching of the private body parts of another person for the purpose of sexual gratification, 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 (for purposes of this definition, "private body parts" includes breasts, buttocks, or genitals, whether clothed or unclothed).

- **Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or

- **Statutory Rape**: Sexual intercourse with a person who is under the statutory age of Consent.

8) **Retaliation**: Any adverse action, directly or through others, taken against a person for engaging in Protected Activity. Retaliation may include intimidation, threats, coercion, or discrimination including adverse employment or educational actions that would discourage a Reasonable Person from engaging in activity protected under this Policy. Any individual or group of individuals, not just a Complainant or Respondent, can engage in Retaliation. A finding of Retaliation under this Policy is not dependent on a finding that the underlying Prohibited Conduct occurred.
   - The exercise of rights protected under the First Amendment does not constitute Retaliation. Pursuit of civil, criminal, or other legal action, internal or external to the College does not constitute Retaliation.
   - Initiating disciplinary proceedings against an individual for making a materially false statement in bad faith in the course of a proceeding under the Policy does not constitute Retaliation under this Policy; however, a determination regarding responsibility, alone, is insufficient to conclude that any party made a materially false statement in bad faith.

Disability Accommodations

This Policy does not alter any institutional obligations under federal disability laws including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point before or during the grievance process that do not fundamentally alter the Process. The Title IX Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the Parties, even where the Parties may be receiving accommodations in other institutional programs and activities. The burden is on the Parties to make any such request.

Privacy vs. Confidentiality

Consistent with the College's Code of Conduct, references made to confidentiality refer to the ability of identified confidential resources to not report crimes and violations to law enforcement or

College officials without permission of the Complainant, except for extreme circumstances, such as a health and/or safety emergency or child abuse.

References made to privacy mean offices at Ursinus and those employees who cannot guarantee confidentiality but will maintain privacy to the greatest extent possible, and information disclosed will be relayed only as necessary to investigate and/or seek a resolution and to notify the Title IX Coordinator or designee, who is responsible for tracking patterns and spotting systemic issues. Ursinus will limit the disclosure as much as practicable, even if the Title IX Coordinator determines that the request for confidentiality cannot be honored.

Resources

Confidential Resources

The following are Confidential Resources that are not required to, and will not, share information with law enforcement or College officers without permission, except for in very limited circumstances (e.g., health/safety emergencies; alleged/suspected child abuse).

On Campus:

- Wellness Center Professional Counselors and Medical Providers: Wellness Center; 610-409-3100
- Chaplain Betty Wright-Riggins: bwrightriggins@ursinus.edu

Off Campus:

- Victims Services Center of Montgomery County: 888-521-0983
  www.victimservicescenter.org
- The Crime Victims' Center of Chester County: 610-692-7273
  www.cvcofcc.org
- Delaware County Women Against Rape: 610-566-4342
  www.delcowar.org
- Network of Victim Assistance (Bucks County): 1-800-675-6900
  www.novabcks.org
- Berks Women in Crisis (Berks County): 610-372-9540
  www.berkswomenincrisis.org
- WOAR (Philadelphia): 215-985-3333
  www.woar.org

Medical Attention

Students can contact Wellness at wellness@ursinus.edu for a medical appointment to discuss options for emergency contraception, pregnancy testing, and STI testing.

To receive a rape kit to collect forensic evidence, students are encouraged to visit one of the following hospitals that the Victim Advocates from Victim Services Center of Montgomery County works with:

- Jefferson Einstein Montgomery Hospital:
  https://www.jeffersonhealth.org/locations/Jefferson-einstein-montgomery-hospital

- Lankenau Medical Center: https://www.mainlinehealth.org/locations/lankenau-medical-center
- Phoenixville Hospital: https://towerhealth.org/locations/phoenixville-hospital
- Jefferson Abington Hospital: https://www.jeffersonhealth.org/locations/abington-hospital?utm_source=google&utm_medium=organic&utm_campaign=gbp-listing

If students are thinking about going to the hospital but have questions, please call the Victim Services Center hotline at 1-888-521-0983 for more information.

Reporting Prohibited Conduct

The College encourages all members of the College community to make a report of suspected Prohibited Misconduct directly to the Title IX Coordinator through any of the reporting methods outlined below. Reports can also be made to Officials with Authority, but the College strongly encourages direct reports to the Title IX Coordinator so that the Title IX Coordinator can promptly discuss the availability of Supportive Measures and available resolution processes with the Complainant, including by contacting the Complainant when another person makes a report. Recognizing that some forms of Prohibited Conduct may also constitute crimes, the College also strongly encourages any individual who experiences, witnesses, or learns of possible criminal conduct to report to Ursinus College Campus Safety or local law enforcement. Prompt reporting allows law enforcement to collect and preserve evidence. Victims of crime also have certain rights under Pennsylvania Crime Victims' Bill of Rights.

Reporting to the College

Any individual may report Prohibited Conduct. It is not necessary for a reporting party or Complainant to determine in advance whether the behavior at issue meets the definition of Prohibited Conduct. Upon receipt of a report, the Title IX Coordinator will undertake an assessment to determine the form of Prohibited Conduct at issue.

When the Title IX Coordinator receives a report of Prohibited Conduct, the Title IX Coordinator will in all cases where the Complainant is identified, contact the Complainant to: (1) discuss the availability of Supportive Measures; (2) ask about the Complainant's wishes with respect to Supportive Measures; (3) inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and (4) explain to the Complainant the process for filing a Formal Complaint. (See Section IX of the policy for more information on Supportive Measures located here: https://www.ursinus.edu/live/files/titleix-policy). If appropriate, the Title IX Coordinator will also contact a known Respondent at this time.

The process for filing a Formal Complaint is described in greater detail in Section XI, but a Formal Complaint may be filed by a Complainant when a report is made or at another time thereafter and may be filed with respect to conduct that constitutes Sexual and Gender-Based Misconduct or Title IX Misconduct. In some cases, as explained in further detail in Section XI, the Title IX Coordinator may decide to sign a Formal Complaint even where the Complainant has not decided to do so. The policy can be located here: https://www.ursinus.edu/live/files/titleix-policy.

Reports made to the Title IX Coordinator, an OWA, or through the Online Reporting Link can be accessed only by senior members of the Student Affairs Office and/or Human Resources, as appropriate.

Options for making a report to the College are as follows. These reporting options are not mutually exclusive.

Contact the Title IX Coordinator

Reports of Prohibited Conduct, whether Sexual and Gender-Based Misconduct or Title IX Misconduct, should when at all possible be made to the Title IX Coordinator.

Individuals may also contact the Title IX Coordinator to ask about this Policy or to otherwise inquire about the College's responses to Prohibited Conduct in its Programs and Activities.

The Title IX Coordinator can be contacted by telephone or in person by appointment during regular office hours, or by email 24 hours a day, 7 days a week. Online reporting is also available on a 24/7 basis as explained below.

Contact information for the Title IX Coordinator is as follows:
Dan Kelly
Title IX Office
Student Affairs Suite, Wismer Center Ursinus College
601 E Main St., Collegeville, PA 19426
610-409-3590
dkelly@ursinus.edu

Make an Online or Anonymous Report

Reports may be made to the Title IX Coordinator using the Online Reporting Link located here: https://cm.maxient.com/reportingform.php?UrsinusCollege&layout_id=100. Individuals reporting through the Online Reporting Link have the option of disclosing their identity or remaining anonymous. While anonymous reports are accepted and reviewed carefully, the College's ability to investigate and or address Prohibited Conduct that is reported anonymously may be limited, and in some cases must be limited as a matter of Title IX law.
Individuals who report Prohibited Conduct through the Online Reporting Link, and who disclose their identity, will receive a response acknowledging receipt as well as the opportunity to speak with the Title IX Coordinator.

Report to an Official With Authority (OWA)

In addition to the Title IX Coordinator, the following College employees are Officials With Authority (OWA): Student Affairs Deans, Academic Deans, and Associate Deans, the Director of Residence Life, and the Director of Human Resources.

An OWA has internal reporting obligations. Specifically, Officials with Authority are required to report to the Title IX Coordinator all information about Prohibited Conduct that they receive, regardless of how and when they learned of the information, e.g., whether the information was shared with them in the scope of their employment or in some other capacity.

Only a report to the Title IX Coordinator (either directly or from a Mandated Reporter) or an OWA triggers the College's obligation to respond to an allegation of Prohibited Conduct. In the case of a report of Prohibited Conduct to an OWA, the Title IX Coordinator will contact the Complainant.

Report to a Mandated Reporter

Unless explicitly designated as a Confidential resource, all College officials, employees (including RAs and Peer Advocates) are Mandated Reporters under this Policy.

Mandated Reporters must report to the Title IX Coordinator as soon as possible, but in no case no more than 48 hours after observing or receiving information about Prohibited Conduct. The report must include all relevant known details about alleged/possible Prohibited Conduct including the names of the Complainant, Respondent, and any witnesses, and the date, time, and location of the alleged incident, to the extent such details are known by the Mandated Reporter. Failure by a Mandated Reporter to promptly share (within 48 hours) with the Title IX Coordinator all details they receive about Prohibited Conduct may subject them to appropriate discipline, up to and including termination of employment, in accordance with an applicable process.

Mandated Reporters are not required to report information about Prohibited Conduct disclosed at sexual misconduct public awareness events (e.g., Take Back the Night, candlelight vigils, protests, or survivor speak-outs in which participants may disclose incidents of Prohibited Conduct).

Reminder: only a report to the Title IX Coordinator (directly or through a Mandated Reporter) or an OWA will trigger the College's obligation to respond to an allegation of Prohibited Conduct, including by contacting the Complainant to discuss Supportive Measures; please consider making a report directly to the Title IX Coordinator to ensure a prompt response.

External Reporting Options

Reports of Prohibited Conduct that might also constitute a crime may be made to the Collegeville Police Department: 610-489-9332 or dial 9-1-1 in the case of an emergency.

