2021 Annual Fire and Security Report

Information for the Joe and Loretta Scott Law Center and the Saint Louis University Main Campus

This information is provided in compliance with federal law, known as the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. It contains the required crime and fire statistics for the calendar years 2018, 2019, 2020 and the policies and procedures for the academic year 2021-2022
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TO THE SAINT LOUIS UNIVERSITY COMMUNITY:

Thank you for spending time reviewing our Annual Fire and Security Report. Saint Louis University (SLU) publishes this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Higher Education Opportunity Act of 2008, and the 2013 Reauthorization of the Violence against Women Act. This report includes statistics for the previous three calendar years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by SLU; and on public property within, or immediately adjacent to and accessible from the campus. The report also includes fire safety policies and statistics, emergency notification procedures, and protocols for missing persons. This report covers the main campus (North & South Campus) as well as the campus at the Scott Law Center.

The Department of Public Safety and Emergency Preparedness (DPS) works diligently with other departments and agencies to compile the necessary information for this report. The Office of Institutional Equity and Diversity, Office of Student Responsibility and Community Standards, Student Involvement Center, Athletics, and the Saint Louis Metropolitan Police Department are just a few of the “key players” that assist us in providing important information for this report. I encourage all community members to take a few minutes and review this document. If you have any questions, please feel free to contact the Clery Compliance Officer at 314.977.7129 or email at michael.parkinson@slu.edu.

Darryl Walker
Interim Assistant Vice President
Department of Public Safety and Emergency Preparedness
Saint Louis University
INTRODUCTION

The safety and well-being of our university community are among our highest priorities at Saint Louis University. SLU is committed to providing a safe and secure environment by consistently seeking ways to promote, preserve, and deliver a feeling of security, safety, and quality of service to its community to which it serves. SLU publishes an Annual Fire and Security Report in an effort to foster a safe and informed community. This report includes information on crime prevention, crime reporting, fire safety, and statistics about crimes and fires that occurred during the previous three years on our reportable Clery geography.

Regardless of our efforts to provide a safe campus, there is no guarantee that a person will not become the victim of a crime while on campus. Crime prevention is a shared responsibility between the University and its community members. Students, faculty, and staff must accept responsibility for helping to maintain a safe environment.

SLU encourages all individuals who attend, work, or visit the campus to follow basic personal and property crime prevention procedures for yourself and for those around you. Please become familiar with the various services and procedures that are outlined in this report. If you have any questions, please feel free to contact DPS at 314.977.3000.

The annual report is published by October 1st of each year. A PDF version of this report can be viewed or printed by going to the DPS website, click on Annual Fire and Security Report, and then click on the “Main Campus and Scott Law Center” Report. Hard copies of the report may be obtained at the Department of Public Safety and Emergency Preparedness office located at the Wool Center Building, room 114 during normal business hours.

THE JOE AND LORETTA SCOTT LAW CENTER

In August of 2013, the law school moved into a dedicated facility named The Joe and Loretta Scott Law Center at 100 N. Tucker Boulevard, approximately two miles from the main campus. While considered a separate campus, it remains under the authoritative scope of the University. It is served by the same safety and security functions, maintenance functions, and disciplinary functions of the main campus. It should be noted that no residence hall facilities or non-campus properties exist at the Scott Law Center.

REPORTING CRIMES AND EMERGENCIES PROMPTLY

To help provide a safe and secure environment, all members of the SLU community, including campus visitors, are expected, requested, and encouraged to report all crimes, emergencies, and public safety related incidents accurately and promptly to DPS and/or the Saint Louis Metropolitan Police Department (SLMPD). Reporting is strongly encouraged even if the victim of a crime elects to or is unable to (due to physical and mental incapacitation), make such a report. Reporting may be accomplished by contacting DPS directly at 314.977.3000 or in person at the Wool Center, Room 129 (dispatch center). If there is an actual emergency requiring police, fire, or medical response, please call 911 or DPS. In addition, several blue light emergency phones are
located on campus. These phones automatically ring to the public safety dispatch center.

By promptly reporting all criminal offenses described in the law, it will provide for the best possible outcome and will ensure inclusion in the annual crime statistics and will aid in providing timely warning notices to the community, when appropriate.

Crimes can be reported to the following departments on campus:

- **Department of Public Safety and Emergency Preparedness**
  The Wool Center, Room 114
  314.977.3000
  dps@slu.edu (non-emergency-email is not monitored 24/7)

If you are a victim of sexual violence, domestic violence, dating violence, or stalking, you are encouraged to report the incident to the Title IX Coordinator at:

- **Ms. Anna Kratky, Title IX Coordinator**
  Office of Institutional Equity and Diversity
  DuBourg Hall, Room 36
  314.977.3886 (Office)
  314.580.8730 (Title IX after hours contact number)
  anna.kratky@slu.edu

If you are not comfortable reporting a crime to DPS, you are encouraged to make a report to the following campus security authorities:

- **Dean of Students**
  Busch Student Center, Suite 356
  314.977.9378
  deanofstudents@slu.edu

- **Residence Hall Professional Staff**
  DuBourg Hall, Room 157
  314.977.2811
  reslife@slu.edu

- **Office of Student Responsibility & Community Standards**
  Wuller Hall, 2nd Floor North
  314.977.7326
  conduct@slu.edu

- **Office of Institutional Equity and Diversity**
  DuBourg Hall, Room 36
  St. Louis, MO 63103
  314.977.3838

DPS dispatchers are available 24 hours a day at the 314.977.3000 number to answer your call. If you are unsure what you have witnessed or experienced is a crime, please contact the public safety department and we will assist you with your situation. In response to a call, dispatch will take the required action, either dispatching an officer to your location, asking you to come to our office, or assist you in contacting another agency such as the St.
Louis Metropolitan Police Department. Response time may be affected by various factors, such as the number and location of available personnel and/or their involvement at the time a report is received. Response to an incident may also involve other personnel e.g., Office of Housing and Residence Life with an incident involving a drug violation in a residential hall, members from the Counseling Center in the case of a sexual assault, and/or an outside police agency if an incident requires specialized abilities beyond the capabilities of public safety. To contact the St. Louis Metropolitan Police Department, who have law enforcement jurisdiction covering the SLU campus, please dial 314.231.1212 for the non-emergency number. “911” should be dialed in an emergency.

Criminal and policy violation reports involving students are reviewed by the Office of Student Responsibility and Community Standards (OSRCS) for potential conduct action. If assistance is required from the St. Louis Metropolitan Police Department or the City of St. Louis Fire Department, a public safety officer will contact the appropriate unit.

**IMPORTANT RESOURCES – DEPARTMENT PHONE NUMBERS**

<table>
<thead>
<tr>
<th>Department</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Public Safety</td>
<td>314.977.3000 (24 hours a day)</td>
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<tr>
<td>Walking or vehicle safety escorts</td>
<td>SLU Ride App or from SLU Website</td>
</tr>
<tr>
<td>Campus Ministry</td>
<td>314.977.2425</td>
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<tr>
<td>Employee Assistance (EAP)</td>
<td>800.859.9319</td>
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<tr>
<td>Housing and Residence Life</td>
<td>314.977.2811</td>
</tr>
<tr>
<td>SLU Hospital</td>
<td>314.577.8000 (24 hours a day)</td>
</tr>
<tr>
<td>School closings (bad weather)</td>
<td>314.977.SNOW</td>
</tr>
<tr>
<td>Institutional Equity and Diversity</td>
<td>314.977.3838</td>
</tr>
<tr>
<td>Title IX</td>
<td>314.977.3886</td>
</tr>
<tr>
<td>Office of Student Responsibility and Community Standards</td>
<td>314.977.7326</td>
</tr>
<tr>
<td>Student Health Center</td>
<td>314.977.2323 (24 hours a day)</td>
</tr>
<tr>
<td>University Counseling Center</td>
<td>314.977.8255 (24 hours a day)</td>
</tr>
<tr>
<td>Human Resources</td>
<td>314.977.2360</td>
</tr>
<tr>
<td>Facilities Services</td>
<td>314.977.2955</td>
</tr>
<tr>
<td>Information Technology</td>
<td>314.977.4000</td>
</tr>
</tbody>
</table>

**OUTSIDE EMERGENCY PHONES ON-CAMPUS**

Emergency telephones are located on-campus at the parking lots, garages and along walkways. These phones dial directly to the DPS Communications Center.
EMERGENCY TAXI SERVICE

The DPS emergency number can also be used by students who are stranded away from the University without taxi fare and need to return to campus. Students who are concerned about driving after consuming alcohol may also use this service, if they desire. The DPS will contact a local cab company and request that a cab is dispatched to transport the student. The student’s account will subsequently be charged for this service.

CONTACTING THE DEPARTMENT OF HOUSING AND RESIDENCE LIFE, STUDENT HEALTH, TITLE IX, AND COUNSELING CENTER STAFF AFTER HOURS

- A Department of Housing and Residence Life staff member is available 24 hours per day. During university business hours, call 314.977.2811. Outside of business hours, call 314.486.4947 or contact the DPS at 314.977.3000.
- The Student Health Center is in Marchetti Towers East. They can be reached by phone at 314.977.2323 during normal business hours. If you need assistance after hours, please call the number and follow the directions provided on the recording.
- The Title IX office is in DuBourg Hall, Room 36. They can be reached by phone at 314.977.3886 or 314.977.3838 during normal business hours. If you need assistance after hours, please call 314.580.8730.
- The University Counseling Center is located on the 2nd floor of Wuller Hall. They can be reached by phone at 314.977.8255 during normal business hours. If you need assistance after hours, please call the number and follow the directions provided on the recording.

DEPARTMENT AUTHORITY

DPS is located at the Wool Center, Room 114 and provides protection and service to the University community by foot, bike, motorized carts, and vehicular patrol 24 hours a day, 365 days a year. The department is composed of an AVP/Director, 2 Assistant Directors, 7 Sergeants, Investigator, Clery Compliance/Emergency Preparedness Coordinator, Security & Fire Manager, and 83-armed public safety officers. They are charged with the responsibility of making sure federal, state, and local laws, as well as university policies and procedures are obeyed and enforced.

Although officers are not sworn police officers, they are granted very limited arrest powers through the St. Louis Board of Police Commissioners. This license allows officers to make an arrest (detain only and not a full custody arrest) and to search and seize evidence related to an arrest as long as the crime was committed in their presence and on university property. Officers can make arrest for felonies that did not occur in their presence if reasonable grounds exist that the offense was committed by the person the officer is arresting and it occurred on university property. The Missouri Security License requirement limits the jurisdiction of DPS officers to only having authority on university property.
Although DPS does not have any written “memorandum of understanding” (MOU) agreements with local and state law enforcement agencies for response to or investigation of alleged criminal offenses, they maintain a strong working relationship with the St. Louis Metropolitan Police Department, Missouri Highway Patrol and other regional, state and federal law enforcement authorities.

COMMUNICATIONS CENTER AT WOOL CENTER, ROOM 129

Public safety dispatchers always staff the DPS Communications Center. The dispatchers handle telephone calls and in-person inquiries. University fire alarms, intrusion alarms, various CCTV cameras, and card access doors are monitored at this site.

MONITORING CRIMINAL ACTIVITY AT NON-CAMPUS LOCATIONS

While DPS does not have primary responsibility for responding to non-campus properties, they do collaborate with local law enforcement agencies that respond to crimes and incidents at those locations and to collect the incident data for required reporting under the Clery Act.

Crimes and incidents occurring at non-campus properties, even those controlled or owned by officially recognized student organizations, should be reported to the local law enforcement agency, as they have primary responsibility for taking reports and handling calls for service there. Public safety requests all the law enforcement agencies that have jurisdictions for all our non-campus properties to immediately share information about any reported crimes at those locations so it will aid in the issuance of a timely warning if appropriate.

The Student Involvement Center maintains contact with recognized fraternity and sorority organizations through the efforts of the Coordinator for Fraternity and Sorority Life. During the calendar year 2020, the University had no off-campus student organization facilities.

PASTORAL AND PROFESSIONAL COUNSELORS (CRIME REPORTING)

Because of the negotiated rulemaking process which followed the signing into law, the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus “Pastoral Counselors” and campus “Professional Counselors”, when acting as such, are not considered to be a campus security authority and are not required to report crimes for the inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis to DPS for inclusion into the annual crime statistics. It should be noted that an institution is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor.

The final rule defines counselors as:
Pastoral Counselor
An employee of the institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor
An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

PREPARATION OF THE ANNUAL DISCLOSURE OF CAMPUS CRIME STATISTICS
The Clery Compliance Officer (CCO) prepares this report, with assistance from other campus officials, to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The CCO takes several steps to ensure required statistics are compiled correctly. The CCO will meet with members from The Office of Institutional Equity and Diversity (Title IX), Office of Student Responsibility and Community Standards, Saint Louis Metropolitan Police Department, etc. to discuss incidents that occurred during the previous calendar year on SLU’s Clery reportable geography. Statistics required for the Clery Act are compiled during these meetings.

Additionally, the CCO sends an email to the “campus security authorities” requesting information for any crime statistics reported to them during the previous calendar year. Letters are sent to various law enforcement agencies located throughout the United States and abroad requesting crime statistics at non-campus locations that our students frequently used (more than one night) or used repetitively (same location every year) during the previous calendar year. All statistics gathered are reviewed to insure none of them have been "double reported".

By October 1st of each year, a notice is emailed to all faculty, staff, and students that provide a direct link to the University web site containing the Annual Fire and Security Report https://www.slu.edu/about/safety/main-clery.pdf. Hard copies of the report may be obtained at the Department of Public Safety and Emergency Preparedness office located at the Wool Center Building, room 114, or by calling 314.977.3000.

VOLUNTARY CONFIDENTIAL REPORTING
If you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report. With your permission, DPS can file a report on the details of the incident without revealing your identity, however, in matters involving sexual harassment, sexual assault, dating violence, domestic violence or stalking, DPS is required to report this information and complainant's name to the Title IX Coordinator. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the university can keep an accurate record of the number of incidents occurring on our Clery geography, determine where there is a pattern of crime regarding a particular location, method, or assailant, and alert the campus community to potential danger if necessary. Reports filed in this
manner are counted and disclosed in the annual crime statistics for the institution.

ACCESS/Maintenance Considerations for Campus Facilities and Residence Halls

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and visitors. The university encourages an open environment with limited constraints to ensure reasonable protection of all members of the community. The academic and administrative buildings are open, at a minimum, during normal business hours. Most facilities have individual hours, and the hours may vary at different times of the year. Access to some of these buildings is controlled by card access after normal business hours, and these buildings have varied levels of access. Most academic and administrative buildings do not have a public safety officer assigned to them. However, officers patrol the buildings on a regular basis. For information about the access protocol for a specific building, see the building manager, a department head, or contact public safety at 314.977.3000. All residence halls are equipped with an automated card access control system on the exterior doors that are used by students who reside there to enter their building. Students are required to swipe their ID at the front desk at each building and guests and visitors are required to register at the front desk of each building. The security doors to student residence halls remain locked 24 hours a day.

SLU is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. Members of Facilities Services and DPS periodically survey the campus to ensure campus lighting is adequate and the landscape appropriately controlled. Officer’s conduct routine checks of lighting on campus during regular assigned patrol duties. If they observe that lights are out or very dim, they will initiate a service request for facilities to repair the problem. We encourage community members to report any deficiency in lighting to facilities at 314.977.2955 or DPS at 314.977.3000. Facilities personnel are also available to respond to calls for service regarding unsafe facility conditions. These conditions may include unsafe steps and handrails, unsafe roadways on campus, and unsecured equipment, etc. Public safety officers and facilities personnel, on a scheduled basis, check the university’s emergency blue light phones, fire extinguishers, sprinkler valves, panic alarms, ADA doors, CCTV systems, AED’s etc., and document their findings by completing a work order for any problems they find while checking the equipment.

Security procedures used in the maintenance of residential facilities involve coordination between the Housing & Residence Life (HRL) and facilities offices. In times of emergency, members of the facilities services department have permission to enter rooms to make the necessary repairs. Off campus maintenance personnel are not allowed access to residential halls without permission from the facilities office in coordination with HRL.

Timely Warning

To provide timely notice to the SLU community, and in event of a crime which may pose a serious or on-going threat to our community. DPS will issue “timely warning” crime
bullets to notify members of the community about serious crimes that occur on university designated property (on campus, non-campus, and public property). The timely warning requirement applies to Clery Act crimes, and all require a case-by-case assessment as to whether the report presents a serious or continuing threat to the campus community.

Crime bulletins are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications: murder/non-negligent manslaughter, major incidents of arson, robbery, and sex offenses. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by the public safety department. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other university community members and a timely warning notice would not be distributed. In cases involving sexual assault, they are often reported days, weeks, months or even years after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by DPS. Cases involving property crimes will be assessed on a case-by-case basis and alerts will typically be sent if there is a discernible pattern of crime.

The Assistant Vice President of DPS or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a timely warning is warranted. Timely warning notices may also be posted for other crime classifications and locations, as deemed necessary. DPS works to collect this information by requesting all campus security authorities (CSA’s) and local law enforcement agencies to report crimes in a timely fashion so a Timely Warning can be issued if necessary.