A person may also file a complaint with the U.S. Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by emailing OCR.Philadelphia@ed.gov or visiting: https://www.ed.gov/laws-and-policy/civil-rights-laws/file-complaint/ocr-discrimination-complaint-form or calling 1-800-421-3481.

A person may also file a complaint with the Pennsylvania Human Relations Commission by calling 717-787-9780 for the Harrisburg Regional Office; 412-565- 5395 for the Pittsburgh Regional Office; or 215-560-2496 for the Philadelphia Regional Office or visiting: https://www.phrc.pa.gov/Pages/default.aspx.

Employees may also file a charge with the Equal Employment Opportunity Commission regarding an alleged violation of Title VII by calling 1-800-669-4000 or visiting: https://www.eeoc.gov/employees/howtofile.cfm.

Related Considerations about Reporting

No Time Limit for Reporting

Reporters are encouraged to report Prohibited Conduct as soon as possible in order to maximize the College's ability to respond promptly and effectively. The College does not, however, limit the timeframe for reporting. If the Respondent is no longer a student or employee, the College may not be able to take action against the Respondent, but it will still endeavor to take steps to end the Prohibited Conduct, prevent its recurrence, and address its effects, and it will also provide

Supportive Measures to a Complainant to the best of its ability. The College is unlikely to be able to pursue disciplinary action against an individual who is no longer affiliated with the institution. Under those circumstances, when appropriate and permitted by applicable law and regulations, the College will still conduct an investigation.

Limited Amnesty for Students who Report Prohibited Conduct

The College seeks to remove any barriers to reporting. The College recognizes, however, that a student who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for their own conduct. A student who reports conduct in violation of this Policy will not be subject to disciplinary action by the College related to the personal ingestion of alcohol or other drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. The College may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or other drugs.

False Reporting

No person shall make an allegation that they know to be untrue or knowingly provide false information during the course of an investigation or hearing. Making a false report or giving false information is a violation of this Policy and may be a basis for discipline, including expulsion or termination.

Supportive Measures

When the Title IX Coordinator receives a Report of possible Prohibited Conduct - regardless of whether that Report is made by the Complainant, a witness, or other party, or is provided to the Title IX Coordinator by a Mandated Reporter or an OWA - they will contact the Complainant to (1) discuss the availability of Supportive Measures and (2) explain that Supportive Measures are available with or without filing a Formal Complaint. The Title IX Coordinator also may contact a known Respondent, as appropriate.

Supportive Measures are individualized services, accommodations, and other assistance that the College offers and may put in place, without fee or charge. Supportive Measures are designed to restore or preserve equal access to the College's Programs and Activities, protect the safety of all parties and the College's educational environment, and/or deter Prohibited Conduct, without being punitive or disciplinary in nature or unreasonably burdening the other party.

Supportive Measures are available regardless of whether the matter is reported to the College for the purpose of initiating a proceeding under this Policy and before, after, and regardless of whether a Formal Complaint is filed. A Complainant who requests Supportive Measures has the right to file a Formal Complaint, either at the time the Supportive Measure is requested or at a later date. Any Complainant who requests Supportive Measures will be informed in writing of their right to simultaneously or subsequently file a Formal Complaint under this Policy.

Supportive Measures may also be requested by and made available to Respondents, witnesses, and other affected members of the College community.

To determine the appropriate Supportive Measure(s) to be implemented, the Title IX Coordinator, working in conjunction with other College administrators/officials as necessary, conducts an

individualized assessment based on the facts and circumstances of a situation. Supportive Measures will not be disciplinary or punitive in nature, will be provided without fee or charge, and will not unreasonably burden, or unreasonably interfere with, the College Program or Activity pursuits of the other party. Whether a possible Supportive Measure would unreasonably burden the other party is a fact-specific determination that considers the nature of the programs, activities, opportunities, and benefits in which an individual is participating.

Examples of Supportive Measures include:

- Assistance from College support staff in completing a room or office relocation;
- Arranging to dissolve a housing contract and pro-rating a refund;
- Assistance with or rescheduling an academic assignment (paper, exams, etc.) or otherwise implementing academic assistance;
- Changes to work schedules;
- Changes to reporting structure (for employees);
- Taking an incomplete in a class;
- Assistance with transferring class sections;
- Temporary withdrawal;
- Restrictions on contact between parties ("no contact" orders);
- Assistance with alternative course completion options;
- Escorts to and from campus locations;
- On or off-campus counseling assistance;
- Other accommodations for safety as necessary; and
- Any combination of these measures.

The College will maintain the confidentiality of Supportive Measures provided to the Complainant or Respondent to the extent that doing so would not impair the College's ability to provide the Supportive Measures.

Emergency Removal and Administrative Leave

Emergency Removal of a Student Respondent

Ursinus retains the authority to remove a Respondent from the College's Program or Activity on an emergency basis, where the College: (1) undertakes an individualized safety and risk analysis and (2) determines that an immediate threat to the physical health or safety of any student (including the Respondent him/herself) or other individual arising from the allegations of covered sexual harassment justifies a removal.

Prior to removing a student Respondent on an emergency basis, the College will form a committee in order to make a specific safety and risk determination that the Respondent poses an immediate threat to the physical safety and or health of a student or students. This committee will include, at a minimum, the Title IX Coordinator, a representative from Campus Safety, a representative from Student Affairs, and a representative from Residence Life, and may include others.

If Ursinus determines such removal is necessary, the Respondent will be provided notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave of an Employee Respondent

Consistent with the Employee Handbook and Student Code of Conduct, the College may place an employee Respondent on administrative leave during the pendency of the grievance process as outlined below. An employee alleged to have committed Prohibited Conduct will not be placed on administrative leave unless and until a Formal Complaint has been filed with the College.

Formal Complaints

Before the College's grievance process can begin, a Formal Complaint must be filed by a Complainant or signed by the Title IX Coordinator as explained below.

A Formal Complaint must be submitted by the Complainant to the Title IX Coordinator in person, by mail, or by email. The Formal Complaint must contain the Complainant's physical or digital signature or otherwise indicate that the Complainant is the person filing the Formal Complaint.

When a Formal Complaint is filed, the Title IX Coordinator will evaluate it for a number of things, including whether the complained-of conduct occurred in the United States and whether the Complainant, at the moment of submission of the Formal Complaint, is participating in a College Program or Activity or attempting to participate in a College Program or Activity (e.g. a job applicant, an applicant for admission to an academic program, a recent graduate who is applying to a different academic program at the College, etc.).

The Title IX Coordinator also has discretion to sign a Formal Complaint even if the Complainant chooses not to, and even if the Complainant chooses not to participate in a College resolution process at all. In general, the Title IX Coordinator will seek to respect the Complainant's wishes not to file a Formal Complaint; however, when the Respondent is an employee, when a significant safety concern is presented, or when the Title IX Coordinator concludes that failure to pursue a Formal Complaint may fail to meet the College's duties under the law, the Title IX Coordinator will usually sign a Formal Complaint."

After a Formal Complaint has been filed by the Complainant or signed by the Title IX Coordinator, the College will commence the grievance process outlined below.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party to the grievance process (formal or informal resolution).

Grievance Process for Addressing Reports and Formal Complaints under this Policy

The College uses the following Procedures to address allegations of Prohibited Conduct and to impose sanctions, as appropriate, for violations of the Policy.
At all times, it is within the College's discretion to determine which policies and procedures apply and under which policy or policies action may be taken. Some Prohibited Conduct may result in separate and additional proceedings under multiple College policies.

Coordination

The Title IX Coordinator has primary responsibility for coordinating efforts for investigation, resolution, implementation of sanctions, and monitoring the educational environment and workplace related to violations of this Policy. The Title IX Coordinator may coordinate with other College administrators to investigate certain Formal Complaints and to implement and monitor sanctions.

Initial Assessment & Intake of Reports and Formal Complaints

Initial Assessment: When alleged Prohibited Conduct is first reported to the Title IX Coordinator, the Title IX Coordinator will:

1) Assess the nature and circumstances of the Report—including whether the names and/or other personally identifying information for the Complainant, Respondent, any witnesses, and/or any other individual with knowledge was provided—to facilitate appropriate follow-up; and
2) Assess the nature of the allegations to identify the grievance process or resolution options that might be available.

Where the Title IX Coordinator determines that this Policy does not apply, such as when the Report does not describe possible Prohibited Conduct, the Title IX Coordinator may refer the Report to another College office or process for resolution, including referral to Student Affairs and/or Human Resources, as appropriate, for review under other potentially applicable College policies and procedures, including, for example the College's Student Handbook located here: https://www.ursinus.edu/life-at-ursinus/handbook/ and Human Resources policies located here: https://www.ursinus.edu/offices/human-resources/policies-and-practices/.

Intake: After receiving a Report of possible Prohibited Conduct, the Title IX Coordinator will promptly contact the Complainant, if one is identified or identifiable, to (1) discuss the availability of Supportive Measures; (2) ask about the Complainant's wishes with respect to Supportive Measures; (3) explain that Supportive Measures are available with or without the filing of a Formal Complaint; and (4) explain how to file a Formal Complaint.

The Title IX Coordinator will also provide the Complainant with a written explanation of available resources, options, and other important Policy information, including the following:

1) Support and assistance available through College and community resources, including the Complainant's option to seek Supportive Measures regardless of whether they choose to participate in a College or law enforcement investigation;
2) The Complainant's option to seek medical treatment and information on preserving potentially key forensic evidence and/or other potential evidence;
3) The process for filing a Formal Complaint;
4) The College's procedural and grievance options, including formal investigative resolution and informal resolution, if available;
5) The Complainant's right to an advisor of the Complainant's choosing who may be, but is not required to be, an attorney;
6) The College's prohibition of Retaliation against the Complainant, the Respondent, the witnesses, and the reporting parties; how to report acts of Retaliation; and confirmation that the College will take prompt action when Retaliation is reported;

7) The opportunity to discuss with the Title IX Coordinator or designee the Complainant's resources, rights, and options.
8) A copy of or a link to this Policy; and
9) An explanation that parties and witnesses are prohibited from knowingly making false statements or knowingly submitting false information during the grievance process.

If a Formal Complaint is filed, the Title IX Coordinator will provide the Respondent with Notice of Allegations that will include a written explanation of available resources, options, and other Policy information. The Notice of Allegations will include:

1) Notice of the allegations potentially constituting Prohibited Conduct, including the identities of the parties (if known), the date and location of the alleged incident (if known), and potential Policy violations;
2) Notice that a determination regarding responsibility is made at the conclusion of the proceeding and the Respondent is presumed not responsible for the alleged Prohibited Conduct prior to the determination;
3) Support and assistance available through the College and community resources (as described above);
4) The Respondent's right to an advisor of the Respondent's choosing who may be, but is not required to be, an attorney;
5) The College's prohibition of Retaliation against the Complainant, the Respondent, the witnesses, and the reporting parties, how to report acts of Retaliation, and that the College will take prompt action when Retaliation is reported;
6) The opportunity to discuss with the Title IX Coordinator the Respondent's resources, rights, and options;
7) A copy of or link to this Policy; and
8) An explanation that parties and witnesses are prohibited from knowingly making false statements or knowingly submitting false information during the grievance process.

The Complainant will also receive a copy of the Notice of Allegations.

The Title IX Coordinator will send the Notice of Allegations to the parties as soon as practicable, and usually within 10 business days (those days when the College is open) of receipt of the Formal Complaint. The Notice will be sent to a party's institutional email account if they are a student or employee, and by other reasonable means if they are neither.

If, in the course of an investigation, the College becomes aware of and decides to investigate allegations that were not included in Notice, the College will notify the parties of the additional allegations in an amended Notice.

Resolution Options Following an Initial Assessment

Upon completion of an initial assessment of a matter, the Title IX Coordinator will undertake one of the following actions, with the understanding that as a matter progresses, the action warranted can change, as described in these Procedures.

Matters Involving a Formal Complaint

If a Formal Complaint alleging behavior that could constitute Prohibited Conduct is filed, the Title IX Coordinator will initiate the grievance process, which includes both the formal resolution and informal resolution options, as described at a high level here:

1) Formal Resolution Process: This process generally results in a written investigative report containing a summary of the relevant evidence, a hearing that results in a finding and, if appropriate, sanctions and remedies, and an appeal process. The College will strive to complete the formal resolution process expeditiously, but at a minimum within 180 days of the filing of the Formal Complaint. The parties will be provided with updates on the progress of the formal resolution process, as needed, and will be alerted, in writing, if the process will go beyond that timeframe.
2) Informal Resolution: Informal resolution includes a spectrum of facilitated, structured, and adaptable processes that seek to identify and meet the needs of the Complainant while providing an opportunity for the Respondent to acknowledge harm and seek to repair the harm (to the extent possible) experienced by the Complainant and/or the College community. Informal resolution does not include an investigation, hearing, or formal disciplinary action against a Respondent. However, remedies may include any appropriate and reasonable educational, restorative, and accountability- focused measures as agreed to by the parties and approved by the Title IX Coordinator. The College will strive to complete the informal resolution process within 90 days of when it is commenced. Informal resolution may only be commenced for those matters where a Formal Complaint has been filed.

Though distinct from Supportive Measures under the Policy, an individual engaged in either resolution option under these Procedures may also request reasonable accommodations related to a disability at any phase in the applicable resolution process through the College's normal disability accommodation process outlined here: https://www.ursinus.edu/offices/disability-and-access/documentation-guidelines/.

Matters Involving Third Parties or Non-Participating Complainants

There are some matters in which a Formal Complaint involves a Respondent unaffiliated with the College, or the Complainant does not wish to file a Formal Complaint after a report is made. These matters will be addressed as outlined below.

1) Formal Complaints Against Unaffiliated Third Parties: Generally, if a Formal Complaint is made against someone who has no affiliation with the College, the College's ability to take direct action against such a person may be limited. The College will, however, still take steps to inform the Complainant of support and assistance available through College resources and resources available from entities outside of the College (including law enforcement).
2) Complainant Request for No Investigation or to Not Participate in an Investigation: In some instances, the Complainant may not wish to file a Formal Complaint or participate in any process (Complainants are encouraged, but not required, to participate in this process). The College will consider the Complainant's wishes, though the College retains the discretion to determine whether to proceed without the Complainant's participation. The College generally will proceed when the Respondent is an Employee.

In all cases, including those in which the Title IX Coordinator decides to sign a Formal Complaint, the Title IX Coordinator shall remain impartial and is not a Complainant or otherwise a party to the matter.

In cases where the College investigates without a participating Complainant, the Title IX Coordinator will notify the Complainant that the College intends to initiate the grievance process, and that the Complainant is encouraged, but not required, to participate.

Generally, a decision not to participate as a Complainant means that the Complainant waives the rights generally afforded to a participating Complainant when Sexual and Gender-Based Misconduct, but not Title IX Misconduct, is at issue. However, under limited circumstances, the College may provide some or all of the rights of a Complainant as defined in the Policy, as deemed appropriate by the Title IX Coordinator, or as otherwise required by law.

Where Title IX Misconduct is at issue, a Complainant who is not participating will be treated like a party to the process; this means that the Complainant is entitled to the same rights afforded to them under the Policy as if they were participating (e.g., a right to a copy of evidence).

If a Complainant declines to participate in an investigation, the College's ability to fully investigate and respond to a report of Prohibited Conduct may be limited. Even so, the College may pursue other steps to limit the effects of the Prohibited Conduct and prevent its recurrence.

Ongoing Assessment & Dismissals

Throughout the handling of a report or Formal Complaint of Prohibited Conduct, the Title IX Coordinator will continue to assess the most appropriate procedures for addressing the allegations.

Consolidation or Severance of Proceedings

The Title IX Coordinator has the discretion to consolidate or sever claims of Title IX Misconduct and Sexual and Gender-Based Misconduct. Specifically, the Title IX Coordinator may consolidate multiple Formal Complaints of Title IX Misconduct and Sexual and Gender-Based Misconduct into a single investigation if where the allegations of Prohibited Conduct arise out of the same facts or circumstances.

Consolidation might involve a single or multiple Complainants, a single or multiple Respondents, and/or when the conduct is temporally or logically connected. If investigations involving multiple Complainants and/or multiple Respondents are consolidated, each party will have access to all of the information that is directly related to the allegations, including information as provided by all involved Complainants, all involved Respondents, and all involved witnesses.

The Title IX Coordinator also has the discretion to sever multiple Formal Complaints of Title IX Misconduct and Sexual and Gender-Based Misconduct into separate investigations, hearings, or appeals. In every circumstance, however, grievance proceedings shall proceed consistent with the Title IX Regulations.

If the misconduct alleged in a Formal Complaint includes Prohibited Conduct under this Policy and conduct that would constitute a violation of another College policy/Code of Conduct, the grievance process provided in this Policy may, in the College's, discretion be applied to the investigation and adjudication of all of the allegations.

Concurrent Legal Proceedings

At the request of law enforcement, and subject to the provisions in these Procedures pertaining to notifying the Respondent of a Formal Complaint, the College may agree to temporarily defer proceeding with part or all of its processes until after some or all of the law enforcement investigation is complete (e.g., deferring until the initial law enforcement evidence gathering phase is complete).

Required Dismissal of Allegations of Title IX Misconduct

If at any time before or during the grievance process involving an allegation of Title IX Misconduct, the Title IX Coordinator determines that:

- The conduct alleged in the Formal Complaint would not constitute Title IX Misconduct if proved;
- The conduct alleged in the Formal Complaint did not occur in a College Program or Activity or to a Complainant who was participating or endeavoring to participate in such a Program or Activity; or
- The conduct alleged in the Formal Complaint did not occur against a person in the United States, the parties will be notified in writing that the allegations of Title IX Misconduct are being dismissed, with an explanation of the reason for dismissal.

In the case of such a dismissal, The Title IX Coordinator will determine whether the alleged conduct would still, as alleged, constitute Sexual or Gender-Based Misconduct and, if so, the College will proceed to address the Formal Complaint regarding that other Sexual or Gender- Based Misconduct under this grievance process. Where the Title IX Coordinator determines that the alleged conduct, as alleged, would not constitute other Sexual or Gender-Based Misconduct, but might constitute a violation of other College policies or procedures, the Title IX Coordinator may refer the report to another College office or process for resolution, including referral to Student Affairs and/or Human Resources, as appropriate, for review under other potentially applicable College policies and procedures, including, for example the College's Student Handbook located here: https://www.ursinus.edu/life-at-ursinus/handbook/ and Human Resources policies located here: https://www.ursinus.edu/offices/human-resources/policies-and-practices/.
If allegations of Title IX Misconduct are dismissed for one of the above reasons, the parties may appeal that dismissal using the process described below.

Other Dismissal and Closure

In addition to the reasons stated above for the mandatory dismissal of allegations of Title IX Misconduct, the Title IX Coordinator may dismiss a Formal Complaint of Sexual or Gender-Based Misconduct and/or Title IX Misconduct, if at any time during the investigation or hearing:

1) The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw their Formal Complaint, or any allegations therein;

2) The Respondent is no longer enrolled as a student or employed by the College; or Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

If Title IX Misconduct is dismissed pursuant to this provision, the parties may appeal that dismissal using the process described below.

Appeal of Dismissal of Title IX Misconduct

If allegations of Title IX Misconduct are dismissed for a reason set forth above (whether mandatory or discretionary), either party may appeal that dismissal on the following bases only:

- Procedural irregularity that materially affected the dismissal determination;
- New evidence that was not reasonably available at the time the determination regarding dismissal was made, that could materially affect the determination; and/or
- The Title IX Coordinator or designee making the dismissal decision had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that materially affected the dismissal decision.