The Assistant Vice President of DPS or designee(s) will draft the Timely Warning. They will review and revise the text as needed then transmit the email containing the crime bulletin to the university community as a blast email. Members of the Marketing and Communications department (MARCOM) may assist with the review and issuance of the Timely Warning if needed. Updates to the university community about any case resulting in a crime bulletin may also be distributed electronically via blast email or posted on the DPS web site at (https://www.slu.edu/about/safety/campus-emergency.php). DPS may also use additional methods to distribute the crime bulletin, including using the Campus Emergency Alert System (RAVE), postings in residential halls, sending messages to university phones and computers (ALERTUS), posting on social media (Facebook/Twitter) and digital signage (see chart below for specific information about who develops the content of the messages and who initiates them for each of these systems).

It should be noted that an institution is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor. Additionally, all crime bulletins will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.
EMERGENCY NOTIFICATION (IMMEDIATE)

The university’s comprehensive campus emergency preparedness and response plan includes information about the management of emergency response and operations, emergency operations center (EOC), and communication responsibilities, including the use of electronic and cellular communication. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The university conducts announced and/or unannounced emergency response drills and exercises each year, such as tabletop exercises, functional exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

Several members of the public safety department have received training in Incident Command Systems (ICS) and response to critical incidents on a college campus. When a serious incident occurs or an emergency exists that causes an immediate threat to the health or safety of students and employees on campus, the first responders to the scene are usually DPS, Saint Louis Metropolitan Police Department and/or the St. Louis City Fire Department, when their assistance is necessary. These agencies typically respond and work together to manage the incident. Depending on the nature of the incident, other university departments and local or federal agencies could also be involved in responding to the incident.

The institution has general evacuation guidelines, in the event a segment of the campus needs to be evacuated. The plan would be affected by a myriad of factors, including the type of threat, the occupancy of the other buildings and areas of the campus at the time of the incident, etc. Therefore, specific information about a multi-building or area evacuation cannot be shared with the campus community in advance. SLU expects members of the community to follow the instructions of first responders on the scene, as this type of evacuation would be coordinated on-site. In some emergencies, you may be instructed to “shelter-in-place”. If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors. To “shelter-in-place” means to make a shelter of the building that you are in until it is safe to go outside. This means that if an incident occurs and the building you are in is not damaged; stay inside in an interior room until you are told it is safe to come out.

If your building is damaged, take your personal belongings (purse, wallet, access cards, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, use the stairs instead of the elevators, etc.). Once you have evacuated, seek shelter at the nearest university building quickly. If police or fire department personnel are on the scene, follow their directions. Additional information about the emergency response/evacuation procedures and updates to the plans for the university is available at https://www.slu.edu/about/safety/emergency-preparedness/index.php

University community members are encouraged to notify DPS of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve
an immediate threat to the health and safety of students and/or employees on campus. To report an emergency, DPS can be contacted by calling 314.977.3000 or if it is an emergency that requires police, fire, or medical, please dial “911”. DPS has the responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. In addition, public safety has a responsibility to respond to such incidents to determine if the situation does in fact, pose a threat to the community, however other departments such as facilities, student health, etc., may be involved in the confirmation process, depending on the nature of the potential threat. If an immediate threat exists, an institution must follow its emergency notification procedures but is not required to issue a timely warning based on the same circumstances, however, the institution is required to provide adequate follow-up information to the community as needed.

If DPS, in conjunction with other campus officials (Facilities, Student Health Center, Student Development, etc.) or local first responders (Saint Louis Metropolitan Police Department, St. Louis City Fire Department, MO Highway Patrol, etc.) confirm there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of our community, DPS and/or designees, will collaborate, if needed, to determine the content of the message and they will initiate some or all of the systems listed below to communicate the threat to the university community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. Since SLU is an active and open campus, isolating notification to a particular building or part of campus may not be practical unless doing so could be done without jeopardizing the safety of the community. For example, if a serious gas leak can be contained to specific building and campus personnel can safely evacuate and secure the building by using a building speaker system, email, and/or physically walking the building, then a campus-wide emergency notification would not be made in that situation.

<table>
<thead>
<tr>
<th>System to use</th>
<th>Primary Message Creator</th>
<th>Backup Message Creator</th>
<th>Authority for approving &amp; sending messages</th>
<th>Primary Message Sender</th>
<th>Backup Message Sender</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRIMARY Blast Email (all</td>
<td>Assistant VP of Public</td>
<td>Assistant Director of</td>
<td>Assistant VP of Public Safety and</td>
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<td>follow-up information)</td>
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<td>Campus Emergency Alert</td>
<td>DPS Supervisor or</td>
<td>Dispatchers</td>
<td>Assistant VP of Public Safety and</td>
<td>DPS Supervisor /</td>
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<td>*</td>
<td>Preparedness or designee</td>
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After the initial communication blast, the primary means of providing follow-up information to the community will be on the university web page (www.slu.edu) and/or via the university email system. The university may also use any of the systems listed above to provide follow-up information, as deemed appropriate.

The Campus Emergency Alert System is designed to enhance and improve communication so that all members of the campus community can stay informed in the event of an emergency. SLU has contracted with RAVE to provide this service, which will allow students, faculty, and staff the ability to be notified via text message in the event of an emergency or campus closure. The message can also be sent to designated e-mail addresses. Campus visitors and contractors can “opt-in” to the RAVE system and receive emergency text messages while they are on campus. Please note that subscribers to the system will pay no fees for the service, other than any regular fees associated with text messaging services. To sign up for this service please proceed to myslu.slu.edu and click on Banner Self-Service if you are a student. Under the Personal Information tab, click on the Campus Emergency Notification System link and complete the required information. SLU employees will need to proceed to myslu.slu.edu and click on Workday and enter their cell number for the SLU Emergency Notification system. Visitors and contractors can contact the Clery Compliance Officer at 314.977.7129 to receive the directions on how to “opt-in” to the system. Due to limited characters available with text messaging, the Campus Emergency Alert System will only be used to provide limited safety information that is critical, such as areas to avoid, the need to shelter in place, provide an all-clear message, etc. The larger community, including parents, neighbors and other interested persons can obtain information about an emergency on campus via the University webpage (slu.edu) or the local or national media.

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<td>Department Website</td>
<td>Assistant VP of Public Safety and Emergency Preparedness or designee</td>
<td>Assistant Director of Public Safety and Emergency Preparedness</td>
<td>Assistant VP of Public Safety and Emergency Preparedness or designee</td>
<td>Web Application Developer</td>
<td>Multimedia Interactive Web Developer or Other Designee</td>
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</tbody>
</table>
It should be noted that unlike the timely warning requirement, an emergency notification isn’t restricted just to Clery reportable crimes. Incidents such as a serious gas leak, haz-mat spill, tornado warning, etc., could warrant the use of this protocol. DPS will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (DPS, Saint Louis Metropolitan Police Department, City of Saint Louis, etc.), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

ANNUAL NOTIFICATION & TESTING

SLU will publicize their emergency response and evacuation procedures annually via an email blast to the SLU community, in conjunction with at least one test per calendar year. A test is defined as regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities. Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced. Throughout the year the critical incident management team will meet and train on the University’s response to a critical incident through a variety of exercises that may include a tabletop, functional, or live exercise. These tests may be announced or unannounced depending on the type of exercise. Community members are encouraged to review the University’s emergency preparedness information located on the DPS website.

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

During orientation in August and throughout the year, students are informed about a variety of programs offered by DPS and other key campus departments. These programs include ALICE Training, SLU 101, Rape Aggression Defense, Alcohol & Drug Awareness, AED/CPR, etc. Title IX, Office of Student Responsibility and Community Standards, and the Campus Wellness & Recreation departments provide a variety of programs dealing with sexual assault, alcohol and drug education, stalking, domestic and dating violence, bystander intervention, risk reduction strategies, etc.

When a new employee is hired, they must attend a New Employee Orientation program that discusses a variety of security awareness and crime prevention programs that are offered by DPS. Employees are encouraged to participate in these programs when offered during the year.

All members of the community are continually reminded they must be responsible for their own security and the security of others. This message is reinforced through security awareness programs offered by the department, the annual disclosure report, and the "timely warnings" distributed to the campus community.

- New students and employees are informed about safety and security issues at orientation sessions. Multiple SLU 101 sessions are held during the summer for prospective students. New employee orientation sessions are held on a regular
basis throughout the year.

- Public safety provides walking safety escorts on campus for students, staff and visitors.

- Transportation Services offers the SLU-RIDE safety escort program. Rides can be requested via an online request or by downloading the Tap Ride app and selecting “SLURide-Saint Louis University” from the list. The hours for the SLU-RIDE program during the semester are subject to change but generally are:
  - Monday through Wednesday: 6 p.m. to 1 a.m.
  - Thursday: 6 p.m. to 2 a.m.
  - Friday: 6 p.m. to 3 a.m.
  - Saturday: 12:30 p.m. to 3 a.m.
  - Sunday: 12:30 p.m. to 1 a.m.
  - Break Hours: 6 p.m. to 12 a.m. daily

Outside of SLURide hours, DPS is available to provide escorts by calling 314.977.3000.

- Free Billiken Shuttle Service is offered to University members during published hours between the North and South campuses as well as the Scott Law Center.

- There are approximately 80 emergency blue light phones located on campus. These two-way call boxes are located strategically around campus. They allow an individual in need of assistance to speak directly with a dispatcher via the call box.

- During the 2020-2021 academic year, DPS provided the following crime prevention and safety programs to various groups of student, faculty, and staff. Please note, that due to COVID many of these programs were limited or not offered at all during the past academic year. Some of the programs are listed below:
  - SLU 101 for students – Available to incoming students, an overview of DPS is provided along with the services and trainings that our department provides to the community. It also covers basic safety principles to help stay safe while on campus. In 2020, SLU offered 3 SLU 101 sessions.
  - Rape Aggressive Defense training – Open to students and employees, this course is a female-only basic self-defense course and includes 12 hours of hands-on self-defense where women will learn hand strikes, kicks, blocking, and other strategies of defense. In 2020, SLU offered 0 RAD classes.
  - New Employee Orientation- Available to employees, an overview of DPS is provided along with the services and trainings that our department provides to the community. It also covers basic safety principles to help stay safe while on campus. In 2020, SLU started providing this training on-line. All new employees are provided a link to watch the training video.
AED/CPR training – Available to students and employees, SLU uses the American Heart Association’s BLS Provider Training to teach individuals how to perform CPR and utilize AED on adults, children, and infants. In 2020, SLU offered 36 CPR/AED classes.

Alcohol and drug awareness – Available to students and employees, this course examines how alcohol and drugs can affect careers and personal life. In 2020, SLU offered 0 Alcohol and Drug Awareness classes.

Active shooter training (ALICE) – Available to students and employees, this course offers up-to-date information on different response options in the rare event that an active shooter situation occurs on campus. In 2020, SLU offered 1 A.L.I.C.E sessions.

Fire Extinguisher training – Available to students and employees, this training covers basic instruction on the use of a fire extinguisher. In 2020, SLU offered 0 fire extinguisher classes.

General Safety – Open to students and employees, this program can be tailored to a specific crime prevention or safety topic. In 2020, SLU offered 3 General Safety programs.

Fire drills – Each semester DPS will conduct fire drills in the student residential halls to help prepare and educate our students in the event of a fire. DPS will also assist with a fire drill for employees in academic buildings upon request. In 2020, DPS conducted 24 Fire Drills.

Various safety and security programs are also presented by the Department of Housing and Residence Life, the Student Involvement Center and other University Departments. These training opportunities are often provided in cooperation with DPS. Public Safety will provide crime prevention programs upon request please contact 314.977.3000 or email dps@slu.edu if you would like to schedule a program.

MISSING STUDENTS WHO RESIDE IN ON-CAMPUS HOUSING

If a member of the university community has reason to believe that a student who resides in on-campus housing is missing for more than 24 hours, they should immediately notify DPS at 314.977.3000. All University officials are required to notify public safety immediately upon being notified about a missing student. They will generate a missing person report and initiate an investigation.

After investigating the missing person report, should public safety determine the student is missing and has been missing for more than 24 hours; public safety will notify the local law enforcement that has jurisdiction in the area (unless they determined the student was missing) and the student’s confidential contact. Even if the student hasn’t registered a confidential contact, is above the age of 18, or is an emancipated minor, the University will still contact the police department. Contact will be made no later than 24 hours after the student is determined to be missing.

If the missing student is under the age of 18 and is not an emancipated individual, the University will notify the student’s parent or legal guardian within 24 hours of the
determination the student is missing, in addition to notifying any additional contact person designated by the student.

In addition to registering an emergency contact, students residing in on-campus housing have the option on an annual basis to identify confidentially an individual to be contacted by the University in the event the student is determined to be missing more than 24 hours. Students who wish to identify a confidential contact can do so when completing their housing application. A student’s missing person contact information will be registered confidentially and will be accessible only by authorized campus officials and law enforcement in the case of a missing person investigation only.

Should the investigation determine the student is missing prior to 24 hours, these procedures will be implemented immediately.

**CRIME & FIRE LOG**

Public safety maintains a daily crime and fire log that records, by the date the incident was reported, all crimes, and fires (reported in residential halls only), that occur on campus, on or in a non-campus building or property, on public property. The Daily Crime & Fire Log is open for public inspection and available at the Department of Public Safety and Emergency Preparedness located in Wool Center, Room 114, 3545 Lindell Blvd, Saint Louis, MO 63103 during normal business hours. Our process for maintaining and posting the daily crime log complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (as amended in October 1998).

The crime and fire log includes:

- The date and time the crime was reported, the date and time the crime occurred, its nature, the general location where it occurred, and the disposition of the complaint, if the disposition is known at the time the log is created.
- The date and time the fire was reported, the date and time the fire occurred, its nature, and its general location in residential halls (please note the fire log only applies to fires that occur in on campus residential halls only).

The public safety department posts specific incidents in the crime and fire log within two business days of receiving a report of an incident. We reserve the right to exclude crime report information from the log under these circumstances:

- If posting the information jeopardizes an on-going investigation;
- If posting the information would cause a suspect to flee or evade detection;
- If posting the information could result in the destruction of evidence relating to the crime; or
- If posting the information jeopardizes the safety of an individual.

Once these factors are no longer present, and/or there is no longer a chance that posting
the information would adversely affect an on-going investigation, we will post the information.

We make available the most recent 60 days of crime and fire logs. If you wish to view logs older than the most recent 60 days, please contact the Clery Compliance Officer at 314.977.7129. Information on the fire log can be found in the fire report section of this report. No crime or fire log information will directly or indirectly identify a victim or a witness.

ALCOHOL AND DRUG POLICIES/PROGRAMS

The law of the State of Missouri states: “Any person under the age of 21 who purchases or attempts to purchase or has in his or her possession any intoxicating liquor … is guilty of a misdemeanor. Furthermore, anyone guilty of a misdemeanor shall, upon conviction, be punished by a fine of not less than $50, nor more than $1,000, or by imprisonment for a term not exceeding one year, or by both such fine and jail sentence.” The university enforces compliance with local and state alcoholic beverage laws on campus and at university-sponsored activities.

SLU recognizes both the letter and spirit of the law, as well as the needs of students for social activities. Refer to the Student Handbook for more detailed information. The following Alcohol Policy and Guidelines set parameters within which alcohol use will reflect this increasing awareness of concern for us and each other:

- In observance of the laws of Missouri and local ordinances, no person under the age of 21 may purchase or attempt to purchase, or have in their possession, or use any alcoholic or intoxicating beverage on campus or at university activities.

  Consumption of alcoholic beverages by those who are over 21 years of age, on campus, must follow Housing and Residence Life guidelines while in a residence hall, and is permitted only at those student events or locations that have been expressly approved by the Student Involvement Center and only in those locations for which the university has a license.

- Community members may not distribute and/or sell alcohol to anyone under the age of 21.

- University funds may not be used to pay for any portion of an event at which alcohol may be provided, served to or consumed by minors.

- Arrangements for food and beverages for on campus events must be made with DineSLU, which has the responsibility for verifying the legality of persons seeking to purchase or obtain alcohol. No food or beverages may be brought to an event by an outside caterer except with special authorization.
• Monitoring and enforcing compliance with the policy and guidelines are the responsibility of DPS for outside events, and the director/manager of the building for inside events. Compliance with the policy in the residence halls and university-owned/managed housing is the responsibility of the Director of Housing and Residence Life and the Residence Life staff.

• University departments and student organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members.

• As a Catholic Jesuit educational institution, Saint Louis University expects its students to develop a responsible philosophy on the appropriate use of alcoholic beverages. The university encourages students to consider all the implications of drinking and to arrive at a conscientious decision about how they will personally use alcohol.

The university is obligated to respect federal, state, and local laws, and it attempts to protect the rights of others threatened by illegal or immoderate drinking on campus or at social events sponsored by the university. The university, therefore, disapproves of drinking that infringes on the rights of others, misconduct due to drinking or drinking by anyone under 21 years of age. The university does not condone any drinking patterns that lead to behaviors detrimental to the health and welfare of the individual, student group or university community. Social activities are expected to have clear purposes, other than the consumption of alcoholic beverages. The university encourages moderation in the use of alcohol for those of legal age who choose to drink. The university strongly asserts that choosing not to drink is as socially acceptable as choosing to drink.

Finally, in accordance with our policy, the university will sponsor programs and develop guidelines to help community members understand the advantages of a healthy lifestyle, the consequences of use and abuse of alcohol, the moral implications of alcohol use and the importance of personal and community responsibility.

**POLICY ON ILLEGAL DRUGS**

Possession, use and distribution of stimulants, depressants, narcotics or hallucinogenic drugs, and other illegal agents having potential for abuse, except for a properly designated physician's or dentist's prescription, is forbidden by university policy and local, state and/or federal law. In addition, the abuse of legal substances may also be considered a violation of university policy, e.g., huffing nitrous oxide, whippets. Such use, possession and conduct are prohibited on Saint Louis University's premises, or as part of any university activity. Selling, bartering, exchanging, or giving away such substances to any person is illegal and prohibited. Any student engaged in such activity may be reported to law enforcement agents and will be subject to severe conduct action, including but not limited to suspension or dismissal. Please refer to the Student Handbook for more information as to what constitutes a violation of the university’s drug policy.

In accordance with the Drug Free Schools and Communities Act and the Drug Free
Workplace Act, the university annually distributes to students and employees an informational brochure that includes the university’s alcohol and drug policies, counseling and assistance programs, university and legal sanctions, health risks and uses and effects of controlled substances.

- Copies of the informational brochure for students are available in the Office of Student Responsibility and Community Standards, Wuller Hall, 2nd Floor or on-line at https://www.slu.edu/student-development/dean-of-students/drug-free-schools.php.

- Employees at SLU can get a copy of the Drug Free Schools and Communities Act Notice to Employees at https://slu.policystat.com/policy/token_access/ffb5d94e-58ce-4fe8-9fbc-070497e08760/.

- The university’s Alcohol and Drug expectations and policies are outlined in the Student Handbook, Section 1.2 Alcohol on Campus, Section 1.6 Drugs, Section 2.7 Community Standards Violations, and Alcohol and Drug Appendix

PREVENTION PROGRAMS

The SLU Harm and Alcohol Reduction Program (SHARP) was created to help students make better decisions regarding alcohol and other substance abuse. All incoming students are required to take Alcohol Edu, an on-line module geared towards alcohol awareness.

The Office of Student Responsibility and Community Standards provide the Billikens ACT workshop which is a two-part outcome for all Students found responsible for Alcohol/Drugs, Pets, Safety, and Community Relationship violations. The Billikens ACT Workshop is facilitated by a member of the Office of Student Responsibilities and Community Standards staff and is held in evenings during the academic year. Part 1 is completed online, and Part 2 is facilitated in person, barring circumstances (e.g., inclement weather, community health emergencies, university restrictions on events).

There are also AA meetings located on campus in the St. Xavier College Church Parish Center every Thursday evening.

Another preventative group is our Student Health Advocates/Peer Educators (SHAPE). SHAPE’s duties are to provide the SLU community with education around the following: health/wellness, alcohol prevention education and sexual assault/sexual health education. SHAPE’s purpose is to safeguard the health of students through education. During the past year this program was only offered during individual treatment sessions and no community programming was provided due to COVID.

INFORMATION REGARDING DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

SLU prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, SLU issues this statement of policy to inform the campus
community of our programs to address dating violence, domestic violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking. Institutional disciplinary procedures will depend on whether an incident occurs under the jurisdiction of the Interim Title IX Sexual Harassment Policy, the Student Handbook, or other relevant university policy.

FEDERAL CLERY ACT DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:** A Felony or misdemeanor crime of violence committed—
  i.  By a current or former spouse or intimate partner of the victim;
  A)  By a current or former spouse or intimate partner of the victim;
  B)  By a person with whom the victim shares a child in common;
  C)  By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
  D)  By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
  E)  By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
  ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  i. The existence of such a relationship shall be based on the complainant’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  ii. For the purposes of this definition—
    A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    B) Dating violence does not include acts covered under the definition of domestic violence.
  iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Sexual Assault** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the
National Incident-Based Reporting System User Manual from the FBI UCR Program, a sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

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

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

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

- **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

- **Stalking:**
  i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
     A) Fear for the person’s safety or the safety of others; or
     B) Suffer substantial emotional distress.
  ii. For the purposes of this definition—
     A) *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
     B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
     C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
  iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**JURISDICTIONAL DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING**

- **Domestic Violence:** The state of Missouri defines domestic violence as follows:
  
  - **Domestic Assault-First Degree** as defined in the Missouri State Code RSMo. 565.072
a) A person commits the offense of domestic assault in the first degree if they attempt to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.
b) The offense of domestic assault in the first degree is a class B felony unless in the course thereof the person inflicts serious physical injury on the victim, in which case it is a class A felony.

- **Domestic Assault-Second degree as defined in Missouri State Code RSMo. 565.073 (Class C Felony)**
  a) A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and they:
    a. Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or
    b. Recklessly causes serious physical injury to such domestic victim; or
    c. Recklessly causes physical injury to such domestic victim by means of any deadly weapon.
  2. The offense of domestic assault in the second degree is a class D felony

- **Domestic Assault-Third degree as defined in Missouri State Code RSMo. 565.074**
  a) A person commits the offense of domestic assault in the third degree if they attempt to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term "domestic victim" is defined under section 565.002.
  b) The offense of domestic assault in the third degree is a class E felony.

"Domestic victim", a household or family member as the term “family” or “household member” is defined in section 455.010, including any child who is a member of the household or family;

"Family" or "household member", spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time;

- **Dating Violence**: The state of Missouri does not have a definition of dating violence.
- **Sexual Assault**: The state of Missouri defines sexual assault as follows:

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Rape in the first degree, penalties--suspended sentences not granted, when (RSMo 566.030).

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

b) The offense of rape in the first degree or an attempt to commit rape in the first degree is a felony for which the authorized term of imprisonment is life imprisonment or a term of years not less than five years, unless:

(1) The offense is an aggravated sexual offense, in which case the authorized term of imprisonment is life imprisonment or a term of years not less than fifteen years;

(2) The person is a persistent or predatory sexual offender as defined in section 566.125 and subjected to an extended term of imprisonment under said section;

(3) The victim is a child less than twelve years of age, in which case the required term of imprisonment is life imprisonment without eligibility for probation or parole until the offender has served not less than thirty years of such sentence or unless the offender has reached the age of seventy-five years and has served at least fifteen years of such sentence, unless such rape in the first degree is described under subdivision (4) of this subsection; or

(4) The victim is a child less than twelve years of age and such rape in the first degree or attempt to commit rape in the first degree was outrageously or wantonly vile, horrible or inhumane, in that it involved torture or depravity of mind, in which case the required term of imprisonment is life imprisonment without eligibility for probation, parole or conditional release.

c) Subsection 4 of section 558.019 shall not apply to the sentence of a person who has been found guilty of rape in the first degree or attempt to commit rape in the first degree when the victim is less than twelve years of age, and "life imprisonment" shall mean
imprisonment for the duration of a person's natural life for the purposes of this section.

d) No person found guilty of rape in the first degree or an attempt to commit rape in the first degree shall be granted a suspended imposition of sentence or suspended execution of sentence.

- **Rape in the second degree, penalties: RSMo. 566.031**
  1. A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.
  2. The offense of rape in the second degree is a class D felony

- **Sexual abuse in the first degree. RSMo. 566.100** (Fondling under MO statutes)
  1. A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.
  2. The offense of sexual abuse in the first degree is a class C felony unless the victim is less than fourteen years of age, or it is an aggravated sexual offense, in which case it is a class B felony.

- **Sexual abuse in the second degree, penalties: RSMo 566.101**
  1. A person commits the offense of sexual abuse in the second degree if they purposely subject another person to sexual contact without that person's consent.
  2. The offense of sexual abuse in the second degree is a class A misdemeanor, unless it is an aggravated sexual offense, in which case it is a class E felony.

- **566.032. Statutory rape and attempt to commit, first degree, penalties.**
  1. A person commits the offense of statutory rape in the first degree if they have sexual intercourse with another person who is less than fourteen years of age.
  2. The offense of statutory rape in the first degree or an attempt to commit statutory rape in the first degree is a felony for which the authorized term of imprisonment is life imprisonment or a term of years not less than five years, unless:
     1. The offense is an aggravated sexual offense, or the victim is less than twelve years of age in which case the authorized term of imprisonment is life imprisonment or a term of years not less than ten years; or
     2. The person is a persistent or predatory sexual offender as defined in section 566.125 and subjected to an extended term of imprisonment under said section.

- **568.020. Incest — penalty.**
1. A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her:
   (1) Ancestor or descendant by blood or adoption; or
   (2) Stepchild, while the marriage creating that relationship exists; or
   (3) Brother or sister of the whole or half-blood; or
   (4) Uncle, aunt, nephew or niece of the whole blood.
2. The offense of incest is a class E felony.
3. The court shall not grant probation to a person who has previously been found guilty of an offense under this section.

- **Stalking:** The state of Missouri defines stalking as follows:
  - **Stalking as defined in Missouri State Code RSMO. 565.225**
    a) As used in this section and section 565.227, the term “disturbs” shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.
    b) A person commits the offense of stalking in the first degree if they purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and:
       (1) Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person’s residence or on such person’s property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person’s family or household members, or the person’s domestic animals or livestock as defined in section 276.606 kept at such person’s residence or on such person’s property; or
       (2) At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or
       (3) At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or
       (4) At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or
       (5) They has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or
(6) At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.

3. Any law enforcement officer may arrest, without a warrant, any person they have probable cause to believe has violated the provisions of this section.

4. This section shall not apply to activities of federal, state, county, or municipal law enforcement officers conducting investigations of any violation of federal, state, county, or municipal law.

5. The offense of stalking in the first degree is a class E felony, unless the defendant has previously been found guilty of a violation of this section or section 565.227, or any offense committed in another jurisdiction which, if committed in this state, would be chargeable or indictable as a violation of any offense listed in this section or section 565.227, or unless the victim is intentionally targeted as a law enforcement officer, as defined in section 556.061, or the victim is targeted because they is a relative within the second degree of consanguinity or affinity to a law enforcement officer, in which case stalking in the first degree is a class D felony.

- **Consent**: The state of Missouri defines consent, in relation to sexual activity, as follows:
  - **Consent as defined in Missouri State Code as RSMo. 556.061(14)**
    Consent or lack of consent may be expressed or implied.
    Assent does not constitute consent if:
    a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or
    b) It is given by a person who by reason of youth, mental disease or defect, or intoxication, is manifestly unable to (or known by the actor to be unable to) make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or
    c) It is induced by force, duress or deception.

**SLU’S DEFINITION OF CONSENT AS IT RELATES TO SEXUAL ACTIVITY**

**What is Effective Consent:**

- Effective Consent is an affirmative, knowing and voluntary decision – clearly communicated through mutually understandable words (e.g., saying “yes”) and/or actions – to willingly engage in mutually acceptable sexual activity (e.g., to do the same thing, at the same time, in the same way, with another individual(s)).
• Effective Consent must be given freely, willingly, consciously and knowingly by each participant to any desired sexual contact.

• Consent may be withdrawn by any consenting party at any time during the sexual activity. Withdrawal of consent must be demonstrated by words and/or actions that indicate a desire to end sexual activity. Once an individual has communicated withdrawal of consent, all sexual activity must end.

**What is NOT Effective Consent:**

• Conduct will be considered “without consent” if no clear consent, verbal or nonverbal, is given.

• Effective Consent cannot be given by someone who is incapacitated.

• Effective Consent cannot be gained through force, threat, intimidation, or coercion.

• A current or previous dating or sexual relationship, by itself, does not constitute Effective Consent. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity. Effective Consent cannot be assumed based on prior sexual contact or subsequent sexual contact.

• Effective Consent cannot be inferred from silence, passivity, or lack of resistance. Without outward communication or action, Effective Consent does not exist.

• Effective Consent cannot be inferred from an individual’s attire or physical appearance.

• Effective Consent cannot be inferred from an individual’s offer, acceptance, or participation in any form of non-physical sexual activity (e.g., social media forums, date/activity, consumption of alcohol, or invitation to a dorm room or private area).

• A verbal “no,” even if perceived to be indecisive constitutes a lack of consent.

The expectations of our community regarding Consent include, but are not limited to, the following:

• It is the responsibility of the person initiating the sexual activity to obtain the other party’s Effective Consent. It is not the responsibility of the intended recipient of such sexual contact to affirmatively deny such consent.

• All parties must have Effective Consent throughout the duration of the sexual activity.
• Effective Consent can be given by words and/or actions. Relying solely upon non-verbal communication, however, can lead to misunderstanding and as a result a potential violation of this Policy.

• Effective Consent to one form of sexual activity is not, by itself consent to other forms of sexual activity.

For a complete copy of SLU’s Sexual Harassment Policy governing sexual misconduct, visit https://slu.policystat.com/policy/token_access/a1ca76a8-27c1-4b1b-818d-7c771d8af9f1/

HOW TO BE AN ACTIVE BYSTANDER

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

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”1 We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt. If you or someone else is in immediate danger, dial 911. Below is a list2 of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront or seek help for a situation involving someone attempting to engage in sexual activity with someone who is incapacitated due to drug or alcohol consumption.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Support someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

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2 Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse.
RISK REDUCTION

Risk reduction refers to options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence. With no intent to place blame on those who have experienced any form of abuse and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don’t know where you are going, act like you do.
4. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
5. Make sure your cell phone is with you and charged and that you have cab money.
6. Don't allow yourself to be isolated with someone you don’t trust or someone you don’t know.
7. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
8. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
9. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
10. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
11. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.
12. Watch out for your friends, and vice versa. If a friend seems disoriented or confused, is overly intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
13. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
14. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
   a. **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
   b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
   c. **Have a code word with your friends or family** so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
   d. **Lie.** If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

15. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

16. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

**PROGRAMS TO PREVENT DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING**

The university engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and

B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

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

A. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;

B. Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
C. Defines what behavior and actions constitute consent to sexual activity in the State of Missouri as well as at Saint Louis University;

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

E. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

F. Information regarding:
   a) Procedures the individual impacted by sexual violence or abuse should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document).
   b) How the university will protect the confidentiality of victims and other necessary parties and offer confidential resources available to the SLU community;
   c) Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community;
   d) Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective; and
   e) Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.

The programs listed below include a variety of strategies focused on educating our new students and employees as well as our current students and employees on the issues involving sexual assault, domestic violence, dating violence and stalking. Some of these programs may involve the distribution of educational materials, inviting guest speakers to campus, providing programs to the community, programs during orientation, addressing topics during academic classes (i.e., First Year Experience), etc.

*Please note that due to COVID, very limited programming was offered during the 2020-2021 academic year.*
The following **primary prevention and awareness programs for all incoming students** offered during the 2020-2021 academic year (including summer 2021) include:

SA-Sexual Assault  DV-Domestic Violence  DAV-Dating Violence  S-Stalking  BI-Bystander Intervention

<table>
<thead>
<tr>
<th>NAME OF PROGRAM</th>
<th>DATE HELD</th>
<th>LOCATION HELD</th>
<th>TOPIC</th>
<th>NUMBER OF PROGRAMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everfi-Sexual Assault Prevention</td>
<td>Online/Zoom</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>All Incoming Students</td>
</tr>
<tr>
<td>Title IX/Scott Law Campus</td>
<td>8/10/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX/Grad Student Orientation</td>
<td>8/14/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>“Can I Kiss You” by Mike Domriz</td>
<td>8/16/20</td>
<td>Online/YouTube</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>U101 Sessions</td>
<td>Various</td>
<td>Various classrooms on campus</td>
<td>SA, DV, DAV, S BI</td>
<td>All U101 Sections</td>
</tr>
</tbody>
</table>

The **primary prevention and awareness programs for all new employees** offered during the 2020-2021 academic year (including summer 2021) include:

<table>
<thead>
<tr>
<th>NAME OF PROGRAM</th>
<th>DATE HELD</th>
<th>LOCATION HELD</th>
<th>TOPIC</th>
<th>NUMBER OF PROGRAMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Employee Orientation</td>
<td>On-going</td>
<td>Wool Center/On-Line</td>
<td>SA, DV, DAV, S</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Everfi-Preventing Harassment and</td>
<td>On-going</td>
<td>On-Line</td>
<td>SA, DV, DAV, S BI</td>
<td>All New Employees</td>
</tr>
<tr>
<td>Discrimination for Non-Supervisors</td>
<td></td>
<td></td>
<td></td>
<td>are Required to Complete</td>
</tr>
<tr>
<td>with Title IX and Clery</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Title IX/Scott Law Orientation</td>
<td>8/10/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
</tbody>
</table>

The **ongoing prevention and awareness campaigns for students** offered during the 2020-2021 academic year (including summer 2021) include:

<table>
<thead>
<tr>
<th>NAME OF PROGRAM</th>
<th>DATE HELD</th>
<th>LOCATION HELD</th>
<th>TOPIC</th>
<th>NUMBER OF PROGRAMS/Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everfi- Sexual Assault Prevention for</td>
<td>Throughout the year</td>
<td>Online</td>
<td>SA, DV, DAV, S BI</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Undergraduate, Graduate, and Adult</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Learners</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title IX-Student Athletes</td>
<td>Several from August – September 2020</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>Several</td>
</tr>
<tr>
<td>Title IX-Student Training</td>
<td>8/3/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Step Up Training-HRL Student Staff</td>
<td>8/4/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 Program/150 Attendees</td>
</tr>
<tr>
<td>Title IX-Student Athletes Mentors</td>
<td>8/5/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX/Oriflamme</td>
<td>8/10/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-HRL Pro Staff</td>
<td>8/24/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Step Up Training-Gamma Phi Beta Sorority</td>
<td>9/9/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 Program/155 Attendees</td>
</tr>
<tr>
<td>Title IX-ASAP Student Volunteers</td>
<td>9/10/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Mandatory Training</td>
<td>9/15/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-ASAP Student Volunteers</td>
<td>9/15/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Athletics</td>
<td>9/16/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Mandatory Training</td>
<td>9/17/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S BI</td>
<td>1 Program</td>
</tr>
</tbody>
</table>
The following **on-going awareness and prevention campaigns for employees** offered during the 2020-2021 academic year (including summer 2021) include:

<table>
<thead>
<tr>
<th>NAME OF PROGRAM</th>
<th>DATE HELD</th>
<th>LOCATION HELD</th>
<th>TOPIC</th>
<th>NUMBER OF PROGRAMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX-Faculty Senate</td>
<td>8/13/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-HRL Pro Staff</td>
<td>8/24/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Faculty Senate</td>
<td>8/25/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Mandatory Training</td>
<td>9/15/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Athletics</td>
<td>9/16/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Mandatory Training</td>
<td>9/17/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Graduate Intern</td>
<td>9/23/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Scott Law Center</td>
<td>10/07/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Human Resources</td>
<td>11/3/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-Industries Training</td>
<td>12/1/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-DPS Staff</td>
<td>12/18/20</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Everfi-Preventing Harassment and</td>
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<tr>
<td>Discrimination for Non-Supervisors</td>
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<tr>
<td>with Title IX and Clery</td>
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<tr>
<td>Title IX-SLU 101 Leaders</td>
<td>6/1/21</td>
<td>Online Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-School of Med Admissions Staff</td>
<td>7/1/21</td>
<td>Online Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<tr>
<td>Title IX-HRL Pro Staff</td>
<td>7/15/21</td>
<td>Online Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
</tbody>
</table>
PROCEDURES VICTIMS SHOULD FOLLOW IF A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING OCCURS

After an incident of sexual assault, dating violence, domestic violence, or stalking, the complainant should consider seeking medical attention as soon as possible at St. Louis University Hospital located at 3635 Vista Avenue, St. Louis, MO 63110. In Missouri, evidence may be collected even if you chose not to make a report to law enforcement. A victim of a rape in Missouri has the following options in regard to the testing of the evidence:

1. Report the incident to the police and have the kit tested.
2. Have the hospital keep the test on file at the hospital to be tested later (may be required to provide your name).
3. Have it tested right away while keeping your name anonymous and deciding later to press charges.