An appeal of the dismissal of a Formal Complaint must be filed no later than 5 business days after the date on which the College transmitted the written determination of dismissal to the parties. The appeal shall consist of a plain, concise, and complete written statement of no more than 3,000 words, outlining the basis for appeal and all relevant information to substantiate the appeal.

The College will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties. The other party may then have a period of 5 business days from the date of notice to submit a statement in support of the written determination and/or in opposition to the appeal. This statement will be limited to 3,000 words. Any such statement will be shared with the party who filed the appeal and their advisor.

The appeal review will be conducted by Director of Human Resources (or other designee), or other appeal decision-maker (see Section XIII.G of the policy located here: https://www.ursinus.edu/live/files/titleix-policy).

The parties may object to the appellate decision-maker's service by providing a written statement within their appeal or response to the appeal as to why the party believes that the appellate decision-maker has a conflict of interest or bias. The Title IX Coordinator or designee will make decisions regarding such objections and the appointment of an alternate appellate decision-maker, as necessary.

The appellate decision-maker will review the matter based on the issues identified in the appeal(s) materials. The appellate decision-maker may consult with or request additional information from the Title IX Coordinator and other College administrators or agents, as necessary.

The appellate decision-maker will strive to complete the appeal review within 10 business days of receipt of all documents. The appellate decision-maker will issue a written decision describing the result of the appeal and the rationale for the result, and the Title IX Coordinator will provide the written decision simultaneously to both parties.

Acceptance of Responsibility

The Respondent may, at any time during the grievance process, elect to accept responsibility for the Prohibited Conduct. In such circumstances, and with the written consent of both the Respondent and Complainant, the matter will be removed from the formal grievance process and will be finalized instead as a form of informal resolution. The investigator(s) will issue a brief investigation report and/or the Hearing Officer will issue a brief outcome notice summarizing the allegations and stating that the Respondent has accepted responsibility. The matter will then be referred to the appropriate College official to determine sanctions.

If the parties both do not consent to this informal resolution process, the formal resolution process will continue.

Timelines

The Title IX Coordinator has authority to extend the timelines/timeframes identified in this Policy for good cause. Good cause may include, but is not limited to, considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; travel and unavailability; a pandemic or other emergency; or the need for language assistance or accommodation of disability. In the case of such an extension, the Title IX Coordinator will notify the affected parties of the extension, including the reason(s) for the extension.

Core Principles for Resolution

The following core principles apply to all procedural options under the Policy.

Impartiality: As applicable, the Title IX Coordinator, investigator, Hearing Officer, facilitator of informal resolution, and the appellate decision-maker each must be impartial and free of any actual conflict of interest or bias.

A Complainant or a Respondent who has concerns that the Title IX Coordinator, investigator, Hearing Officer, facilitator of informal resolution, and the appellate decision-maker cannot conduct a fair and unbiased review (e.g., has a personal connection with one of the parties or witnesses, etc.) may report those concerns to the Title IX Coordinator. The Title IX Coordinator will assess the circumstances and determine whether a different investigator, Hearing Officer, facilitator of informal resolution, or appellate decision-maker should be assigned to the matter. Allegations of bias must be made in good faith and may not be made with the intent of delaying or derailing the proceedings.

Presumption of Good Faith Reporting: The College presumes that reports of Prohibited Conduct are made in good faith. As a reminder, making a false report or giving false information is a violation of this Policy and may be a basis for discipline.

Presumption of Non-Violation and Standard of Proof – Preponderance of the Evidence: The Respondent is presumed not to have violated the Policy unless it is determined through applicable procedures that a preponderance of the evidence supports a finding of a Policy violation.

Expectations of Complainant, Respondent, and Witnesses: The Complainant, the Respondent, the Witnesses, and others sharing information with the investigator are expected to provide all

relevant information at the time of their interview, or as soon as otherwise possible, and to be truthful and complete in their responses throughout the process. A party or Witness who participates in the process is expected to participate in a live interview if requested. Similarly, a person who elects to participate is expected to participate in all aspects of the process (e.g., a witness who participates in a live interview is expected to make themselves available for a hearing if requested to do so).

Advisors: Throughout the process, a Complainant or a Respondent may have an advisor of their choice. An advisor is an individual chosen by a party to provide support and guidance to them during the investigation process. An advisor may, but is not required to be, be an attorney. The choice of an advisor is up to the party (except when the College must appoint an advisor for purposes of a hearing, see below) and the College is not responsible for ensuring the skill, qualification, or competence of any advisor.

A party may request to consult with their advisor at any point. However, the advisor may not represent or otherwise speak for the party they are supporting, except when a hearing occurs as part of the formal resolution process. In such hearings, the advisor may ask the other party and witnesses relevant questions. The party may never directly ask questions of any other witness; questions, if any, must always be posed by the party's advisor. If a party does not have an advisor available at the hearing, the College will provide for an advisor to ask questions on behalf of that party, as described in the formal resolution process in Section XIII of this Policy (https://www.ursinus.edu/live/files/titleix-policy).

Investigators, decision-makers, and the Title IX Coordinator have the right at all times to determine what constitutes acceptable behavior on the part of an advisor and to take appropriate steps to ensure compliance with the Policy.

Prior Sexual Conduct of the Complainant: Questions and evidence about the Complainant's prior sexual behavior are not relevant, unless offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent. For example, if the question being determined is whether consent was given through mutually understandable words or actions, information about the manner in which Consent has previously been communicated between the parties may be relevant in determining whether Consent was sought and given during the incident in question. The decision-maker (e.g., the Hearing Officer or the investigator, as applicable) will determine the relevance of such information. Prior sexual contact between a Complainant and a Respondent is not relevant to prove character or reputation and will never be used for those purposes.

Prior or Subsequent Conduct of the Respondent: Prior or subsequent conduct of the Respondent is not relevant to prove character or reputation and will never be used for these purposes, but may be considered for other purposes, such as determining pattern, knowledge, intent, or the Respondent's reasons for taking the alleged action. For example, evidence of a pattern of Prohibited Conduct by the Respondent, either before or after the incident in question, may be deemed relevant to the determination of whether the Respondent violated the Policy or engaged in inappropriate behavior. A finding in a previous investigation that the Respondent violated the Policy by engaging in similar conduct may be relevant evidence of a pattern of behavior. Likewise, evidence in a previous investigation that the Respondent engaged in similar behavior, but the behavior was not at that time

determined to be at a sufficient level to constitute a Policy violation, may be relevant to assessing severity, persistence and/or pervasiveness, as applicable, or relevant evidence of a pattern, in a subsequent investigation.

The relevance of pattern evidence will generally be determined based on an assessment of whether the previous or subsequent conduct was similar to the conduct under investigation or indicates a pattern of Prohibited Conduct. The decision-maker (e.g., the Hearing Officer or the investigator, as applicable) will determine the relevance of such information.

The Formal Resolution Process

In the Formal Resolution Process, after an investigation, a live hearing occurs in which the parties' advisors have the opportunity to ask questions of the other party and the witnesses. A written determination regarding responsibility will be reached, which may be appealed.

The Investigation

An investigation affords both the Complainant and the Respondent an opportunity to submit information and other evidence and to identify witnesses. To be clear, although the parties have the option to submit evidence and suggest witnesses to be interviewed, the burden of gathering information in the investigation ultimately lies with the College. There is a presumption in every investigation that the Respondent is not responsible for the alleged conduct unless and until a determination regarding responsibility is made at the conclusion of the grievance process.

When the formal resolution process is initiated, the Title IX Coordinator will designate an external or internal investigator(s) who will be responsible for gathering evidence directly related to the allegations raised in a Formal Complaint. The investigator must be impartial, free of any actual conflict of interest, and have specific and relevant training and experience. Specifically, the investigator will be trained on (1) issues of relevance; (2) the definitions in the Policy; (3) the scope of the College's Education Program or Activity; (4) how to conduct an investigation; and (4) how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Investigation Timeframe

The investigation of a Formal Complaint will be usually concluded within 60 to 90 days of the filing of the Formal Complaint. The parties will be provided with updates on the progress of the investigation, as needed, and will be alerted, in writing, if the process will go beyond that timeframe. Additional time beyond 60 to 90 days may be necessary to ensure the integrity and completeness of the investigation to: (1) comply with a request by law enforcement for a temporary delay to gather evidence; (2) accommodate the availability of parties and/or witnesses; (3) address the need for language assistance or accommodation of disabilities; (4) account for College breaks or vacations; (5) account for case complexities including the number of witnesses and volume of information provided by the parties; or (6) for other legitimate reasons.

Interviews and Gathering Evidence

Interviews: The investigator will interview the Complainant and Respondent in order to review the disciplinary process and to hear an overview of each party's account of the allegations. Each party may have an advisor present. Before any interview, the individual being interviewed will be informed in writing of the date, time, location, participants, and purpose of the interview. Such notice will be

provided with sufficient time for the individual to prepare for the interview. The Respondent will be informed in writing if, during the investigation, additional information is disclosed that may constitute additional Prohibited Conduct under the Policy.

Following the interview, each party will be provided with a draft summary of their statement so that they have the opportunity to comment on the summary and ensure its accuracy and completeness. The parties' feedback may be attached or otherwise incorporated into the final investigative report to the extent deemed relevant by the investigator.

Evidence: During the interview, and as the investigator is gathering evidence, each party will be given the opportunity to identify witnesses and to provide other information, such as documents, communications, photographs, and other evidence. Although the College has the burden of gathering evidence sufficient to reach a determination regarding responsibility, all parties are expected to share any relevant information and/or any information that is requested by the investigator. Such information shared by the parties with the investigator may include both inculpatory and exculpatory evidence.

The investigator will review all information identified or provided by the parties, as well as any other evidence they obtain. Evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint will be shared with the parties for their review and comment, as described below.

Opportunity to Inspect and Review Evidence

After all the evidence is gathered and the investigator has completed witness interviews, the investigator will provide the parties, and their advisors, if any, with copies of all evidence directly related to the allegations of the Formal Complaint that was gathered during the investigation. This must include all directly related evidence, even evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and must include directly related inculpatory and exculpatory evidence whether obtained from a party another source.

The evidence may be provided in either an electronic format or a hard copy. Before providing the evidence to the parties, the investigator may redact information in the evidence that is not directly related to the allegations of the Formal Complaint; information prohibited from disclosure pursuant to a recognized legal privilege; and/or a party's medical or mental health information/records unless the party consents in writing to the disclosure of that information.

The parties and their advisors must sign an agreement not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Title IX grievance process. The parties and their advisors may not photograph or otherwise copy the evidence.

The parties will have ten (10) days to review the evidence and to submit a written response. The parties' written responses must include any comments, feedback, additional documents, evidence, requests for additional investigation, names of additional witnesses, or any other information they deem relevant to the investigation. Any party providing new evidence in their written response should identify whether that evidence was previously available to them, and if so, why it was not previously provided. The parties' feedback will be attached to the final investigation report so that the other party may review it before any hearing.

The investigator will review the feedback, collect additional evidence based on that feedback (as the investigator deems appropriate), and interview additional relevant witnesses (as the investigator deems appropriate). This additional activity may require extensions of the anticipated timelines for the investigation.

Final Investigative Report

After the time has run for both parties to provide any written response to the evidence, and after the investigator completes any additional investigation, the investigator will prepare a final investigative report. The investigator may exclude and/or redact information or evidence from the final investigative report as follows:

- Information that is not relevant to the allegations raised in the Formal Complaint;
- Information about a Complainant's prior or subsequent sexual activity, unless such information falls into one of the exceptions described above; and
- Medical or mental health information, treatment and/or diagnosis, unless the treated party consents.

The final investigative report will be shared with the Complainant, Respondent, and their advisors. The parties will have ten business days to respond in writing to the final investigative report. After the Title IX Coordinator receives the responses, copies will be simultaneously shared with the parties; no replies will be accepted. The responses will also be appended to the final investigative report.

The Complainant and Respondent must also submit in writing to the Title IX Coordinator, before the end of that ten (10) business-day review period, the names of any witnesses the Complainant/Respondent wishes to testify at the hearing and a summary of information each witness would provide through their testimony. Names of witnesses provided by the Complainant/Respondent will be shared with the other party.

After the ten-business-day deadline, the Complainant and Respondent may not provide any additional written information for the hearing, unless that information was not reasonably available prior to the closing of the ten-business-day window. The Hearing Officer determines whether to grant exceptions to this ten-business-day deadline.

Generally, only information that is provided to, or otherwise obtained by, the investigator during the course of the investigation will be considered in the determination of whether a Policy violation occurred. Any and all information for consideration by the Hearing Officer must be provided to the investigator prior to the final investigation report and will not be allowed to be introduced for the first time during the hearing unless it can be clearly demonstrated that such information was not reasonably available to the parties at the time of the investigation or that the evidence has significant relevance to a material fact at issue in the investigation. If, after the final investigation report is issued, a party provides or identifies evidence that they did not previously provide or identify despite that evidence being reasonably available to them during the investigation process, the Hearing Officer may, at their discretion, draw a negative inference from the party's delay in providing or identifying the evidence.

Hearing Procedure

Following issuance of the final investigation report, a live hearing will be provided. If at any point the Title IX Misconduct allegations are dismissed, as provided for in Section XI.E (https://www.ursinus.edu/live/files/titleix-policy), the matter will continue to be addressed as appropriate if Sexual and Gender-Based Misconduct allegations remain.

The Hearing Officer

Hearings will be facilitated by one or more Hearing Officer, at the College's discretion, who will make the decision as to whether or not the Respondent violated the Policy using a preponderance of the evidence standard. The Hearing Officer has broad authority to determine the process, timing, and conduct of a hearing. This includes the order of presentation, timing, and overall duration of the hearing, what information and questions are relevant to the determination of the matter, and what cross-examination questions will or will not be permitted. The Hearing Officer is responsible for maintaining an orderly, fair, and respectful hearing and has broad authority to respond to disruptive or harassing behaviors, including adjourning the hearing or excluding the offending person(s).

Notice

The Hearing Officer will be informed of the identities of the parties so they can identify any conflict of interest or bias. The parties will be notified of the identity of the selected Hearing Officer in advance of the hearing; and parties may, within three (3) calendar days of such notice, object to the Hearing Officer by providing a written statement (which may be transmitted electronically) as to why the party believes that the Hearing Officer has a conflict of interest or bias. The Title IX Coordinator (or designee) will make decisions regarding such objections and the appointment of an alternate Hearing Officer, as appropriate. If a potential conflict of interest is discovered outside of the three days, the Title IX Coordinator (or designee) has discretion to appoint an alternate Hearing Officer.

Pre-Hearing Procedures and Ground Rules

The Hearing Officer and/or the Title IX Coordinator may establish pre-hearing procedures relating to issues such as scheduling, hearing structure and process, and witness and advisor participation and identification. The Hearing Officer will communicate with the parties prior to the hearing with respect to these issues and establish reasonable, equitable deadlines for party participation/input.
The Hearing Officer also has wide discretion over matters of decorum at the hearing, including the authority to excuse from the hearing process participants who are unwilling to observe rules of decorum.

Participation of Advisors

Both parties must be accompanied by an advisor to the hearing. If a party does not have an advisor for the hearing, the College will provide an advisor of the College's choice for that party.
Each party's advisor must conduct any cross-examination of the other party and any witnesses. Apart from conducting cross-examination, the parties' advisors do not have a speaking role at the hearing; an advisors' participation is limited to conferring with the party at intervals set by the Hearing Officer.

Participation of Parties and Witnesses

As explained above, a party or witness who elects to participate in a College process is expected, although not compelled, to participate in all aspects of the process.

If a party or witness elects to not participate in the live Title IX Misconduct hearing or participates in the hearing but refuses to answer questions posed by the other party through their advisor, the Hearing Officer will not rely on any statement of the non-participating party or witness in reaching a determination regarding responsibility. The Hearing Officer will never draw any inferences based solely on a party's or witness's absence or refusal to answer questions.

"Statements" for purposes of the hearing means factual assertions made by a party or witness. Statements might include factual assertions made during an interview or conversation, written by the individual making the assertions (including those found in a Formal Complaint), and memorialized in the writing of another (e.g., in an investigative report, police report, or medical record). Where evidence involves intertwined statements of both parties (e.g., a text message exchange or an email thread) and one-party refuses to participate in the hearing or submit to questioning about the evidence while the other does participate and answer questions, the statements of only the participating party may be relied on by the Hearing Officer.

If a party does not appear for the hearing, their advisor may still appear for the purpose of asking questions of the other party and witnesses. If a non-participating party's advisor also does not appear for the hearing, the College will appoint an advisor to participate in the hearing for the purpose of asking questions of the other party on behalf of the non-participating party.
Parties are reminded that, consistent with the prohibition on Retaliation, Intimidation, threats of violence, and other conduct intended to cause a party or witness to not appear for a hearing are expressly prohibited.

Witnesses

The Hearing Officer may, at their discretion, exclude witnesses or witness testimony the Hearing Officer considers irrelevant or duplicative. The Hearing Officer will explain any decision to exclude a witness or testimony as not relevant.

Electronic Devices and Record the Hearing

A Respondent, Complainant, advisor, and/or witness may not bring electronic devices that capture or facilitate communication (e.g., computer, cell phone, audio/video recorder, etc.) into a hearing room, unless authorized by the Hearing Officer.

The Title IX Coordinator will arrange (at the College's discretion) for there to be an audio recording, or audiovisual recording, or transcript (or combination) of the hearing, which will be made available to the parties for review and kept on file by the College for seven years.

Hearing Location and Use of Technology

The hearing will be live, with all questioning conducted in real time. Upon request, the parties may be located in separate rooms (or at separate locations) with technology enabling the Hearing Officer and the parties to simultaneously see and hear the party or witness answering questions. A hearing may be conducted entirely virtually through the use of remote technology so long as the parties and Hearing Officer are able to hear and see one another in real time and any cross- examination can be conducted in real time.

Hearing Structure

The Hearing Officer has general authority and wide discretion over the conduct of the hearing. Although the Hearing Officer has discretion to modify the hearing structure, the general course of procedure for a hearing is as follows:

- Introductions;
- The Hearing Officer establishes rules and expectations for the hearing;
- Brief opening statement from the Complainant;
- Brief opening statement from the Respondent;
- Questioning of the Complainant by the Hearing Officer;
- Cross-examination of the Complainant by the Respondent's advisor (the Hearing Officer may pause cross-examination at any time for the purpose of asking follow-up questions or to enforce the established rules of decorum, which are provided in Addendum A);
- Questioning of the Respondent by the Hearing Officer;
- Cross-examination of the Respondent by the Complainant's advisor (the Hearing Officer may pause cross-examination at any time for the purpose of asking follow-up questions or to enforce the established rules of decorum, which are provided in Addendum A);
- Hearing Officer questioning of other witnesses (if applicable);
- Cross-examination of other witnesses by the parties' advisors;
- Closing comments from the Complainant; and,
- Closing comments from the Respondent.

A Complainant or Respondent may not question each other or other witnesses directly; they must conduct the cross-examination through their advisors. Before a party or witness answers a cross-examination or other question, the Hearing Officer will first determine whether the question is relevant. The Hearing Officer may exclude irrelevant information and/or questions. The Hearing Officer will explain any decision to exclude a question or information as not relevant. That decision and the related explanation will be noted in the transcript of the hearing.

All evidence collected as part of the investigative process will be made available at the hearing to give each party an equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

Determination Regarding Responsibility

Following the hearing, the Hearing Officer will consider all relevant evidence and make a determination, by a preponderance of the information/evidence, whether the Respondent has violated the Policy.

A preponderance of the evidence standard means that, based on the information acquired during the investigation and the hearing, it is more likely than not the Respondent engaged in the alleged conduct.