It is important that a complainant of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved. This may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining an order of protection. In circumstances of sexual assault, if the complainant does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful to university adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a complainant chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with DPS or other law enforcement to preserve evidence. If the complainant decides to report the incident to law enforcement or the university at a later date, it will assist in the investigation and may be helpful in obtaining an order of protection.

INVolVEMENT OF LAW ENFORCEMENT AND CAMPUS AUTHORITIES

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3 Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, starting in 2009, states must certify that they do not “require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement to be provided with a forensic medical exam, reimbursement for charges incurred because such an exam, or both.”
Although the university strongly encourages all members of its community to report violations of this policy to law enforcement, it is the complainant’s choice whether or not to make such a report and they have the right to decline involvement with the police. To report an incident involving a sexual assault, domestic violence, stalking, and dating violence, to the police, please contact the St. Louis Metropolitan Police Department by calling 314.231.1212 or in person at 919 North Jefferson Street. If you need assistance notifying the police department, please contact DPS or the Title IX Coordinator and they will assist you with contacting the appropriate law enforcement agency. Additional information about the St. Louis Metropolitan Police department may be found online at: http://www.slmpd.org/.

REPORTING INCIDENTS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident immediately to Anna Kratky, Title IX Coordinator, in person by visiting DuBourg Hall, Room 36, via phone at 314.977.3886 or 314. 580.8730 (after hours), or via email at anna.kratky@slu.edu. A report can also be made to the Department of Public Safety and Emergency Preparedness in person at the Wool Center, Room 114 or via phone at 314.977.3000 (if the complainant so desires.) Reports of all domestic violence, dating violence, sexual assault and stalking made to DPS will be referred to the Title IX Coordinator regardless of if the complainant proceeds to pursue criminal charges.

PROCEDURES THE UNIVERSITY WILL FOLLOW WHEN A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING IS REPORTED

The university has procedures in place that serve to be sensitive to the complainant who reports a sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an respondent, such as housing, academic, transportation and working accommodations, if reasonably available. The university will implement such Supportive Measures, if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to DPS, local law enforcement, or initiate a university investigation through a Formal Complaint. To get further assistance, students and employees should contact Anna Kratky, Title IX Coordinator, by visiting in person at the Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, via phone at 314.977.3886 or 314.580.8730 (after hours), or via email at anna.kratky@slu.edu to get further assistance.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the university, below are the procedures that the university will follow:
<table>
<thead>
<tr>
<th>Incident Being Reported:</th>
<th>Procedure SLU will Follow:</th>
<th>Evidentiary Standard</th>
</tr>
</thead>
</table>
| SEXUAL ASSAULT          | 1. Upon request, SLU will provide the complainant with access to medical care.  
                        | 2. SLU will assess immediate safety needs of the complainant.  
                        | 3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request.  
                        | 4. SLU will provide the complainant with referrals to on and off campus mental health providers.  
                        | 5. SLU will provide written information to complainant on how to preserve evidence.  
                        | 6. SLU will assess the need to implement interim or long-term protective and supportive measures, if appropriate.  
                        | 7. SLU will provide the complainant with a written explanation of the complainant’s rights and options.  
                        | 8. SLU will provide a “No Trespass” letter to respondent if deemed appropriate.  
                        | 9. SLU will provide written instructions on how to apply for an Order of Protection.  
                        | 10. SLU will provide a copy of the current Title IX Sexual Harassment Policy to the complainant and inform the complainant of their right to initiate an investigation and proceed with a grievance process.  
                        | 11. If a matter that has been reported does not fall under the jurisdiction/scope of Title IX due to the nature of the circumstances report, the location of reported incident, or the identity of the parties involved, SLU will provide the Student Handbook or other relevant policy to the Complainant with an explanation of that investigative and hearing process.  
                        | 12. SLU will inform the Complainant of the status of the investigation and whether or not an investigation will result in a hearing to determine whether the Respondent did or did not violate university policy.  
                        | 13. SLU will enforce the anti-retaliation policy. | Saint Louis University uses the preponderance of the evidence standard. |
| **STALKING** | 1. Upon request, SLU will provide the complainant with access to medical care.  
2. SLU will assess immediate safety needs of complainant.  
3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request.  
4. SLU will provide written instructions on how to apply for an Order of Protection.  
5. SLU will provide the complainant with referrals to on and off campus mental health providers.  
6. SLU will provide written information to complainant on how to preserve evidence.  
7. SLU will assess need to implement interim or long-term protective and supportive measures to protect the complainant, if appropriate.  
8. SLU will provide the complainant with a written explanation of the complainant’s rights and options.  
9. SLU will provide a “No Trespass” letter to respondent if deemed appropriate.  
10. SLU will provide a copy of the current Title IX Sexual Harassment Policy to the complainant and inform the complainant of their right to initiate an investigation and proceed with a grievance process.  
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12. SLU will inform the Complainant of the status of the investigation and | Saint Louis University uses the preponderance of the evidence standard. |
whether or not an investigation will result in a hearing to determine whether the Respondent did or did not violate university policy.

13. SLU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

| DATING VIOLENCE | 1. Upon request, SLU will provide the complainant with access to medical care.  
2. SLU will assess immediate safety needs of complainant.  
3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request.  
4. SLU will provide written instructions on how to apply for an Order of Protection.  
5. SLU will provide the complainant with referrals to on and off campus mental health providers.  
6. SLU will provide written information to complainant on how to preserve evidence.  
7. SLU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate.  
8. SLU will provide the complainant with a written explanation of the complainant’s rights and options.  
9. SLU will provide a “No Trespass” letter to respondent if deemed appropriate.  
10. SLU will provide a copy of the current Title IX Sexual Harassment Policy to the complainant and inform the complainant of their right to initiate an investigation and proceed with a grievance process.  
11. If a matter that has been reported does not fall under the jurisdiction/scope of Title IX due to the nature of the circumstances report, the location of reported incident, or the identity of the parties involved, SLU will provide the Student Handbook or other | Saint Louis University uses the preponderance of the evidence standard. |
| **DOMESTIC VIOLENCE** | relevant policy to the Complainant with an explanation of that investigative and hearing process. | 12. SLU will inform the Complainant of the status of the investigation and whether or not an investigation will result in a hearing to determine whether the Respondent did or did not violate university policy.  
13. SLU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation. | 1. Upon request, SLU will provide the complainant with access to medical care.  
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Saint Louis University uses the preponderance of the evidence standard.
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<td></td>
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</tr>
<tr>
<td>12.</td>
<td>SLU will inform the Complainant of the status of the investigation and whether or not an investigation will result in a hearing to determine whether the university policy, Respondent did or did not violate</td>
</tr>
<tr>
<td>13.</td>
<td>SLU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation</td>
</tr>
</tbody>
</table>

ASSISTANCE FOR COMPLAINANT: RIGHTS & OPTIONS

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

- the procedures the complainant should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality and privacy of the complainant and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution’s provisions about options for, available assistance in, and how to request Supportive Measures; and
- an explanation of the procedures for institutional disciplinary action.

RIGHTS OF VICTIMS AND THE INSTITUTION’S RESPONSIBILITIES FOR ORDERS OF PROTECTION, “NO CONTACT” ORDERS, RESTRAINING ORDERS, OR SIMILAR LAWFUL ORDERS ISSUED BY A CRIMINAL, CIVIL, OR TRIBAL COURT OR BY THE INSTITUTION

SLU complies with Missouri law in recognizing orders of protection. In Missouri, a person can receive an ex parte order, which is a temporary order quickly issued by the court and subsequently, a full order of protection, which is granted after a court hearing is held. A complainant can petition to receive an ex-parte order by going to the
Adult Abuse Office, 9th floor, Civil Court Building, 10 North Tucker, St. Louis, MO 63101. Police can also issue a temporary ex-parte order at the police department after hours if needed (see resource chart for police department by campus location). The university cannot legally apply for a legal order of protection or restraining order for the complainant in this jurisdiction. The complainant is required to apply directly for these services. Any person who obtains an order of protection from Missouri or any other state should provide a copy to DPS and the Title IX Coordinator. The recipient of the Order of Protection if they desire, may meet with DPS and the Title IX Coordinator to develop a Safety Action Plan, which is a plan to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.)

The university may issue an institutional “No Contact” directive, if deemed appropriate, at the request of any student. If the university receives a report that such an institutional no contact order has been violated, the university will initiate disciplinary proceedings appropriate to the status of the respondent (student, employee, etc.) and may impose sanctions if the respondent is found responsible for violating the no contact order.

The Office of Student Responsibility and Community Standards in collaboration with the Department of Public Safety may also issue a stay away order to a non-member of the SLU community. The letter will explain to the individual that should they be on SLU property, they may subject to arrest for trespassing.

**SUPPORTIVE MEASURES AVAILABLE FOR VICTIMS**

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, SLU will provide written notification to students and employees about supportive measures available to them, including academic, living, transportation and working situations. The written notification will include information regarding the supportive options, available assistance in requesting accommodations, and how to request Supportive Measures. To get further assistance, students and employees should contact Anna Kratky, Title IX Coordinator, by visiting in person at the Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, via phone at 314.977.3886 or 314.580.8730 (after hours), or via email at anna.kratky@slu.edu to get further assistance.

At the complainant’s request, and to the extent of the complainant’s cooperation and consent, university offices will work cooperatively to assist the complainant in obtaining supportive measures. If reasonably available, a complainant may be offered changes to academic, living, working or transportation situations regardless of whether the complainant chooses to report the crime to campus police, local law enforcement, or initiate a university investigation.

Following a report of Prohibited Conduct, the university will offer reasonable and appropriate measures to protect a complainant and facilitate the complainant’s continued access to university employment or education programs and activities. The university offers a wide range of supportive measures for students and employees, whether as complainants
or respondents, to provide support and guidance throughout the university’s response to a report of Prohibited Conduct. Supportive measures are not disciplinary or punitive in nature. Supportive measures are designed to restore or preserve equal access to educational opportunities, programs, or activities without reasonably burdening the other party. Supportive measures may be implemented on an interim basis or may be extended permanently.

The university offers the following range of supportive measures:

- Imposition of a mutual No Contact Order which prohibits either party from communicating through any manner or medium with the other party. Parties will be notified of such orders via their SLU email and failure to comply with such orders may result in disciplinary action.
- Rescheduling of exams and assignments;
- Providing alternative course completion options;
- Change in class schedule, including the ability to transfer course sections or withdrawal from a course without penalty;
- Change in an employee’s work schedule or job assignment;
- Change in a student’s university-sponsored or controlled housing;
- Assistance from university support staff in completing housing relocation;
- Voluntary leave of absence;
- Providing an escort to ensure safe movement between classes and activities;
- Providing access to medical services;
- Providing access to counseling services;
- Providing academic support services, such as tutoring;
- University-imposed administrative leave or separation;
- Providing information and support regarding how to seek a Civil Protection Order and/or;
- Any other remedy which can be tailored to the involved individuals to achieve the goals of this policy.

Supportive measures are available regardless of whether a complainant files a Formal Complaint under this policy. The university will maintain the privacy of any supportive measures provided under this policy to the extent practicable and will promptly address any violation of the supportive measures.

The Title IX Coordinator is responsible for coordinating the effective implementation of the supportive measures and has the discretion to implement and/or modify any supportive measure based on all available information. The Title IX Coordinator is available to meet with a complainant or a respondent to address any concerns about the provision, scope, or application of the supportive measures.

The university will provide reasonable supportive measures to third parties as appropriate and available, taking into account the role of the third party and the nature of any contractual relationship with the university.
To request changes to academic, living, transportation and/or working situations or protective measures, SLU community members should contact Anna Kratky, Title IX Coordinator, in person by visiting the DuBourg Hall, room 36, via phone at 314.977.3886 or 314.580.8730 (after hours), or via email at anna.kratky@slu.edu. If the complainant wishes to receive assistance in requesting these measures, they should contact the Title IX Coordinator.

**ON AND OFF CAMPUS SERVICES FOR VICTIMS** (Additional Resources located in the Title IX/Sexual Harassment Policy located in Appendix B)

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

<table>
<thead>
<tr>
<th>ON CAMPUS RESOURCES</th>
<th>TYPE OF SERVICES AVAILABLE</th>
<th>SERVICE PROVIDER</th>
<th>CONTACT INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling/Mental Health</td>
<td>Personal counseling and referral to off-campus resources</td>
<td>University Counseling Center</td>
<td>Wuller Hall, 2nd Floor 3711 West Pine Mall 314.977.8255</td>
</tr>
<tr>
<td>Health</td>
<td>Provides students with health education, emergency care and treatment of minor illness or injury, referrals, and resources for confidential care.</td>
<td>Student Health Services</td>
<td>Marchetti Towers East 3518 Laclede Avenue 314.977.2323 (24 hours)</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Off Campus (see below)</td>
<td>Off Campus (see below)</td>
<td>Refer to Off Campus Resources</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>Off Campus (see below)</td>
<td>Off Campus (see below)</td>
<td>Refer to Off Campus Resources</td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>Assist students with Visa and Immigration issues</td>
<td>Office of International Services</td>
<td>Des Peres Hall, room 102 3694 West Pine Mall 314.977.2318</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>Assist students with issues involving financial aid, leave of absences, loan repayment terms.</td>
<td>Office of Student Financial Services</td>
<td>DuBourg Hall, Room 121 221 N. Grand Blvd. 314.977.2350</td>
</tr>
<tr>
<td>Title IX</td>
<td>Assist community members with issues pertaining to sexual harassment, including victims of sexual assault, domestic violence, dating violence and stalking.</td>
<td>Title IX Coordinator/Office of Institutional Equity and Diversity</td>
<td>DuBourg Hall, Room 36 221 N. Grand Blvd. 314.977.3886 (Title IX Coordinator) SLU Integrity Hotline (24 hours) Submission on-line (<a href="https://www.slu.edu/compliance-ethics/hotline.php">https://www.slu.edu/compliance-ethics/hotline.php</a>) or by calling 1-877-525-5669.</td>
</tr>
<tr>
<td>Public Safety</td>
<td>Crime prevention programs, victim services, crime reporting, law enforcement liaison.</td>
<td>Department of Public Safety Department and Emergency Preparedness</td>
<td>Wool Center, Room 114 3545 Lindell Blvd. 314-977.3000</td>
</tr>
</tbody>
</table>