General Considerations for Evaluating Testimony and Evidence

The Hearing Officer shall not draw inferences regarding a party or witness' credibility based on the party or witness' status as a Complainant, Respondent, or witness, nor shall the Hearing Officer base their judgments in stereotypes about how a party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence. Still, credibility judgments should not rest on whether a party or witness' testimony is non-linear or incomplete, or if the party or witness is displaying stress or anxiety.

The Hearing Officer will afford the highest weight relative to other testimony to first-hand testimony by parties and witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e., tending to prove and disprove the allegations) evidence will be weighed in equal fashion.

Except where a party/witness does not submit to cross-examination, a witness' testimony regarding third-party knowledge of the facts at issue will be allowed but will generally be accorded lower weight than testimony regarding direct knowledge of specific facts that occurred.

Subject to the rule that only relevant information will be permitted at the hearing and considered by the Hearing Officer, expert witnesses will be allowed to testify and be crossed as required by the Title IX regulations. The Hearing Officer may afford lower weight to non-factual testimony of the expert relative to fact witnesses, and any expert testimony that is not directed to the specific facts that occurred in the case may be afforded lower weight relative to fact witnesses, regardless of whether the expert witness testimony is the subject of cross examination and regardless of whether all parties present experts as witnesses.

Subject to the rule that only relevant information will be permitted at the hearing and considered by the Hearing Officer, character witnesses will be allowed to testify and be crossed on relevant topics as required by the Title IX regulations, the Hearing Officer may afford very low weight to any non-factual character testimony of any witness.

Where a party or witness' conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the Hearing Officer may draw an adverse inference as to that party or witness's credibility.

Remedies and Sanctions

In the event the Hearing Officer finds the Respondent responsible for a violation of the College's policies, appropriate remedies and sanctions will be determined by the Hearing Officer. Remedies are designed to restore or preserve the Complainant's equal access to the College's Education Program or Activity.

Upon a finding of responsibility, the Complainant will be provided with remedies designed to restore access to the College's Programs and Activities.

Sanctions for a finding of responsibility for student Respondents include, but are not limited to, warning, suspension, and expulsion. In determining (a) sanction(s), the Hearing Officer will consider any previous disciplinary violations, among other factors

Sanctions for findings of responsibility for employee Respondents include, but are not limited to, warning, suspension and dismissal from employment. In determining (a) sanction(s), the Hearing Officer will consider any previous disciplinary violations, among other factors*The Hearing Officer may broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the Hearing Officer nor any appellate decision-maker will deviate from the range of recommended sanctions unless compelling justification exists to do so.

Written Notice Regarding Outcome and, if applicable, Sanctions/Remedies

After a determination regarding responsibility and, if applicable, a determination regarding appropriate remedies and/or sanctions has been made, the Complainant and Respondent will receive a simultaneous written notification including the decision regarding responsibility and, as applicable, any remedies and sanctions. The written notification of this determination, which will be prepared by the Hearing Officer, will include the following:

- Identification of the allegations potentially constituting Title IX Sexual Harassment or other Prohibited Conduct;
- A description of the procedural steps taken from the receipt of the Formal Complaint with parties and witnesses, interviews, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the College's Program or Activity will be provided by the College to the Complainant; and
- The College's procedures and permissible bases for the Complainant and Respondent to appeal.

Absent extenuating circumstances, the written notification of outcome will be issued by the Hearing Officer as soon as practicable after the completion of the hearing, but no longer than twenty business days after the completion of the hearing.

The written notification of outcome becomes final five business days after it is sent to the Parties unless an appeal is filed on or before that day.

Appeals

A Respondent and Complainant both have the right to appeal the Hearing Officer's decision regarding responsibility.

A party wishing to appeal must file a written appeal statement with the Title IX Coordinator within five business days of the date the written decision is sent to the parties. Appeal statements are limited to 3,000 words. Appeal statements should be submitted in electronic form using ARIAL or TIMES NEW ROMAN, 12-point font, and single-spaced. Appeals should use footnotes, not endnotes. Appeal statements that do not meet these standards may be returned to the party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal statement not to meet these standards.

The written appeal statement must identify the ground(s) upon which the appeal is being made. The only grounds for appeal are:

- New evidence not reasonably available at the time of the decision/hearing that could affect the outcome of the matter;
- The Title IX Coordinator, investigator, or Hearing Officer had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent specifically that affected the outcome of the matter; and/or
- Procedural irregularity that affected the outcome of the matter.

An appeal is not a re-hearing of the case. The College may summarily deny an appeal if it is not based on one of the enumerated grounds for appeal.

Appellate decision-maker: If the College does not summarily deny the appeal, the College will appoint an appellate decision-maker. Generally, the Vice President for College & Community Engagement (or designee) or the Director of Human Resources (or designee) will serve in the role of the appellate decision-maker. The appellate decision-maker's role is limited to reviewing the underlying record of the investigation and hearing, the appealing party's ("Appellant") written appeal statement, any response to that statement by the other party ("Appellee"), and information presented at a meeting of the appellate decision-maker, if convened.

Conflict of interest: The College will notify the Appellant and Appellee of the name of the appellate decision-maker. The Appellant and/or Appellee may challenge the participation of an appellate decision-maker because of an actual conflict of interest, bias, or prejudice. Such challenges, including rationale, must be submitted in writing to the Title IX Coordinator no later than 48 hours after notification of the name of the appellate decision-maker. The College will determine whether such a conflict of interest exists and whether an appellate decision-maker should be replaced.

Response to Appeal: The appellate decision-maker will provide written notice to the Appellee that an appeal has been submitted and will give the Appellee an opportunity to review the appeal statement. The Appellee may submit a written response to the appeal ("response"). The response is due five business days from the date the College provides written notice of the appeal to the Appellee and must be limited to no more than 3,000 words. The response should be submitted in electronic form using ARIAL or TIMES NEW ROMAN, 12-point font, and single-spaced. Responses should use footnotes, not endnotes. Responses that do not meet these standards may be returned to the party for correction, but the time for a response will not be extended unless there is evidence that technical malfunction caused the response to not meet these standards.

The College will provide the Appellant an opportunity to review the response. No "reply" or further submission may be provided.

Written Decision: The appellate decision-maker will provide written notification of the final decision to the Appellant and Appellee simultaneously. The written decision shall describe the result of the appeal and the rationale for the result. The appellate decision-maker will typically notify the parties of its decision regarding an appeal in writing within 10 business days from receipt of the appeal statement. If the decision will take longer, the parties will be informed. The decision of the appellate decision-maker will be final, and no subsequent appeals are permitted.

Informal Resolution

Informal resolution is an alternative resolution process that does not include an investigation or hearing. Informal resolution is typically a spectrum of facilitated, or structured, and adaptable processes between the Complainant, the Respondent, and/or other affected community members that seeks to identify and meet the needs of the Complainant while providing an opportunity for the Respondent to acknowledge harm and seek to repair the harm (to the extent possible) experienced by the Complainant and/or the College community.

Informal resolution options include but are not limited to mediation, referral of the parties to counseling programs, targeted or broad-based educational and training programs, direct communication with the Respondent by the Complainant, communication with the Respondent by the Title IX Coordinator or a College administrator, or other forms of restorative justice.

Informal Resolution is not available in cases involving a Student-Complainant and Employee-Respondent. Additionally, the informal resolution process may not commence unless and until a Formal Complaint is filed. informal resolution may be available, under appropriate circumstances, at any time prior to reaching a determination regarding responsibility.

Some alleged violations of this Policy may not be appropriate for informal resolution. The Title IX Coordinator reserves the right to determine whether informal resolution is appropriate in a specific case. Before the Title IX Coordinator commences the informal resolution process, both parties must provide informed consent to the informal resolution process in writing. In addition, where both parties and the College determine that informal resolution is worth exploring, the College will provide the parties with a written notice disclosing:

- the allegations of the Formal Complaint,
- the requirements of the Informal Resolution process, and
- any consequences resulting from participating or withdrawing from the process, including the records that may be maintained by the College.

At any time prior to reaching a resolution, either party may withdraw from the informal resolution process and proceed with the formal grievance process for resolving the Formal Complaint.

Once an informal resolution outcome is agreed to by all parties, the resolution is binding, and the parties generally are precluded from resuming or starting the formal grievance process related to that Formal Complaint. Any breach of the terms of an informal resolution agreement may result in disciplinary action.

Remedies-based resolution will typically be completed within 90 business days after the informal resolution process commences. Situations that are resolved through informal resolution are usually subject to follow-up after a period of time to assure that resolution has been implemented effectively.

Retaliation

Except as permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of the Title IX Regulations, including to conduct of any investigation, hearing, or judicial proceeding under this Policy, Ursinus will keep confidential

the identity of (1) any individual who makes a Report or Formal Complaint, (2) any complainant, (3) any Respondent, and (4) any Witness.

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or the Title IX Regulations.
No person may intimidate, threaten, coerce, or discriminate against any individual because the individual has made a Report or Formal Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under this Sexual Misconduct/ Title IX Policy.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with any right or privilege secured by Title IX, or its implementing regulations constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a report or Complaint of sex discrimination or a report or Complaint of sexual harassment.

Retaliation should be reported promptly to the Title IX Coordinator and may result in disciplinary action independent of the sanction imposed in response to the underlying allegations of discrimination.

Record Retention

The College will retain for a period of seven years after the date of case closure: the official file relating to a formal resolution (including any investigation hearing, sanctioning, and/or appeals processes) or informal resolution involving allegations of Title IX Misconduct. In cases in which a Respondent was found to have violated the Policy and was expelled or terminated, the College may retain such official case files indefinitely.

ADDENDUM A: DECORUM POLICY

Purpose of the Rules of Decorum

The grievance hearings set forth in Ursinus's Policy are not civil or criminal proceedings and are not designed to mimic formal trial proceedings. They are primarily educational in nature, and the U.S. Department of Education, writing about Title IX in the Final Rule "purposefully designed these final regulations to allow recipients to retain flexibility to adopt rules of decorum that prohibit any party advisor or decision-maker from questioning witnesses in an abusive, intimidating, or disrespectful manner." 85 Fed. Reg. 30026, 30319 (May 19, 2020). The Department has determined that institutions "are in a better position than the Department to craft rules of decorum best suited to their educational environment" and build a hearing process that will reassure the parties that the institution "is not throwing a party to the proverbial wolves." Id.