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### OFF CAMPUS RESOURCES

<table>
<thead>
<tr>
<th>TYPE OF SERVICES AVAILABLE</th>
<th>SERVICE PROVIDER</th>
<th>CONTACT INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling/Mental Health</td>
<td>Mercy Hospital Behavioral Health</td>
<td>615 New Ballas Road&lt;br&gt;Saint Louis, MO 63141&lt;br&gt;314-251-4845</td>
</tr>
<tr>
<td>Professional counseling and mental health services</td>
<td>St. Anthony’s Behavioral Health</td>
<td>10010 Kennerly Road&lt;br&gt;Saint Louis, MO 63128&lt;br&gt;314-525-4400</td>
</tr>
<tr>
<td>Comprehensive care for wide range of psychiatric disorders/ alcohol and drug abuse treatment programs.</td>
<td>CenterPointe Hospital</td>
<td>763 S. Ballas Road, Suite 130&lt;br&gt;Saint Louis, MO 63141&lt;br&gt;1-800-345-5407</td>
</tr>
<tr>
<td>Health Care</td>
<td>St. Louis University Hospital</td>
<td>3635 Vista Avenue&lt;br&gt;Saint Louis, MO 63110&lt;br&gt;314.577.8000</td>
</tr>
<tr>
<td>Emergency medical care, Sexual Assault Nurse Examiner available</td>
<td>St. Mary’s Health Center</td>
<td>6420 Clayton Road&lt;br&gt;Richmond Heights, MO 63117&lt;br&gt;314.768.8000</td>
</tr>
<tr>
<td>Emergency medical care, Sexual Assault Nurse Examiner available</td>
<td>Barnes Jewish Hospital</td>
<td>1 Barnes Jewish Hospital Plaza&lt;br&gt;Saint Louis, MO 63110&lt;br&gt;314.747.3000</td>
</tr>
<tr>
<td>Emergency medical care, Sexual Assault Nurse Examiner available</td>
<td>Missouri Baptist Hospital</td>
<td>3015 N. Ballas Road&lt;br&gt;Saint Louis, MO 63131&lt;br&gt;314.996.5000</td>
</tr>
<tr>
<td>Emergency medical care, Sexual Assault Nurse Examiner available</td>
<td>Mercy Hospital</td>
<td>615 New Ballas Road&lt;br&gt;Saint Louis, MO 63141&lt;br&gt;314-251-4845</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>YWCA Advocacy Group/Rape Crisis Center</td>
<td>3820 West Pine Blvd,&lt;br&gt;Saint Louis, MO 63108&lt;br&gt;314-531-7273- Hotline&lt;br&gt;314-726-6665</td>
</tr>
<tr>
<td>Provide support for victims of sexual assault. Provide economic education, childcare, leadership recognition, and transitional housing.</td>
<td>Alternatives to Living in Violent Environments</td>
<td>24-hour crisis line&lt;br&gt;314.993.2777</td>
</tr>
<tr>
<td>Provide support for victims of domestic violence.</td>
<td>Legal Advocates for Abused Women</td>
<td>539 Grand Blvd #400&lt;br&gt;Saint Louis, MO 63103&lt;br&gt;314.664.6699</td>
</tr>
<tr>
<td>Provide support for victims of domestic violence.</td>
<td>Safe Connections</td>
<td>2165 Hampton Avenue&lt;br&gt;Saint Louis, MO 63139</td>
</tr>
<tr>
<td>Domestic Violence Support</td>
<td>LGBT Center of St. Louis</td>
<td>Currently looking for new residence. 1-888-350-4477</td>
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<td>------------------------------------------------------</td>
</tr>
<tr>
<td>Helps victims and their families overcome the negative effects of crime</td>
<td>Crime Victim Advocacy Center</td>
<td>539 Grand Blvd #400 St. Louis, MO 63103 314.652.3623</td>
</tr>
<tr>
<td>Info on court procedures, state resources, assists with orders of protection.</td>
<td>Adult Abuse Office</td>
<td>Civil Court Building, 9th floor 10 North Tucker, St. Louis, MO 63101 314.622.3788</td>
</tr>
<tr>
<td>39 bed domestic violence program for abused women and their children.</td>
<td>Kathy J. Weinman Shelter</td>
<td><a href="http://www.co.stlouis.mo.us/dhs/kjweinmanshelter.html">www.co.stlouis.mo.us/dhs/kjweinmanshelter.html</a> 314-423-1117</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>Legal Services of Missouri</td>
<td>4232 Forest Park Avenue Saint Louis, MO 63108 314-535-4200</td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>ISCIS Office</td>
<td>Robert A. Young Federal Building, 1222 Spruce Street, Room 2205 Saint Louis, MO 63103-2815 1-800-375-5283</td>
</tr>
<tr>
<td>Law Enforcement</td>
<td>St. Louis Metropolitan Police Department</td>
<td>919 N. Jefferson Street Saint Louis, MO 63106 314-231-1212</td>
</tr>
</tbody>
</table>

*SANE nurses have received specialized training to conduct sexual assault evidentiary exams for rape victims.

**CONFIDENTIALITY**

Students or employees may request that directory information on file with the university be withheld by contacting the Office of the Registrar (if a student), DuBourg Hall, Room 22, 314.977.2269 or the Office of Human Resources (if an employee), Wool Center, 314.977.5847. Regardless of whether a complainant has opted-out of allowing the university to share “directory information,” personally identifiable information about the complainant and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the complainant, including supportive measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any supportive measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the supportive measures or when a FERPA exception exists.
The university does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued based on a report of domestic violence, dating violence, sexual assault, or stalking (or any other crime), the name of the complainant and other personally identifiable information about the complainant will be withheld.

GENERAL DISCLOSURES APPLICABLE TO ALL PROCEDURES RELATED TO THE ADJUDICATION OF VAWA OFFENSES

The following statements apply to all procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, regardless of whether the alleged conduct will be resolved in accordance with the Interim Title IX/Sexual Harassment policy. The Grievance Process details the university’s process for resolving reports of Prohibited Conduct that fall within the scope of Title IX and the Interim Title IX Sexual Harassment Policy, section 2.11. Procedures for alleged misconduct not applicable to the university’s Title IX Sexual Harassment Policy, outlined in Section 2.8.4 of the Student Handbook, details the university’s process for resolving reports of alleged misconduct not applicable to the university’s Interim Title IX Sexual Harassment Policy.

The university’s disciplinary process includes a prompt, fair, and impartial process from the initial investigation to the final result. In all instances, the process will be conducted in a manner that is consistent with the institution’s policy and that is transparent to the complainant and the respondent. The university makes every effort to reach the conclusion of the grievance/adjudication process for matters involving sexual assault, dating violence, domestic violence and stalking within 90 days from the initiation of an investigation. However, each proceeding allows for extensions of timeframes for good cause with written notice to the complainant and the respondent of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of all participants and promotes accountability. Furthermore, each policy provides that:

1. The complainant and the respondent will have timely notice for meetings at which the complainant or respondent may be present.
2. The complainant, the respondent, and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meetings and hearings, as well as access to all information gathered during an investigation regardless of whether it is utilized in the Investigative Report or at the Hearing.
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the complainant or the respondent.
4. The complainant and the respondent will have the same opportunities to have others present during any institutional disciplinary proceeding. The complainant and the
respondent each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The university will not limit the choice of advisor or presence for either the complainant or the respondent in any meeting or institutional disciplinary proceeding so long as the chosen advisor is not also a witness in the investigation. Advisors may participate in the university process in an advisory capacity, but they may not take part directly in the investigation. Advisors may participate in the Hearing to conduct cross examination of the opposing party and witnesses. If a party wishes to speak privately with their advisor during the hearing, they may request a brief recess from the meeting or proceeding. In disciplinary proceedings that do not fall under the scope of the Interim Title IX Sexual Harassment Policy, advisors may not conduct cross examination of witnesses and parties but may submit questions, in advance, to the Hearing Officer for consideration to be asked by the hearing officer during the hearing.

5. The complainant and the respondent will be notified simultaneously, in writing, of any initial, interim, and final decision of any disciplinary proceeding; and

6. Where an appeal is permitted under the applicable policy, the complainant and the respondent will be notified simultaneously in writing, of the procedures for the respondent and the complainant to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the complainant and the respondent will be notified simultaneously of the outcome of the appeal in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved. Result means an initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution and must include the rationale for the result of the sanctions.

Whether criminal charges are filed, if a complainant of sexual harassment does not fall under the scope or jurisdiction of the Title IX Sexual Harassment Policy due to the nature or location of the allegations, then the complainant may pursue the matter under other applicable university policies, such as the Harassment Policy or Student Handbook.

<table>
<thead>
<tr>
<th>Policy</th>
<th>Scope</th>
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</thead>
<tbody>
<tr>
<td>Interim Title IX Sexual Harassment Policy</td>
<td>Applies when an enrolled student, student attempting to enroll or employee alleges prohibited conduct under this policy. The prohibited conduct must have occurred in an education program or activity.</td>
</tr>
<tr>
<td>Student Handbook</td>
<td>Applies to any student that reports prohibited conduct as described in the Student Handbook.</td>
</tr>
<tr>
<td>Faculty Manual</td>
<td>Applies to Faculty and establishes process for termination and sanctions short of dismissal if there is a violation of the Interim Title IX Sexual Harassment Policy regarding sanctions.</td>
</tr>
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</table>

Below are the following applicable policies determined by the nature of the allegations, the location of the allegations, and the identity of the parties.
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<thead>
<tr>
<th>Name of Applicable Policy</th>
<th>Interim Title IX Sexual Harassment Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electronic Address</td>
<td><a href="HTTPS://SLU.POLICYSTAT.COM/POLICY/TOKEN_ACCESS/A1CA76A8-27C1-4B18-818D-7C771D8AF9F1/">HTTPS://SLU.POLICYSTAT.COM/POLICY/TOKEN_ACCESS/A1CA76A8-27C1-4B18-818D-7C771D8AF9F1/</a> (LISTED IN APPENDIX A)</td>
</tr>
</tbody>
</table>

**How to File a Report Under this Policy**

While an individual is encouraged to report an incident to a person of their choice, the university has designated the following Reporting Contacts to receive reports of Prohibited Conduct. The designated Reporting Contacts have been trained to share available reporting options and resources with a Complainant or person reporting sexual harassment. Again, although certain individuals or entities are designated Reporting Contacts, all employees who are aware of Prohibited Conduct, are required to report the information to the Title IX Coordinator unless otherwise designated as a confidential resource.

Complaints can be filed by notifying any of the following:

- Anna Kratky, Title IX Coordinator, DuBourg Hall, Room 36, 314.977.3886 or 314.580.8730 (after hours)
- Department of Public Safety, Wool Center, Room 114, 314.977.3000, dps@slu.edu
- Dean of Students Office, BSC, Suite 356, 314.977.9378, deanofstudents@slu.edu
- Department of Housing and Residence Life, DuBourg Hall, Room 157, 314.977.2811, Pro-Staff On Call: 314.486.4947 (24 hours), reslife@slu.edu
- Office of Student Responsibility & Community Standards, Wuller Hall, 2nd Floor North, 314.977.7326; conduct@slu.edu
- Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, 314.977.3838
- SLU Integrity Hotline as a reporting option 1-877-525-5669 or https://www.lighthouseservices.com/_StandardCustomURL/LHILandingPage.asp

**The Major Steps in the Policy are:**

- Receipt of report.
- Administrator consults with DPS to determine if there is a serious or continuing threat that may require issuance of a timely warning.
- Outreach to the Complainant to notify them of available supportive measures, provide them a copy of the Explanation of Rights/TIX Know Your Rights Pamphlet document, the option to file a Formal Complaint to initiate a university investigation, and an invitation to meet with the Title IX Coordinator to further discuss these options and resources.
- When a Complainant submits a Formal Complaint requesting the university to initiate an investigation, the Title IX Coordinator will review the Formal Complaint. The Title IX Coordinator must dismiss the Formal Complaint if (1) the Formal Complaint does not allege circumstances that meet the definition of sexual harassment if proven; (2) the conduct did not take place within an education activity or program; (3) the conduct did not occur within the United States; or (4) the Formal Complaint is not signed by someone that meets the definition of a Complainant. The Title IX Coordinator has the discretion to dismiss a Formal Complaint when (1) the Complainant notifies the Title IX Coordinator that they wish to
withdraw the Formal Complaint; (2) the Respondent is no longer enrolled at or employed by Saint Louis University; or (3) there are circumstances that prevent Saint Louis University from gathering the necessary information to make a determination regarding responsibility.

- The Title IX Coordinator has the discretion to sign a Formal Complaint and initiate the Grievance Process even when a Complainant does not wish to do so. The Title IX Coordinator will consider the following factors when assessing whether to move forward with the Grievance Process: the severity of the conduct alleged including multiple accused individuals and/or the use of force; the risk of the conduct being repeated and the continuation of sexual harassment; and the availability of information or evidence.

- If the Title IX Coordinator dismisses a Formal Complaint either as a mandatory dismissal or a discretionary dismissal, both the Complainant and the Respondent will receive written notice of the dismissal and the reasons for the dismissal. Both the Complainant and the Respondent have the right to appeal the decision to dismiss.

- If a Formal Complaint is dismissed under Title IX, the university may address the Prohibited Conduct as a violation of the Student Code of Conduct, the Faculty Manual, or the Staff Performance Management Policy. In those instances, Complainants will be connected to the Office of Student Responsibility and Community Standards, the Office of Institutional Equity and Diversity, the Division of Human Resources, or other appropriate office.

- Once the Title IX Coordinator has confirmed that the Formal Complaint will not be dismissed, the Complainant and Respondent will be notified in writing of the following:
  - The allegations including the date, time, location, parties involved, and the conduct alleged to have occurred.
  - The corresponding policy violations under this policy and/or other relevant university policy.
  - An explanation of the Grievance Process and their rights under this policy.
  - The presumption that the Respondent is not responsible for any policy violation prior to a finding of such at the conclusion of the Grievance Process.
  - The right to an advisor.
  - The use of the preponderance of the evidence standard throughout the Grievance Process.
  - The right to inspect all information and evidence collected during the Grievance Process.
  - A proposed date and time to meet with the investigator that provides sufficient time for each party to review this policy, to decide on their choice of advisor or to request that one be appointed by the university, and to prepare for an investigative meeting.
  - The available supportive measures.
  - The range of possible sanctions should the end of the Grievance Process result in a finding of responsibility.

- When a Formal Complaint results in the initiation of an investigation, the Title IX Coordinator, or designee, will assign a trained investigator to conduct a prompt, thorough and impartial investigation of reports of Prohibited Conduct. All parties and witnesses are expected to provide truthful information. The
Investigating Officer or designee will provide timely updates, as appropriate or requested, about the timing and status of the investigation.

- It is the responsibility of the university, not the parties, to gather relevant information to the extent reasonably possible. The Investigating Officer will conduct a fair and reliable fact-gathering considering the circumstances of the report. The Investigator will be responsible for interviewing the Complainant and Respondent; interviewing potential witnesses; collecting relevant documentation and physical evidence, including documents, communications between the parties, and other electronic records as appropriate; creating a timeline; and preparing a written report documenting the complete investigation.

- The Complainant and Respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. Witnesses may have observed the acts in question, have information relevant to the incident, or be participating solely to speak about an individual’s character.

- The Investigating Officer will determine the relevance of any proffered information and decide what will be included in the Investigative Report. However, all information and materials gathered, will be provided to both parties for their review and inspection prior to the end of the investigation.

- Medical and counseling records of a Complainant or Respondent are privileged confidential records that individuals are not required to disclose. However, these records may contain relevant and material information and a party may voluntarily choose to share such records with the investigator. Only upon permission and request of a Party will such records be included in the Investigative Report and/or materials gathered that are shared with both parties.

- A Complainant’s prior sexual history will never be used as evidence of character or reputation and will only be considered during an investigation under limited circumstances. For example, where there is a current or ongoing relationship between the Complainant and the Respondent, and the Respondent asserts that the conduct was consensual, the prior sexual history between the parties may be relevant to assess the manner and nature of communications between the parties. The mere fact of a current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Any prior sexual history of the Complainant with other individuals is typically not relevant and will only be permitted if it is probative of a material fact, for example, to explain an injury or physical finding.

- Where a sufficient informational foundation exists, the Investigating Officer, in consultation with the Title IX Coordinator, will assess the relevance, form, and reliability of the information and determine if it is appropriate for inclusion in the written investigation report for consideration by the Hearing Officer in its determination of responsibility and/or any assigning of a sanction.

- The Title IX Coordinator may consolidate two or more Formal Complaints, and thus investigations, when there are common Complainants or Respondents involved or when the allegations arise out of the same facts or circumstances.

- At the conclusion of the investigation, the investigator will prepare a written report that summarizes the information gathered during the investigation, identifies the potential policy violations, and
synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts. Before the report is finalized, the Complainant and the Respondent, as well as their advisors, will be given the opportunity to review a preliminary investigative report as well as all information or evidence gathered that is directly related to the allegations regardless of whether it was included in the preliminary investigative report or not. These materials will be made available to the Parties and their advisors electronically. The Complainant and the Respondent may submit any additional comment or information to the investigator within ten (10) days of the opportunity to review the report. Upon receipt of any additional information by either Party, or after the ten (10) day comment period has lapsed without comment, the investigator will finalize the report. This finalized report, which will include any appropriate comments submitted by either Party, will be given to the hearing panel.

- The investigator will seek to complete the investigation and provide that investigation to the Hearing Panel and the Parties within forty-five (45) days of receiving the Formal Complaint, but this time frame may be extended depending on the complexity of the circumstances of each case. Both the hearing panel and the Parties will receive the investigation electronically.

- The Title IX Coordinator will assemble a Hearing Panel of three (3) trained university staff or faculty to determine the responsibility of the Respondent. A live hearing will be held and the Hearing Panel will have the opportunity to ask questions of both Parties and any witnesses presented at the hearing. Prior to the start of the hearing, Parties may submit questions that they would like to be asked by the hearing panel of either party. The hearing chair will ask these questions only if they are properly submitted, seemed to be relevant and have not already been asked by the hearing panel previously. The hearing chair will ask the submitted questions at the conclusion of the hearing panel's questioning. At the conclusion of the hearing, the Hearing Panel will determine whether the Respondent is or is not responsible for the alleged policy violations and will send both Parties their decision in writing via email simultaneously. If the decision was that the Respondent was responsible, the Hearing Panel will also assign sanctions.

- Either party may appeal the decision of the Hearing Panel. All appeals are due, in writing, to the Title IX Coordinator in the Office of Institutional Equity and Diversity, or her designee, within three (3) university business days following receipt of the Notice of Outcome. If a request is not received within three (3) business days, the Hearing Panel’s determination is final. The appeal shall consist of a plain, concise and complete written statement outlining the basis for appeal and all relevant information to substantiate the grounds. The appeal will be decided by a panel of three members comprised of faculty or staff who receive, at a minimum, annual training. The members of the appeal panel will be appointed by the Title IX Coordinator.

| The anticipated timelines are: | Investigation will be prompt, thorough, and impartial. Except for good cause, the university will conclude its investigation, hearing, and appeal process within ninety (90) calendar days following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and impartiality. The university may extend this time |
frame for good cause and will communicate any delay in the process in writing to the Parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for university breaks or vacations, or to address other legitimate reasons.

The decision-making process includes:

A fair, thorough and impartial investigation will be conducted by a trained investigator. The hearing panel will conduct a live hearing and will make the final determination, using the preponderance of evidence, as to whether the respondent is or is not responsible for a policy violation and if a finding of responsibility is made, will impose sanctions. Both parties have the right to appeal the decision.

Resolution options and how the university decides which process to use:

Resolutions will be determined utilizing the Interim Title IX Sexual Harassment Policy.

<table>
<thead>
<tr>
<th>Sanctions-Interim Title IX Sexual Harassment Policy for Students</th>
<th>Sexual Assault</th>
<th>Domestic Violence</th>
<th>Dating Violence</th>
<th>Stalking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education Sanctions</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Counseling</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Restriction on Campus Privileges—including housing, participation in student activities, etc.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Mandated Counseling that may include anger mgmt., Alcohol/Drug education programs, etc.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Disciplinary Probation</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Suspension</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Expulsion</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sanctions-Title IX Sexual Harassment Policy for Employees</th>
<th>Sexual Assault</th>
<th>Domestic Violence</th>
<th>Dating Violence</th>
<th>Stalking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Warning</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Formal Reprimand</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Mandated Counseling or Anger Management</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Mandated Training, e.g., Sexual Harassment Training</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Change in Job Responsibilities or Duties</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Relocation of Assignment</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Leave with Pay</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Leave without Pay</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Termination</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

**Student Handbook**

(Sexual Harassment that is addressed by the Student Code of Conduct and falls outside of the Interim)
<table>
<thead>
<tr>
<th><strong>Title IX Sexual Harassment Policy</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name of Applicable Policy</strong></td>
</tr>
</tbody>
</table>
| **How to File a Report Under this Policy** | Complaints can be filed by notifying any of the following individuals:[P1]  
- Anna Kratky, Title IX Coordinator, DuBourg Hall, Room 36, 314.977.3886 or 314.580.8730 (after hours)  
- Department of Public Safety, Wool Center, Room 114, 314.977.3000, dps@slu.edu  
- Dean of Students Office, BSC, Suite 356, 314.977.9378, deanofstudents@slu.edu  
- Department of Housing and Residence Life, DuBourg Hall, Room 157, 314.977.2811; Pro-Staff On Call: 314.486.4947 (24 hours), reslife@slu.edu  
- Office of Student Responsibility & community Standards, Wuller Hall, 2nd Floor North, 314.977.7326; conduct@slu.edu  
- Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, 314.977.3838  
Or by using this link:  
  - [https://cm.maxient.com/reportingform.php?SaintLouisUniv&layout_id=0](https://cm.maxient.com/reportingform.php?SaintLouisUniv&layout_id=0) |
| **The Major Steps in the Policy are:** | The process for resolving reports of alleged violations not covered under the scope of Interim Title IX Sexual Harassment policy will be prompt and equitable and conducted with the oversight of the university’s Community Standards process and the Director, or designee, of the Office of Student Responsibility and Community Standards.  
These procedures apply to all forms of sexual and gender-based harassment and violence, intimate partner violence, stalking, and retaliation by or against Students for conduct that does not fall under the scope of the SLU Title IX Sexual Harassment policy. For the purposes of these procedures, “consent” is defined as the following:  
- Effective Consent is an affirmative, knowing and voluntary decision – clearly communicated through mutually understandable words (e.g., saying “yes”) and/or actions – to willingly engage in mutually acceptable sexual activity (e.g., to do the same thing, at the same time, in the same way, with another individual(s)).  
- Effective Consent must be given freely, willingly, consciously and knowingly by each participant to any desired sexual contact.  
- Consent may be withdrawn by any consenting party at any time during the sexual activity. Withdrawal of consent must be demonstrated by words and/or actions that indicate a desire to end sexual activity. Once an individual has communicated withdrawal of consent, all sexual activity must end.  
The following outlines the Hearing Procedures that will be utilized for resolutions of alleged misconduct. A resolution involves an investigation and a hearing to determine if there has been a violation and whether a Party is responsible or not for a violation. In determining whether there has been a violation, OSRCS will apply the preponderance of the evidence standard (more likely than not). |
Except for good cause, OSRCS will conclude its investigation, hearing, and appeal process as quickly as possible, within 90 university business days, while ensuring a fair and thorough process following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. OSRCS may extend this timeframe for good cause and will communicate any delay in the process in writing to the parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for breaks or vacations, or to address other legitimate reasons.

Throughout the process, a Reporting Party or Accused Party may have an Advisor provided by OSRCS or an Advisor of their choice present at any meeting related to the investigation or disciplinary proceeding. An Advisor of either Party’s choice may include an attorney of their choosing at the Party’s own expense.

The OSRCS Director, or designee, may assign an investigator to conduct a prompt, thorough and impartial investigation of reports of misconduct. The investigator will conduct a thorough and fair investigation resulting in a written report that summarizes the report, details the information gathered, identifies the potential Policy violations, and synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts. Before the report is finalized, both parties, as well as their advisors, may be given the opportunity to review a preliminary investigative report. Information collected during the investigation that is directly related to the allegations, regardless of whether it was included in the Investigative Report, may be shared with parties and their advisors, as well. Both parties may submit any additional comment or information to the investigator within ten (10) days of the opportunity to review the report. Upon receipt of any comment, or after the ten (10) day comment period has passed without comment, the investigator will finalize the report. This finalized report, which will include appropriate comments submitted by either party, will be given to the Hearing Officer. The Reporting Party’s prior sexual history will never be used as evidence of character or reputation and will only be considered during an investigation or hearing under limited circumstances. Those circumstances include if the Reporting Party’s prior sexual behavior is offered to prove that someone other than the Accused Party committed the conduct alleged by the Reporting Party or if the questions and evidence concern specific incidents of the Reporting Party’s prior sexual behavior with respect to the Accused Party and are offered to prove consent.

This finalized report will be given to the Hearing Officer.

The Hearing Officer will provide notice to both parties that a Finalized Report has been received and will outline the violations alleged in the report. The Hearing Officer will provide an opportunity for the Reporting Party and Accused Party to meet with them to discuss the allegations. Any Party may submit written questions that they wish to be asked by the Hearing Officer of another Party. The Hearing Officer will then make a determination as to whether, based on the preponderance of the evidence standard, an act or acts of misconduct occurred.

If the Hearing Officer determines that misconduct occurred, the Hearing Officer will determine the appropriate sanctions. A determination of sanctions will be based on the facts and circumstances of each case and will be designed to eliminate the misconduct and
prevent any reoccurrence of such misconduct. The Hearing Officer may impose any sanctions deemed appropriate under the circumstances and consistent with OSRCS procedures. In determining the appropriate sanction(s), the Hearing Officer may consider the following factors:

- The nature and violence of the conduct at issue.
- The impact of the conduct on the Reporting Party.
- The impact or implications of the conduct on the community or SLU community.
- Prior misconduct by the Accused Party, including the Accused Party’s relevant prior discipline history, both at SLU or elsewhere, and any criminal convictions.
- Whether the Accused Party has accepted responsibility for the conduct.
- Maintenance of a safe and respectful environment conducive to learning.
- Protection of the SLU community; and
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

Both the Reporting Party and Accused Party will simultaneously receive a written Notice of Outcome. The outcome letter will include the following:

- The Hearing Officer’s finding(s) (responsible/not responsible)
- Sanctions, if appropriate
- Rationale for the findings and sanctions; and
- The appeal process

Either party may appeal the decision of the Hearing Officer. All appeals are due, in writing, to the OSRCS Director, or designee, within three (3) university business days following receipt of the Notice of Outcome. If a request is not received within three (3) business days, the Hearing Officer’s determination is final. The appeal shall consist of a plain, concise, and complete written statement outlining the basis for appeal and all relevant information to substantiate the grounds. The appeal will be decided by a panel of three members of the SLU community, either faculty or staff, that receive, at a minimum, annual training.

The grounds for appeal may only be based upon the following:

1. There was a material deviation from the procedures set forth in this Policy or the Community Standards that would significantly impact the outcome of the case or may have resulted in a different finding.
2. New or relevant information, not available at the time of the hearing, has arisen that would significantly impact the outcome of the case.

Dissatisfaction with the outcome of the investigation, and failure of a party or witness to attend or participate in the investigation or hearing process, are not grounds for appeal.

The other party will have an opportunity to review the appeal and may submit a written response to the appeal to the OSRCS Director, or designee, within three (3) university business days following a Party’s review of the appeal. No additional submissions by either Party will be permitted.

Appeals are not intended to be a full rehearing of the report (de novo). In most cases, appeals are limited to a review of the written documentation and pertinent documentation.
regarding the grounds for appeal. Absent extraordinary circumstances the appeal panel will not meet with either party. The decision of the appeal panel is a final determination.

Except in extraordinary circumstances, appeals will be resolved within ten (10) university business days following receipt of the request for appeal. All parties will receive written notification following the final determination of any appeal.

If an Accused Party is suspended and wishes to return to campus after completing their period of suspension, SLU OSRCS shall notify the Reporting Party of the Accused Party’s return if the Reporting Party is still enrolled at SLU.

### The anticipated timelines are:

Except for good cause, OSRCS will conclude its investigation, hearing, and appeal process as quickly as possible, within 90 university business days, while ensuring a fair and thorough process following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. OSRCS may extend this time frame for good cause and will communicate any delay in the process in writing to the parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for breaks or vacations, or to address other legitimate reasons.

### The decision-making process includes:

An investigation conducted by a trained and impartial investigator. A separate, trained, Hearing Officer to adjudicate the case. The Hearing Officer utilizes a preponderance of the evidence standard to decide regarding responsibility for a violation of the Community Standards.

If the Hearing Officer determines that misconduct occurred, the Hearing Officer will determine the appropriate sanctions. A determination of sanctions will be based on the facts and circumstances of each case and will be designed to eliminate the misconduct and prevent any reoccurrence of such misconduct. The Hearing Officer may impose any sanctions deemed appropriate under the circumstances and consistent with OSRCS procedures. In determining the appropriate sanction(s), the Hearing Officer may consider the following factors:

- The nature and violence of the conduct at issue.
- The impact of the conduct on the Reporting Party.
- The impact or implications of the conduct on the community or SLU community.
- Prior misconduct by the Accused Party, including the Accused Party’s relevant prior discipline history, both at SLU or elsewhere, and any criminal convictions.
- Whether the Accused Party has accepted responsibility for the conduct.
- Maintenance of a safe and respectful environment conducive to learning.
- Protection of the SLU community; and
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

### Resolution options and resolutions

Resolutions will be determined utilizing the Community Standards.
how the university decides which process to use:

<table>
<thead>
<tr>
<th>Sanctions-Statement of Student Rights and Responsibilities and Community Standards</th>
<th>Sexual Assault</th>
<th>Domestic Violence</th>
<th>Dating Violence</th>
<th>Stalking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Counseling</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Restriction on Campus Privileges-including housing, participating in student activities, etc.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Mandated counseling that may include anger management, drug/alcohol, educational programs, etc.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Disciplinary Probation</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Suspension</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Expulsion</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sanctions- Faculty Handbook</th>
<th>Sexual Assault</th>
<th>Domestic Violence</th>
<th>Dating Violence</th>
<th>Stalking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interim Suspension</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Serious Sanction Short of Termination (e.g., suspension from service for a stated period, with or without pay)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Minor Sanction Short of Termination (e.g., formal, written reprimand)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Dismissal</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

**SUPPORTIVE MEASURES**

In addition to those supportive measures previously described the Title IX Coordinator or their designee will help facilitate the request whether supportive measures should be implemented, and, if so, help them to take steps to implement those measures as soon as possible. Examples of supportive measures include but are not limited to: a university order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Any violation of a supportive measure, such as No Contact Order, may result in additional disciplinary action. Supportive measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the university.

**NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE**

The university will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary
proceeding conducted by 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.

ADAM WALSH CHILD PROTECTION AND SAFETY ACT

Information regarding registered sex offenders in the State of Missouri under section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C 16921) may be obtained by clicking on the State of Missouri Sex Offender Database List at https://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html. The Revised Statutes of Missouri, Sections 589.400 to 589.425 and 43.650, RSMo., mandates that the Missouri State Highway Patrol shall maintain a sex offender database and a web site on the Internet that is accessible to the public. The information on the web site refers only to persons who have been convicted of, found guilty of or plead guilty to committing or attempting to commit sexual offenses and may not reflect the entire criminal history of a particular individual.

CRIMES STATISTICS 2018, 2019, AND 2020 – MAIN CAMPUS

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>YEAR</th>
<th>RESIDENTIAL FACILITIES ON-CAMPUS</th>
<th>ON-CAMPUS (INCLUDES RESIDENTIAL)</th>
<th>NON-CAMPUS PROPERTY</th>
<th>PUBLIC PROPERTY</th>
<th>TOTAL*</th>
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<td>Non-Campus Locations</td>
<td>Public Property</td>
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*Since statistics for “Residential Facilities” are included in “On-Campus” statistics, the “Total” will be the sum of OC, NC, and PP.

**ARRESTS AND REFERRALS FOR DISCIPLINARY ACTION FOR 2018, 2019, 2020**

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>Residential Facilities On-Campus</th>
<th>On-Campus (Includes Residential Locations)</th>
<th>Non-Campus Locations</th>
<th>Public Property</th>
<th>Total*</th>
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*Since statistics for “Residential Facilities” are included in “On-Campus” statistics, the “Total” will be the sum of OC, NC, and PP.
DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING FOR 2018, 2019, 2020

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>YEAR</th>
<th>RESIDENTIAL FACILITIES ON-CAMPUS</th>
<th>ON-CAMPUS (INCLUDES RESIDENTIAL)</th>
<th>NON-CAMPUS LOCATIONS</th>
<th>PUBLIC PROPERTY</th>
<th>TOTAL*</th>
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*Since statistics for “Residential Facilities” are included in “On-Campus” statistics, the “Total” will be the sum of OC, NC, and PP
**Dating violence in the State of Missouri meets the definition of the Domestic Violence and will be counted in that category.

HATE CRIMES FOR SAINT LOUIS UNIVERSITY MAIN CAMPUS 2018, 2019, 2020

2018: Two on-campus simple assaults motivated by sexual orientation.
2019: One case of Criminal Damage/Vandalism motivated by sexual orientation occurring in an on campus residential hall.
2020: No Hate Crimes were reported during the calendar year 2020.

Unfounded crimes: Crimes can only be unfounded by a sworn law enforcement agency based on crimes that were “false or baseless”.

2018: No crimes were unfounded in 2018
2019: No crimes were unfounded in 2019
2020: No crimes were unfounded in 2020

CRIMES STATISTICS 2018, 2019, 2020 - SCOTT LAW CENTER (SLC)*

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<th>OFFENSE</th>
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<th>NON-CAMPUS LOCATIONS</th>
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<td>NON-CAMPUS LOCATIONS</td>
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*There are no residence halls or non-campus property associated with this campus*
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</table>

* There are no residence halls or non-campus property associated with this campus

**Dating violence in the State of Missouri meets the definition of the Domestic Violence and will be counted in that category**

### DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING FOR 2018, 2019, 2020 – SLC

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>YEAR</th>
<th>RESIDENTIAL FACILITIES ON-CAMPUS</th>
<th>ON-CAMPUS</th>
<th>NON-CAMPUS LOCATIONS</th>
<th>PUBLIC PROPERTY</th>
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**Dating violence in the State of Missouri meets the definition of the Domestic Violence and will be counted in that category**

### HATE CRIMES FOR SCOTT LAW CENTER

- No reported hate crimes at the Scott Law Center for calendar years 2018, 2019, and 2020.
UNFOUNDED CRIMES: Crimes can only be unfounded by a sworn law enforcement agency based on crimes that were “false or baseless”.

- No crimes were unfounded at the SLC for calendar years 2018, 2019, and 2020.
2021 ANNUAL FIRE SAFETY REPORT

This report contains the fire statistics for calendar years 2018, 2019, 2020 and the policies and procedures for the academic year 2021-2022. The following changes have occurred during the timeline of this report:

- Clemons Hall was renovated and did not house students during the calendar year 2019 (Re-opened in August 2020).