To achieve this purpose, institutions may provide for reasonable rules of order and decorum, which may be enforced through the removal of an advisor who refuses to comply with the rules. Id., at 30320. As the Department explains, the removal process "incentivizes a party to work with an advisor of choice in a manner that complies with a recipient's rules that govern the conduct of a hearing and incentivizes Colleges and universities to appoint advisors who also will comply with such rules, so that hearings are conducted with respect for all participants." Id.

At base, these Rules of Decorum require that all parties, advisors of choice, and institutional staff treat others who are engaged in the process with respect.

The rules and standards apply equally to all Parties and their Advisors regardless of sex, gender, or other protected class, and regardless of whether they are in the role of Complainant or Respondent.

Rules of Decorum

The following Rules of Decorum are to be observed in the hearing and applied equally to all parties (meaning the complainant and respondent) and advisors:

1) Questions must be conveyed in a neutral tone.
2) Parties and advisors will refer to other parties, witnesses, advisors, and institutional staff using the name and gender used by the person and shall not intentionally mis-name or mis-gender that person in communication or questioning.
3) No party may act abusively or disrespectfully during the hearing toward any other party or to witnesses, advisors, or decision-makers.
4) While an advisor may be an attorney, no duty of zealous advocacy should be inferred or enforced within this forum.
5) The advisor may not yell, scream, badger, or physically "lean in" to a party or witness's personal space. Advisors may not approach the other party or witnesses without obtaining permission from a decision-maker.
6) The advisor may not use profanity or make irrelevant *ad hominem* attacks upon a party or witness. Questions are meant to be interrogative statements used to test knowledge or understand a fact; they may not include accusations within the text of the question.
7) The advisor may not ask repetitive questions. This includes questions that have already been asked by a decision maker, the advisor in cross-examination, or the party or advisor in direct testimony. When a decision- maker determines a question has been "asked and answered" or is otherwise not relevant, the advisor must move on.
8) Parties and advisors may take no action at the hearing that a reasonable person in the shoes of the affected party would see as intended to intimidate that person (whether party, witness, or official) into not participating in the process or meaningfully modifying their participation in the process.

Warning and Removal Process

The Hearing Officer shall have sole discretion to determine if the Rules of Decorum have been violated. The decision- maker will notify the offending person of any violation of the Rules.

Upon a second or further violation of the Rules, the Hearing Officer shall have discretion to remove the offending person or allow them to continue participating in the hearing or other part of the process.

Where the Hearing Officer removes a party's advisor, the party may select a different advisor of choice, or accept an advisor provided by the institution for the limited purpose of cross-examination at the hearing. Reasonable delays, including the temporary adjournment of the hearing, may be anticipated should an advisor be removed. A party cannot serve as their own advisor in this circumstance.

The Hearing Officer shall document any decision to remove an advisor in the written determination regarding responsibility.

For flagrant, multiple, or continual violations of this Rule, in one or more proceedings, advisors may be prohibited from participating in future proceedings at the institution in the advisor role on a temporary or permanent basis. Evidence of violation(s) of this Rule will be gathered by the Title IX Coordinator and presented to the Vice President for College & Community Engagement for cases involving students or the Director of Human Resources for cases involving employees.

The Advisor accused may provide an explanation or alternative evidence in writing for consideration by the Vice President for College & Community Engagement for cases involving students or the Director of Human Resources for cases involving employees. Such evidence or explanation is due within fifteen (15) calendar days of receipt of a notice of a charge of re- disclosure or improper access to records. There shall be no right to a live hearing, oral testimony, or cross-examination. The Vice President for College & Community Engagement for cases involving students/Director of Human Resources for cases involving employees/Other Appropriate Staff Member shall consider the evidence under a preponderance of the evidence standard and issue a finding in writing and, if the finding is Responsible, shall include a Sanction.

The finding shall be issued in writing to all Parties and Advisors (if there is a current case pending) within thirty (30) days unless extended for good cause. There is no appeal of this finding. Sanctions shall be higher for intentional re-disclosure of records than for negligent re-discourse. In the event that an Advisor is barred permanently or for a term from serving in the role as Advisor in the future, they may request a review of that bar from the Vice President for College & Community Engagement for cases involving students/Director of Human Resources for cases involving employees/Other Appropriate Staff Member no earlier than three-hundred and sixty-five (365) days after the date of the findings letter.

Relevant Questions Asked in Violation of the Rules of Decorum

Where an advisor asks a relevant question in a manner that violates the Rules, such as yelling, screaming, badgering, or leaning-in to the witness or party's personal space, the question may not be deemed irrelevant by the decision-maker simply because of the manner it was delivered. Under that circumstance, the decision-maker will notify the advisor of the violation of the Rules, and, if the question is relevant, will allow the question to be re-asked in a respectful, non-abusive manner by the advisor (or a replacement advisor, should the advisor be removed for violation of the Rules). *See*, 85 Fed. Reg. 30331.

ADDENDUM B: GUIDE FOR DETERMINING RELEVANCE

What is the purpose of this Guide?

On May 19, 2020, the U.S. Department of Education issued Final Rules governing the Title IX grievance process, effective August 14, 2020. The Final Rule requires that all Colleges and universities hold a live hearing before making any determination regarding responsibility for covered reports of Title IX sexual harassment, including sexual violence. This hearing must provide for live cross-examination by the parties' advisors.

Any question posed by the advisors must be evaluated for "relevance" in real time by the hearing officer. According to Final Rule §106.45(b)(6)(i):

Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

What is a relevant question?

The Department of Education encourages institutions to apply the "plain and ordinary meaning" of relevance in their determinations. 85 Fed. Reg. 30026, 30304 (May 19, 2020). Basically, a relevant question will ask whether the facts material to the allegations under investigation are more or less likely to be true. Id. at 30294. A question not directly related to the allegations will generally be irrelevant.

Officials should use common sense in this understanding. Things may be interesting or surprising but not be relevant.

Relevance decisions should be made on a question-by-question basis, looking narrowly at whether the question seeks information that will aid the decision-maker in making the underlying determination. The relevance decision should not be based on who asked the question, their possible (or clearly stated) motives, who the question is directed to, or the tone or style used to ask about the fact. Relevance decisions should not be based in whole or in part upon the sex or gender of the party for whom it is asked or to whom it is asked, nor based upon their status as complainant or respondent, past status as complainant or respondent, any organizations of which they are a member, or any other protected class covered by federal or state law (e.g., race, sexual orientation, disability).

If a question is relevant but offered in an abusive or argumentative manner, the decision-maker has the discretion to ask the advisor to rephrase the question in an appropriate manner, consistent with the institution's decorum policy for hearings.

What if the question is "prejudicial" and concerns sensitive or embarrassing issues?

Much of the content within these hearings may be considered sensitive and/or embarrassing by parties or advisors. However, relevant questions need to be considered even if a party or advisor believes the danger of unfair prejudice substantially outweighs their probative value (85 Fed. Reg. 30026, 30294 (May 19, 2020). Only irrelevant questions (detailed below), including about the complainant's prior sexual history, may be excluded.

What is an irrelevant question?
Questions about Complainant's Prior Sexual Behavior or Sexual Predisposition
Questions about Complainant's sexual predisposition are not relevant.
Questions and evidence about the complainant's prior sexual behavior are not relevant, unless:

1) such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or
2) if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. 34 C.F.R. § 106.45(6)(i).

Question regarding Privileged Information

Questions that constitute, or seek disclosure of, information protected under a legally recognized privilege are irrelevant. 34 C.F.R. § 106.45(1)(x). Depending on your state, individuals with legal privilege may include medical providers (physician, dentist, podiatrist, chiropractor, nurse), psychologists, clergy, rape crisis counselors, and social workers. (for instance, New York's "laws of privilege" are listed within CPLR Article 45 (https://www.nysenate.gov/legislation/laws/CVP/A45). Each state has its own rules around privilege).

Questions about Undisclosed Medical Records

Questions that call for information about any party's medical, psychological, and similar records are irrelevant unless the party has given voluntary, written consent. 85 Fed. Reg. 30026, 30294 (May 19, 2020).

Duplicative Questions

Questions that repeat, in sum or substance, questions already asked by the decision-maker prior to cross-examination, or by a party's advisor during cross-examination (and if part of your process, during direct examination), may be ruled duplicative, and therefore irrelevant (*See* 85 Fed. Reg. 30026, 30331 (May 19, 2020) ("nothing in the final regulations precludes a recipient from adopting and enforcing (so long as it is applied clearly, consistently, and equally to the parties) a rule that deems duplicative questions to be irrelevant").

How should the Hearing Officer reach a relevance determination?

Hearing Officer will be solely responsible for determining the relevance of the question before it is asked.

What should the relevance determination consist of?

The Department of Education explains that the Final Rule "does not require a decision-maker to give a lengthy or complicated explanation" in support of a relevance determination. Rather, "it is sufficient, for example, for a decisionmaker to explain that a question is irrelevant because the question calls for prior sexual behavior information without meeting one of the two exceptions, or because the question asks about a detail that is not probative of any material fact concerning the allegations." Id. at 30343.
As such, the decision-maker need only provide a brief explanation of the determination, which will ordinarily consist of one of the following statements depending on the situation.

May the parties and/or their advisors ask the Hearing Officer to reconsider their relevance decision? Any party or their advisor may request that the Hearing Officer reconsider their relevance determination.

The Hearing Officer may deny or grant the request to reconsider. This determination is final but may be subject to appeal under the grievance process.