FIRE DRILLS

Each semester the Facilities Department, Housing & Residential Life and DPS work together to conduct fire drills at the residence halls that are R2 occupancies and select individual apartment building/buildings in the Village and Grand Forest apartment complexes that are R1 occupancies during the calendar year. During the drills, the alarms are sounded, and staff members make a check of every residence hall that are R2 occupancies and selected individual apartment building/buildings in the Village and Grand Forest apartment complexes (R1 occupancies) to verify students have exited the buildings. All students are instructed to congregate at the evacuation sites as instructed in the emergency preparedness plan. During the academic year 2020-2021, residential hall fire drills were completed during the Fall 2020 semester from September 14<sup>th</sup> - 22<sup>nd</sup> and during the Spring 2021 semester from February 22<sup>nd</sup> – March 3<sup>rd</sup>.

POLICIES ON SMOKING, OPEN FLAMES, AND PORTABLE APPLIANCES

In July 2016, SLU became a tobacco free campus. The use, distribution, or sale of tobacco, including any smoking device, or carrying any lit smoking instrument, in university owned, leased, or occupied facilities or on university leased, owned, or occupied property, at events on university properties, or in university-owned, rented, or leased vehicles, is prohibited. This includes:

- All campuses
- Parking facilities and lots (including in personal vehicles)
- SLU buildings located near city/municipality owned sidewalks, within 25 feet of entryways or exits, near air intakes, or near fire/explosion hazards
- Off-campus housing managed by SLU
- All university housing managed by SLU and
- Hotels and other establishments operated by SLU

Open flame or open element devices (including, but not limited to, candles-wick or no wick, incense, George Forman grills, toasters, toaster ovens, barbeque grills, etc.) are not permitted in the residence halls/apartment living units (kitchen items exempted in apartments with kitchens) or in building interior or exterior common areas. Most typical appliances are allowed, provided they are used in a safe and proper manner, (See Restricted Items from Housing). Students are permitted to use UL power strips. Multiple extension and/or inappropriate power extension cords are not permitted. The university is not
responsible for damage to appliances or items inside the appliance due to power outages, power surges, and the like. Refrigerators in the residence halls must not exceed 3.2 cubic feet or draw more than 1.5 amps, and there may not be more than one refrigerator per room. Microwaves in residence halls must not draw more than 5.8 amps, or exceed 700 watts, and must be plugged into an UL power strip with built-in circuit breaker, or a “dedicated outlet”. There may not be more than one microwave per room.

REPORTING A FIRE

If you discover a fire, you should immediately evacuate the building, sound the alarm if it isn’t activated, dial 911 and advise the dispatcher of the situation. In the event the fire has been extinguished, you should contact DPS to make them aware of the incident. All fires, or evidence of past fires, should be reported to DPS at 314.977.3000 or at the Wool Center, Room 114, to ensure inclusion in the annual fire statistics published as part of this Annual Security and Fire Safety Report.

POLICIES STUDENTS AND EMPLOYEES SHOULD FOLLOW IN CASE OF A FIRE

Your worst enemy during a fire is smoke. If you’re surrounded by smoke, get down on the floor and crawl to safety. Hold your breath and close your eyes if you can. Close doors behind you as you escape. Always use stairs to escape. Never use an elevator.

Here are a few simple fire safety tips:
− Know what your fire alarm sounds like.
− Know where pull stations are located.
− When you see a fire, sound the alarm.
− Contact DPS at 314.977.3000 or 911 to report any fire.
− Be prepared to identify the size of the fire and location.
− Exit the building as safely and quickly as possible from the nearest exit. (In any building you should know where at least two exits are.)
− Close all doors as you leave the building.
− Do not use the elevators for any reason.
− If you need assistance, develop a buddy plan with someone else to help expedite safe exit.
− Notify others in the immediate area about the fire as you are leaving.
− Do not enter a building that is on fire or that the fire alarm is sounding in.
− Do not re-enter a building that you have evacuated for any reason.
− Never prop open or lock a fire exit door.
− Report any vandalism to any of the fire safety equipment in your building.
− The student handbook makes it mandatory for all students to exit the building when a fire alarm is sounding.

STUDENT HOUSING EVACUATION PROCEDURES

If a fire occurs, students are instructed to leave hazardous areas per the evacuation routes and get to a predetermined location before calling 911 and public safety for help. In the event of a fire in the residence hall, community members should quickly shut the door to
their room and proceed to the nearest exit where they can leave the building safely. If the alarm hasn’t sounded; please activate the nearest pull station if you can do so safely. Once outside the building please call 911 and notify the fire department of the emergency. If possible, contact public safety at 314.977.3000. Do not use an elevator while the alarm is activated.

Upon exiting your residence hall, please proceed to the evacuation gathering points listed below:

- DeMattias Hall – Field on south side of Cook Hall
- Fusz Hall - Soccer field at Vandeventer and Laclede
- Griesedieck Complex (Griesedieck, Clemens/Walsh) — Field area next to DuBourg Hall
- Grand Forest Apartments, Marchetti Towers East and West - Hermann Stadium
- Grand Hall - DuBourg Hall Field
- Marguerite Hall - Field on south side of Cook Hall
- Reinert Hall - Parking lot outside the building along Spring Avenue fence line.
- Robert May Hall - Washington South Parking Lot
- Spring Hall- Upper Gonzaga Parking Lot
- Village Apartments (Anderson, Brown, Chan, Donnelley, Eagleton, Fox-Clark, Gunn, Huh) – Soccer field at Vandeventer and Laclede

FIRE SAFETY EDUCATION AND TRAINING

During the first week of school, students living in university housing meet with their residence hall assistants or professional staff personnel. During that initial meeting, they are told what actions to take during a fire, where the exits are located, and where the reunification areas are for each area. Fire safety is a topic covered for employees during the New Employee Orientation. Fire safety training is also available for all members of the SLU community through the Community Emergency Response Training (CERT) classes offered by the DPS or upon request by contacting the department.

During a fire, the alarm will sound, and strobe lights will activate throughout the building. In the apartment housing areas, the alarms may be restricted to independent units and students are requested to take notice of any unique procedures in their apartment housing areas and plan accordingly on how they would leave their area during an alarm.

CRIME & FIRE LOG

Public safety maintains a daily crime and fire log that records, by the date the incident was reported, all crimes, and fires (reported in residential halls only), that occur on campus, on or in a non-campus building or property, on public property. The Daily Crime & Fire Log is open for public inspection and available at the Department of Public Safety and Emergency Preparedness located in Wool Center, Room 114, 3545 Lindell Blvd, Saint Louis, MO 63103 during normal business hours. Our process for maintaining and posting the daily crime log complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (as amended in October 1998).

The crime and fire log includes:
• The date and time the crime was reported, the date and time the crime occurred, its nature, the general location where it occurred, and the disposition of the complaint, if the disposition is known at the time the log is created.
• The date and time the fire was reported, the date and time the fire occurred, its nature, and its general location in residential halls (please note the fire log only applies to fires that occur in on campus residential halls only).

The public safety department posts specific incidents in the crime and fire log within two business days of receiving a report of an incident. We reserve the right to exclude crime report information from the log under these circumstances:

• If posting the information jeopardizes an on-going investigation
• If posting the information would cause a suspect to flee or evade detection
• If posting the information could result in the destruction of evidence relating to the crime, or
• If posting the information jeopardizes the safety of an individual.

Once these factors are no longer present, and/or there is no longer a chance that posting the information would adversely affect an on-going investigation, we will post the information.

We make available the most recent 60 days of crime and fire logs. If you wish to view logs older than the most recent 60 days, please contact DPS at 314.977.3000. Information on the fire log can be found in the fire report section of this report. No crime log information will directly or indirectly identify a victim or a witness.

**DESCRIPTION OF STUDENT HOUSING FIRE SYSTEMS**

Most of our residence halls and apartments are equipped with automatic sprinkler systems and the primary fire alarm systems are hard-wired to the university communications center for continuous monitoring. All our residence halls are equipped with smoke detectors, signage, and emergency lighting. Individual smoke detectors are in all the students’ rooms. Smoke detector batteries are checked monthly by the residential housing staff in those residence halls with battery operated detectors. Pull stations are located near exit doors and are clearly marked.

Smoke detectors, sprinklers, and alarms are designed to provide the highest level of safety for our residents. Tampering with safety equipment or ignoring an evacuation order is prohibited and is subject to fines as outlined on the website of the Office of Student Responsibility and Community Standards.

A contractor inspects fire alarm systems on campus. Results of these inspections are provided to DPS and the Office of the Fire Marshal, and the City of St. Louis Fire Department. In addition, our Facilities Services division tests all fire suppression systems
and equipment. A fire pump churn test is done monthly on all sprinkler systems. Sprinkler systems are tested for flow, fire pump pressure, motor operations and reduction in pressure. A flow test is also conducted each year on all systems by an outside contractor. Facilities Services and the SLFD maintain records regarding the testing of our fire pump and sprinkler systems.

Listed below are the names of the residence halls with a description of the fire alarm systems at each location.

<table>
<thead>
<tr>
<th>BUILDING NAME</th>
<th>Fire Alarm (FA) System</th>
<th>Waterflow monitored by fire alarm or fire alarm called in to SLU</th>
<th>Fire Alarm Monitored by SLU via phone lines</th>
<th>Automatic Fire Sprinkler (SP) System</th>
<th>Fire Pump</th>
<th>Standpipe System</th>
<th>Fire Alarm Initiating Smoke Detector</th>
<th>Battery Operated or Single Station Smoke Detector</th>
<th>CO Detection</th>
<th>HVAC Duct Detection</th>
<th>Portable Fire Extinguisher Devices</th>
<th>Kitchen Hood Suppression Systems</th>
<th>Posted Evacuation Plans</th>
<th>Number of fire drills each year</th>
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The Village and Grand Forest complexes are R1 occupancies and only 1 building (Village) or building cluster (Grand Forest) is checked each semester.

**WF - Apartment complex only has a water flow system in the facility

FIRE STATISTICS

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The fire statistics are for the three most recent calendar years.

**2020 Fire Statistics for On-campus Student Housing Facilities**

<table>
<thead>
<tr>
<th>RESIDENCE HALLS</th>
<th>Total # of fires in each bldg.</th>
<th>Fire #</th>
<th>Cause</th>
<th>Injuries</th>
<th>Deaths</th>
<th>Property Damage Value</th>
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* The Village and Grand Forest complexes are R1 occupancies and only 1 building (Village) or building cluster (Grand Forrest) is checked each semester.

**WF: Apartment complex only has a water flow system in the facility
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<th>Building Name</th>
<th>Address</th>
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<th>Fire 2</th>
<th>Fire 3</th>
<th>Fire 4</th>
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Page | 72
### 2018 Fire Statistics for On-campus Student Housing Facilities

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<th>Total # of fires in each bldg.</th>
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<th>Injuries</th>
<th>Deaths</th>
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FIRE SAFETY POLICIES

Activating a false fire alarm is strictly prohibited. Students are not to tamper with or remove any fire or safety equipment (including, but not limited to, smoke detectors, sprinkler systems, fire extinguisher, etc.) in the residence halls/apartment living units. Items may not be hung from the sprinklers. Students must evacuate the building whenever the fire alarm system is activated.

FUTURE IMPROVEMENTS

As we continue to add and upgrade our facilities, the university will continue to look at ways to improve our fire safety. There are no scheduled replacements for the 2021-2022 budget cycle.
APPENDIX A

CLERY ACT CRIME DEFINITIONS

*Murder/Non-Negligent Manslaughter:* the willful (non-negligent) killing of one human being by another. NOTE: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

*Negligent Manslaughter:* the killing of another person through gross negligence.

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

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

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

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

*Arson:* The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

*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; 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’s); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
**Liquor Law Violations**: The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**NOTE**: The above listed crime definitions from the Uniform Crime Reporting Handbook

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**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, including instances in which the victim is incapable of giving consent.

**Fondling**: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

**Incest**: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape**: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

**NOTE**: The above listed crime definitions from the Uniform Crime Reporting Handbook, 2013 Revised UCR definition of Rape, as prescribed by 2014 VAWA Negotiated Rulemaking Final Consensus Language.

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**HATE CRIMES**

SLU is also required to report statistics for hate (bias) related crimes by the type of bias as defined below for the following classifications: murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson (see definitions above) and larceny, vandalism, intimidation, and simple assault (see definitions below).

**Larceny**: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
**Vandalism:** To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

**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.

If a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.

A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender’s bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his bias against the victim’s race, sexual orientation, etc…. the assault is then also classified as a hate/bias crime.

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**Other Offenses**

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim:

1. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. For the purpose of this definition, dating violence includes but is not limited to, sexual or physical abuse or the threat of such abuse and does not include acts covered under the definition of domestic violence.

**Domestic Violence:** A felony or misdemeanor crime of violence committed:

1. By a current or former spouse or intimate partner of the victim.
2. By a person with whom the victim shares a child in common.
3. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
(5) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

1. Fear for the person’s safety or the safety of others; or
2. Suffer substantial emotional distress.
3. For the purpose 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. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
4. Report the location as where a perpetrator engaged in the stalking course of conduct or where a victim first became aware of the stalking.
5. Report any additional behaviors that meet the above definition of Stalking if they occur or continue to occur after an official intervention has been put in place, including, but not limited to, an institutional disciplinary action or the issuance of a no contact order, restraining order or any warning by the institution or a court.

**NOTE: Additions from 2014 VAWA Negotiated Rulemaking Final Consensus Language**
APPENDIX B

TITLE IX/SEXUAL HARASSMENT POLICY

1.0 Reason for Policy

This policy and the applicable procedures outlined in each are designed to achieve the following goals:

- Provide prompt and compassionate support services.
- Provide a comprehensive framework in which the needs and decisions of all parties concerned are central in determining further administrative response and assistance.
- Create a campus environment that both facilitates and expedites the prompt reporting of Prohibited Conduct.
- Cultivate a climate of community empowerment and education in which behaviors that contribute to Prohibited Conduct are not tolerated.
- Ensure that appropriate steps are followed when Prohibited Conduct is reported.
- Protect the rights of the Reporting Party, the Accused Party, and other parties involved in or affected by Prohibited Conduct.

Applicable to all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and gender-based stalking.

2.0 Policy Statement

This policy applies to all forms of sexual harassment, including sexual assault, dating violence, domestic violence, sexual or gender-based stalking by or against university community members of any gender, gender identity, gender expression or sexual orientation (collectively referred to as Prohibited Conduct).

This policy provides information related to:

- Saint Louis University Statement of Values;
- Privacy and Confidentiality;
- Effective Consent;
- Prohibited Conduct;
- Reporting Options, Resources and Accommodations;
- Grievance Procedures; and
- Programming and Training for Students, Faculty and Staff.

The definitions, reporting options, resources and statements of institutional values contained in this policy apply to any person participating in or attempting to participate in a university program or activity. This includes, but is not limited to, all enrolled students (as defined in Section 2.1 of the Community Standards). Other university resources and policies, such as the Student Handbook, the Harassment Policy, and the SLU Faculty Manual (St. Louis Campus), may govern reports that do not fall under Title IX.
This policy applies to Prohibited Conduct that occurs:

- on campus;
- in the context of a university program or activity, which includes locations, events, and circumstances where the university has substantial control over the Prohibited Conduct and the person accused of having committed the Prohibited Conduct.

Conduct that occurs outside of the United States, including on the campus of SLU-Madrid, is not covered by this policy. The Office of Student Life at SLU-Madrid is the reporting contact for all matters of Prohibited Conduct that fall under the SLU-Madrid Code of Conduct.

The university will respond to reports of Prohibited Conduct that occur on campus or in a university program or activity to:

- eliminate the conduct,
- take steps to prevent its recurrence,
- and address any effects of the conduct on the Complainant or the university community.

When the Respondent is an enrolled student, faculty, or staff at the university, the procedures outlined in Section 2.11 of this policy apply.

Where the Respondent is a third party or other non-university affiliated party, the university will offer and implement supportive measures to the Complainant consistent with the goals of this policy, which may include reporting the conduct to law enforcement, as appropriate.

2.1 Statement of Values

As a Catholic, Jesuit educational institution, Saint Louis University is committed to fostering a safe and supportive environment conducive to the academic pursuits, employment opportunities, and healthy personal development of all persons. It is committed to the preservation of personal dignity and the safety of its community members. The university understands the forms of Prohibited Conduct identified in this policy as offenses that can affect individuals of any race, ethnicity, sex, age, ability, faith, sexual orientation, gender, gender identity, gender expression, class, and ideology. All members of the university community share responsibility for fostering this environment by adhering to university standards of conduct. Any form of Prohibited Conduct is a serious violation of these standards and will not be tolerated. Any student found in violation of this policy may face sanctions up to and including, suspension or expulsion from academic programs. Any employee found in violation of this policy may face sanctions up to and including termination of employment.

The university seeks to create a supportive climate that will encourage individuals to report incidents. While this policy sets out various courses of action, reporting incidents involving Prohibited Conduct is the only mechanism by which those who are responsible can be
officially sanctioned by the university, thereby reducing the risk of repeat occurrences. Reporting is essential for the university to acquire an accurate account of the campus environment. Reporting provides the opportunity for the university to provide compassionate, effective intervention, support and remediation, and most importantly, to help prevent such incidents from occurring.