Student Code of Conduct & Policy

Students are expected to uphold College policies in the pursuit of their educational objectives. The College reserves the right to set and communicate reasonable expectations as needed. The following are prohibited. Examples are provided to illustrate the specific prohibition and are not intended to be all-inclusive. Some incidents will result in multiple policy violations:

1) Threat to another's personal safety or conduct that intentionally or recklessly causes physical harm or that otherwise threatens or endangers the health or safety of any person. Examples include, but are not limited to:
    - Physical violence
    - Threats
    - Bullying
    - Stalking
    - Hazing
    - Retaliation
2) Risk of the safety of the campus community. Examples include, but are not limited to:
    - Possession or use of unlawful or unauthorized weapons.
    - Use of items (including authorized items) aggressively or for violent purposes.
    - Making a threat of violence (including verbal, written, or virtual communication).
    - Behavior that puts physical safety at risk, including but not limited to:
    - Possessing flammable chemicals or fireworks
    - Ignition or detonation of anything which could cause damage to persons or property or disruption by fire, smoke, explosion, noxious odors, stain, corrosion or similar means
    - Knowingly putting others at risk of a contagious disease
3) Conduct that threatens the services of the College or the property of the College or others. Examples include, but are not limited to:
    - Misuse, theft, or unauthorized use of College services or property or the property of another.
    - Trespassing or unauthorized access to physical or virtual/cyber property or services of the College. Areas that are not considered public include rooftops, College infrastructure areas (including but not limited to utility tunnels, equipment rooms, maintenance shops, and storage areas), laboratories, and private offices.
    - Intentional destruction of/tampering with College property, including but not limited to: security equipment and signage.
    - Use of recreational or outdoor equipment indoors or reckless use of such equipment outdoors.
    - Having an animal in a campus building, other than in accordance with College policy and ADA laws.
4) Disruption of any operation of the College, including but not limited to teaching, research, administration, technology, meetings or proceedings, or any other College activity. Examples include, but are not limited to:
    - Prohibiting or interfering with classroom instruction or College sponsored events.
    - Leading or inciting others to interrupt scheduled or normal activities within any campus building or area.
    - Obstructing the free flow of pedestrian or vehicular traffic on College property or at a College sponsored or supervised event.
    - Disruptive behavior
    - Hosting a disruptive gathering
5) Illegal, unauthorized or irresponsible substance use. Examples include, but are not limited to:
    - Unlawful or unauthorized possession, manufacturing, use, purchase, and/or distribution of alcohol. Students may not sell, provide, or furnish alcohol to those under 21. No person under 21 years of age may possess or consume alcoholic

beverages, under any circumstances.

- Possession of alcohol in the First Year Centers, regardless of age. Alcohol is not permitted in non-residence hall buildings or in outdoor spaces, except for events approved by the College. For more information, refer to Requirements for registered events here: https://www.ursinus.edu/life-at-ursinus/handbook/registered-event-policies-and-procedures/requirements/
- Possessing or being in the presence of:
- Alcohol, including beer, wine, liquor, or mixed drinks being consumed in a container larger than 16 ounces.
- Grain alcohol
- Alcohol transported or stored in a container larger than 1 gallon.
- Binge drinking paraphernalia including but not limited to:
- Kegs
- Beer Bongs
- Common Source Containers such as a punch bowl or trash cans
- Beer pong or water pong tables
- Irresponsible use of alcohol:
- Binge drinking (i.e., "Shotgunning" or "Funneling" a beer)
- Engaging in or organizing activities, games, and/or other behaviors designed for the purpose of rapid ingestion or abusive use of alcohol (e.g., use of binge drinking paraphernalia, keg stands, "around-the-world" parties, flip cup, quarters, beer/water pong, power hour, beer die, and/or other alcohol consumption based on speed and/or volume, etc.)
- Operating a vehicle while under the influence of alcohol or illicit drugs/controlled substances.
- Unlawful or unauthorized possession, manufacturing (or attempted manufacturing), use, purchase and/or distribution of illicit drugs, controlled substances (including stimulants, depressants, narcotics, or hallucinogenic drugs), cannabis, or paraphernalia.
- Being in the presence of illicit drugs, controlled substances (including stimulants, depressants, narcotics, nitrous oxide i.e., whippets/galaxy gas, or hallucinogenic drugs), cannabis, or paraphernalia.
- Illegal possession, use, or distribution of prescription medications.
- Public intoxication
- Smoking tobacco products, hookahs or vaporizing devices (including e-cigarettes) inside any College building or within 20 feet of any building exit.

6) Dishonesty. Examples include, but are not limited to:
    - Providing false information in any form to any College official or office.
    - Forgery, alteration, or misuse of any College record, document, or form.
    - Unauthorized distribution of copyrighted material.
    - Misrepresentation of one's identity or misuse of the College's copyrighted content and trademark.
    - Possession, use, manufacturing, and/or distribution of false identifications.
    - Plagiarism - More information available on the Academic Honesty page located here: https://www.ursinus.edu/life-at-ursinus/handbook/academic-policies-including-academic-honesty/
7) Unauthorized or irresponsible use of College computer, network, or other technology system resources. Examples include, but are not limited to:

- Unauthorized access or misuse of equipment, files, labs, or any other technological resource.
- Violation of any College computing or technology policy, including but not limited to use of College technology resources to violate a law.

8) Unauthorized use of personal electronic devices. Examples include, but are not limited to:
    - Audio, photograph, or video recording of any person without person's prior knowledge or consent. This includes recording in locker rooms or restrooms.
    - Audio, photograph, or video recording of any person when it is not permitted by law or College policy.
    - Use of a cell phone or other electronic device in a manner that disrupts educational activities, classrooms, offices, or other usual College operations.
9) Failure to comply. Examples include, but are not limited to:
    - Failure to comply with the directions of an authorized College official or representative who is performing College duties, or law enforcement officials acting in the performance of their duties.
    - Fleeing the scene while College personnel or law enforcement officials are responding to an incident.
    - Failing to show identification when asked by College personnel.
    - Failure to comply with a communicated College policy or procedure.
    - Conduct that constitutes a violation of the student conduct process or any outcome imposed in accordance with this procedure.
    - Conduct that constitutes a violation of any College handbook, program guidelines, rules, or regulations.
    - Violation of the Registered Event policy.
    - Refusing to evacuate a building or area under the direction of a College official or while a life safety device is alarming.
    - Failure to comply with federal, state, and local law.
10) Tampering with a life safety device. Examples include, but are not limited to:
    - Pulling the fire alarm in a building when no such cause for the alarm exists.
    - Discharging a fire extinguisher without a fire present.
    - Removing or covering a smoke detector, heat detector, or carbon monoxide detector.
    - Damaging a fire extinguisher box or fire alarm pull station.

Discriminatory Harassment:
https://www.ursinus.edu/life-at-ursinus/handbook/policy-on-discriminatory-acts/

Title IX Misconduct and Other Sexual and Gender-based Discrimination, Harassment, and Related Misconduct: https://www.ursinus.edu/title-ix/policy/

Definitions

Bullying - any intentional written, electronic, verbal, or physical act or series of actions directed at another member of the College Community, which is severe or pervasive enough that a reasonable person under the circumstances should know their actions will:

- Place a member or members of the College Community in reasonable fear of substantial harm to their emotional or physical well-being or substantial damages to their property; or

- Substantially interfere with a student's educational environment due to the pervasiveness or persistence of actions or due to a power differential between the bully and the target; or
- Substantially disrupt the efficient and orderly operation of the College and its programs, activities, and events; or
- Perpetuate bullying by inciting, soliciting or coercing an individual or group to demean, dehumanize, embarrass or cause emotional, psychological or physical harm to another member or members of the College Community.

Disruptive Behavior - conduct that is so loud, untimely (as being after Quiet Hours), destructive, or that otherwise disturbs other persons' peaceful enjoyment of their living, learning, or working environment, such that a report is made to or by a RA, Campus Safety Officer, Police Officer and/or other College staff complaining of such conduct.

Hazing - See definition in Section V of the Anti-Hazing Policy located here: https://www.ursinus.edu/life-at-ursinus/handbook/anti-hazing/

Physical violence - hitting, pushing, or other such activity resulting in or intended to cause physical harm. Physical violence may or may not include use of a weapon.

Retaliation - intimidation, threats, or harassments against a complainant or any participant in an investigation or conduct process.

Stalking - engaging in conduct or repeatedly committing acts toward another person, including following the person without proper authority, under circumstances that demonstrate either of the following:

- place the person in reasonable fear of bodily injury; or
- reasonably cause substantial emotional distress to the person.

Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

Sex-based Stalking is addressed in the College's Policy Prohibiting Title IX Misconduct and Other Sexual and Gender-based Discrimination, Harassment, and Related Misconduct located here: https://www.ursinus.edu/title-ix/policy/

Theft - the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Threats - making a threat(s) of violence (including verbal, written, or virtual communication) that does or could cause(s) a reasonable expectation of harm to the health or safety of a specific person.

Weapons & Explosives – firearms, including rifles, shotguns, handguns, air guns, gas-powered guns, "3D" printed guns, "ghost" guns, and all ammunition or hand-loading equipment and supplies for the same; knives with a fixed blade over 2.5 inches, with a blade that opens automatically by

hand pressure applied to a button, spring or other device in the handle of the knife, or with a blade that opens or falls or is ejected into position by the force of gravity, or by an outward, downward or centrifugal thrust or movement (other than knives specifically manufactured for and intended for kitchen use or utensils); axes; bows and arrows; swords; any martial arts or security equipment of a dangerous nature, including throwing stars, nunchakus, brass knuckles, and spiked gloves; electronic incapacitation devices (Tasers); fireworks, chemicals, explosive devices, or any other object used to threaten, cause harm or is capable of inflicting injury.

Sex Offender Registry and Access to Related Information

Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), concerning registered sex offenders requires institutions of higher education to issue a statement advising the campus community where state law enforcement agency information may be obtained.

Information regarding registered sex offenders on or near the campus of Ursinus College may be obtained from the Pennsylvania State Police PA Megan's Law website which can be found here: https://www.meganslaw.psp.pa.gov/Home/TermsAndConditions