Members of the Saint Louis University community should seek to understand and appreciate the university's values and mission, including respect for the dignity of all persons, the importance of individual safety, and the worthiness of civil engagement within the community. Those same community ideals apply to contributions through social media tools and forums in order to foster meaningful and global connections.

2.2 Notice of Non-Discrimination Under Title IX

Saint Louis University prohibits discrimination based on sex, which includes sexual harassment (which includes discrimination based on a student’s gender identity, gender expression, gender transition, transgender status, gender nonconformity, or sexual orientation), sexual assault, dating violence, domestic violence, gender-based stalking under this policy. Saint Louis University is committed to protecting the dignity of each person and all university policies, practices, and procedures are administered in a manner consistent with our Catholic, Jesuit identity.

This policy addresses all forms discrimination on the basis sex, including sexual harassment, dating violence, domestic violence, sexual or gender-based stalking. Saint Louis University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of admission or employment. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides that:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Sexual and gender-based harassment are also prohibited under Title VII of the Civil Rights Act of 1964, the Missouri Human Rights Act, and other applicable statutes. The university’s response to sexual assault, dating violence, domestic violence, and stalking are also governed by the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (Clery Act), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA). The Annual Security Report can be found on the Department of Public Safety webpage.

Title IX Coordinator: The university has designated a Title IX Coordinator to oversee all reports of Prohibited Conduct at the university and to facilitate the university’s compliance with Title IX and related authority. The Title IX Coordinator is also responsible for:

- Conducting an annual review of all reports to identify and address any patterns or systemic problems within the university community;
• Overseeing the prompt and equitable investigation and determination of responsibility for all reports of Prohibited Conduct involving all members of the university community;
• Identifying and offering reasonably available supportive measures;
• Assuring that sanctions and supportive measures are reasonably designed to eliminate Prohibited Conduct, prevent its recurrence and address its effects on the Complainant and the university community;
• Knowing and training the university community on policies and procedures and relevant state and federal laws;
• Advising any individual, including the Complainant, Respondent, or a third party, about the courses of action available at the university and in the community;
• Respecting a Complainant’s request for anonymity or that no investigation or disciplinary action be taken;
• Dismiss Formal Complaints that do not fall under the jurisdiction of Title IX;
• Providing assistance to any university employee regarding how to respond appropriately to a disclosure of Prohibited Conduct;
• Monitoring compliance with all procedural requirements and time frames outlined in this policy; and
• Training, prevention, and education efforts and periodic review of climate and culture.

The Title IX Coordinator may delegate certain responsibilities to the Deputy Title IX Coordinators, as appropriate. A Deputy Title IX Coordinator is a member of the university community who understands this policy and has received training with respect to the federal guidelines under Title IX. Deputy Title IX Coordinators are strategically chosen amongst various departments, areas, colleges, and schools within the community to best serve the different student populations on campus. Deputy Title IX Coordinators often serve in roles such as, but not limited to: members of the Sexual Misconduct Advisory Board, Hearing Officers, Appeal Officers, and advisors to students. Deputy Title IX Coordinators may be called upon to serve in the role as Title IX Coordinator when needed. Contact information for the Deputy Title IX Coordinators is available through the Office of Institutional Equity and Diversity and at www.slu.edu/here4you.

Questions about the applicability of this policy or the university’s compliance with Title IX can be directed to the university’s Title IX Coordinator or the Office for Civil Rights:

Anna Kratky
Title IX Coordinator
DuBourg Hall, Room 36
Ph: 314-977-3886 or 314-977-3838
After hours reporting: 314-580-8730
Email: anna.kratky@slu.edu

Office for Civil Rights
Kansas City Office
US Department of Education
2.3 Consent

What is Effective Consent:

- Effective Consent is an affirmative, knowing and voluntary decision – clearly communicated through mutually understandable words (e.g., saying “yes”) and/or actions – to willingly engage in mutually acceptable sexual activity (e.g., to do the same thing, at the same time, in the same way, with another individual(s)).

- Effective Consent must be given freely, willingly, consciously and knowingly by each participant to any desired sexual contact.

- Consent may be withdrawn by any consenting party at any time during the sexual activity. Withdrawal of consent must be demonstrated by words and/or actions that indicate a desire to end sexual activity. Once an individual has communicated withdrawal of consent, all sexual activity must end.

What is NOT Effective Consent:

- Conduct will be considered “without consent” if no clear consent, verbal or nonverbal, is given.

- Effective Consent cannot be given by someone who is incapacitated.

- Effective Consent cannot be gained through force, threat, intimidation or coercion.

- A current or previous dating or sexual relationship, by itself, does not constitute Effective Consent. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity. Effective Consent cannot be assumed based on prior sexual contact or subsequent sexual contact.

- Effective Consent cannot be inferred from silence, passivity or lack of resistance. Without outward communication or action, Effective Consent does not exist.

- Effective Consent cannot be inferred from an individual’s attire or physical appearance.

- Effective Consent cannot be inferred from an individual’s offer, acceptance, or participation in any form of non-physical sexual activity (e.g., social media forums, date/activity, consumption of alcohol, or invitation to a residence hall room or
• A verbal “no,” even if perceived to be indecisive, constitutes a lack of consent.

The expectations of our community regarding Consent include, but are not limited to, the following:

• It is the responsibility of the person initiating the sexual activity to obtain the other party’s Effective Consent. It is not the responsibility of the intended recipient of such sexual contact to affirmatively deny such consent.

• All parties must have Effective Consent throughout the duration of the sexual activity.

• Effective Consent can be given by words and/or actions. Relying solely upon non-verbal communication, however, can lead to misunderstanding and as a result a potential violation of this policy.

   Effective Consent to one form of sexual activity is not, by itself, consent to other forms of sexual activity.

**Incapacitation, Alcohol and/or Drugs, Force and Coercion:**

**Incapacitation:** A person violates this policy if they have sexual contact with someone they know, or should know, to be mentally incapacitated or to have reached the degree of intoxication that results in incapacitation.

An individual who is incapacitated cannot communicate Effective Consent to sexual activity. Incapacitation is the inability, temporarily or permanently, to give consent or communicate unwillingness, because an individual is mentally and/ or physically helpless, unconscious, asleep or unaware that the sexual activity is occurring.

Evaluating incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects an individual’s: decision-making ability; awareness of consequences; ability to make informed judgments; capacity to appreciate the nature and the quality of the act; or level of consciousness.

A person is considered incapacitated, or unable to give consent, if they cannot understand the when, where, why, how or who of the sexual encounter. Where alcohol or other drugs are involved, incapacitation may result from rapid or excessive consumption (voluntarily or involuntarily). The impact of alcohol and other drugs varies from person to person. Warning signs that a person may be so impaired by alcohol and/or drugs that they no longer have the capacity to give Effective Consent may include, but is not limited to:

• Difficulty walking, stumbling or falling down;
• Being unable to stand or walk without assistance;
• Slurred speech or an inability to communicate clearly;
• Inability to focus or confusion about what is happening;
• Urinating, defecating or vomiting; or
• Combativeness, emotional volatility or other marked change in demeanor.

The test of whether an individual should know about another’s incapacitation is whether a reasonable, sober person in the same position would know or should have been aware of the Reporting Party’s incapacitation. A Respondent cannot rebut a charge of Prohibited Conduct merely by asserting that they were drunk or otherwise impaired and, as a result did not know that the other person was incapacitated. Alcohol, drugs or other intoxicants do not negate or diminish the responsibility of an individual to obtain Effective Consent.

**Force/Coercion:** In some situations, an individual’s ability to freely, willingly, and knowingly give Effective Consent is taken away by another person or circumstance. Examples include, but are not limited to:

- When an individual is physically forced to participate. Force is the use or threat of physical violence and/or imposing on someone physically in order to gain sexual access. There is no requirement that a party resists the sexual advance or request, but resistance is a clear demonstration of non-consent. Any sexual activity that is forced is by definition without Effective Consent.
- When an individual is intimidated, threatened – even a perceived threat – isolated, or confined. Such intimidation could involve the use or threat of a weapon.
- When an individual is coerced or unreasonably pressured to participate in sexual activity. When someone makes clear that they do not want to engage in sexual activity, that they want something to stop, or that they do not want to go past a certain point of sexual interaction – continued pressure past that point can be coercive behavior. When evaluating coercive behavior, factors such as the frequency, duration, location (isolation of recipient of unwanted contact), and intensity of coercive behaviors will be considered. 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.

### 2.4 Confidentiality

The university will keep the identity of any individual who has made a report or complaint of sexual harassment confidential unless otherwise permitted under the law or it is necessary to disclose the identity of the individual in the implementation of this policy, such as to provide supportive measures or conduct the Grievance Process. Likewise, the university will keep the identity of the Respondent or any witness to a report of sexual harassment confidential unless otherwise permitted under the law or in the implementation of this policy. Additionally, recognizing that Prohibited Conduct can include criminal acts that violate the security of the entire campus community, there may be instances where the university has a responsibility to investigate or disclose information regarding the circumstances related to a specific incident. Individual and community safety considerations will be balanced with the confidentiality interests of all involved, as well as the applicable
legal requirements, when making decisions regarding such investigations and disclosures.

The Complainant and the Respondent are not prevented under this policy or any other policy from discussing the allegations with others. The Title IX Coordinator, investigator, and advisors appointed by the university, and members of the hearing panel will keep the identities and details of the matter confidential.

All employees who are aware of Prohibited Conduct are required to report the information to the Title IX Coordinator unless otherwise designated as a Confidential Resource. Please see Section 2.7 of this policy for further details.

All university proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and university policy. No information shall be released from proceedings under this policy except as required or permitted by law and university policy.

- **Release of Information:** The Clery Act requires the university to maintain anonymous statistical information in the university’s daily crime log and Annual Security Report regarding reports of Clery-identified crimes. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident. The university may also share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. In addition, if a report of Prohibited Conduct discloses a serious and continuing threat to the campus community as defined in the Jeanne Clery Act (Clery Act), the university will issue a timely notification to the community to protect the health or safety of the community. At no time will the university release the name of the Reporting Party to the general public without the express consent of the Reporting Party or as otherwise permitted or required by law.

### 2.5 Prohibited Conduct

Saint Louis University prohibits all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and gender-based stalking. The following are the definitions of this Prohibited Conduct under this policy.

“**Sexual Harassment**” as defined by this policy occurs when conduct satisfies one or more of the following:

A. *Quid Pro Quo*: sexual harassment occurs when an employee of Saint Louis University provides an educational benefit or service in exchange for unwelcome sexual conduct;

B. *Hostile Environment*: sexual harassment occurs when there is conduct on the basis of sex that is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school’s education program or activity;
C. Clery Act: sexual harassment occurs when there is an instance of sexual assault, dating violence, domestic violence, or gender-based stalking as defined by the Clery Act (see below for further definitions).

Sexual harassment also includes harassment based on gender, gender identity, gender expression or sexual orientation, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex/gender or sex/gender-stereotyping, even if the acts do not involve conduct of a sexual nature.

Conduct reported under this policy as sexual or gender-based harassment will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the conduct at issue. Sexual harassment:

- May be committed by or against anyone, regardless of sex, gender, sexual orientation, gender expression/gender identity;
- May occur between people of the same sex or different sexes;
- Does not have to be “directed at” a specific person or persons to constitute harassment;
- May include both intentional conduct and conduct that results in negative effects, even if those negative effects were unintended;
- Often includes a power differential between the parties based on differences in age or educational, employment, or social status;
- May be committed by a stranger, an acquaintance, or someone with whom the Reporting Party has a current or previous relationship, including a romantic or sexual relationship;
- May occur in the classroom, in the workplace, in on-campus residential settings, or in any other setting related to an education program or activity; and
- May be committed in the presence of others, when the parties are alone together, or through remote communications, including email, text messages, or social media.

“Sexual Assault” refers to an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. These sexual offenses include instances where the Complainant is incapable of giving consent.

A. “Rape” refers to 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 Complainant, including instances in which the Complainant is incapable of giving consent.

B. “Fondling” refers to the touching of the genitals (including vagina, penis or anus), the breasts, or the buttocks of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the Complainant is incapable of giving consent because of their youth or because of their temporary or permanent mental incapacity.

C. “Incest” refers to non-forcible sexual intercourse between persons who are related to each other within the degree wherein marriage is prohibited by law.

D. “Statutory Rape” refers to non-forcible sexual intercourse with a person who is
under the statutory age of consent.

“Stalking” occurs when a person engages 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.

A course of conduct means two or more acts, including, but not limited to acts in which the stalker directly, or 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.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

A reasonable person means a person under similar circumstances and with similar identities to the Complainant.

Stalking under this Policy refers to incidents in which the course of conduct alleged is in some part based on sex or gender.

“Dating Violence” includes violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant’s statement and with consideration of the length of the relationship, the type of relationship, 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 and does not include acts covered under the definition of domestic violence.

“Domestic Violence” includes a crime of violence, whether a felony or misdemeanor under the Missouri Revised Statutes, that is committed by: (1) a current or former spouse or intimate partner of the victim; (2) a person with whom the Complainant shares a child in common; (3) a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner; (4) a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; (5) any other person against an adult or youth Complainant who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

“Retaliation” refers to any conduct that includes harassment, threats, intimidation, or coercion for the purpose of interfering with any right or privilege under this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in the Title IX Grievance Process.

A charge under the Student Handbook against an individual that does not involve a charge under this policy but arises out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of sexual harassment, for the purpose
of interfering with any right or privilege under this policy, constitutes retaliation. Retaliation can be committed by any individual or group of individuals, not just a complainant or respondent.

Reports of retaliation should be made as soon as possible to one of the following individuals:

- Anna Kratky, the Title IX Coordinator in the Office of Institutional Equity and Diversity;
- John Janulis, the Director of Office of Student Responsibility and Community Standards;
- Mary Duggan, Deputy Title IX Coordinator in Human Resources.

Reports of retaliation involving a Respondent who is a student will follow the procedures outlined in the Student Handbook. Reports of retaliation involving a Respondent who is an employee of the university will be governed by the applicable university policy.

2.6 Resources

Any individual who has experienced Prohibited Conduct has the option to receive supportive measures and is strongly encouraged to seek immediate emergency assistance from law enforcement, medical professionals or crisis counseling resources. The university recognizes that deciding whether to file a Formal Complaint can be a difficult decision that evolves over time. The university encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either party. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

The university is committed to treating all members of the community with dignity, care, and respect. Any individual affected by Prohibited Conduct, whether a Complainant, Respondent, witness, or a third party, will have equal access to support consistent with their needs and available university resources. This section provides contact information for university resources, resources in the Greater St. Louis community, and national resources.

Prompt intervention can do much to mitigate trauma associated with acts of Prohibited Conduct and enhance recovery. Complainants are encouraged to utilize appropriate resources whether or not they report the Prohibited Conduct to law enforcement or the university. Any campus community member in need of resources or assistance relating to any of the matters covered by this Policy is encouraged to contact one of the on-campus or off-campus resources or Reporting Contacts listed in this policy.

A. Emergency Resources

The priority response to any report of Prohibited Conduct is to address the safety of the Complainant. The university will help the Complainant get to a safe place and assist them in
contacting law enforcement, seeking immediate medical treatment, accessing crisis counseling resources and assisting them in taking steps to preserve evidence. For emergency assistance, Complainants are strongly encouraged to contact the Department of Public Safety (DPS), the local police department, university emergency medical or counseling services.

EMERGENCY ASSISTANCE AND MEDICAL CARE

Saint Louis Metropolitan Police Department - 911

Department of Public Safety
Wool Center, Rm. 114, 314-977-3000

Saint Louis University Hospital Emergency Department
3635 Vista at Grand Boulevard, St. Louis, MO 63110

Student Health Center
Marchetti Tower East, 314-977-2323 (24-hour line)

University Counseling Center
3711 West Pine Mall, Wuller Hall, 2nd Floor, 314-977-8255 (24-hour line)

The university also maintains a 24-hour toll free SLU Integrity Hotline or 877-525-5669. Reports or information related to Prohibited Conduct can be submitted anonymously through the hotline. Information submitted through the SLU Integrity Hotline will be shared with the Title IX Coordinator.

University Hotline

B. Confidential Resources

The only university resources that afford complete confidentiality (assuming no other conditions require mandatory disclosure, i.e., suspected child abuse or neglect or imminent risk of harm to self or others[1]) are:

- Disclosure to a licensed counselor in the University Counseling Center;
- Disclosure to a medical professional in the context of the physician-patient relationship; and
- Disclosure to a member of the clergy when the communication is made in their professional capacity of giving religious or spiritual advice (2).

[1] Missouri state law mandates reporting “When any physician, medical examiner, coroner, dentist, chiropractor, optometrist, podiatrist, resident, intern, nurse, hospital or clinic personnel that are engaged in the examination, care, treatment or research of
persons, and any other health practitioner, psychologist, mental health professional, social worker, day care center worker or other child-care worker, juvenile officer, probation or parole officer, jail or detention center personnel, teacher, principal or other school official, minister as provided by section 352.400, peace officer or law enforcement official, or other person with responsibility for the care of children has reasonable cause to suspect that a child has been or may be subjected to abuse or neglect or observes a child being subjected to conditions or circumstances which would reasonably result in abuse or neglect, that person shall immediately report to the division in accordance with the provisions of sections 210.109 to 210.183. No internal investigation shall be initiated until such a report has been made. As used in this section, the term ‘abuse’ is not limited to abuse inflicted by a person responsible for the child’s care, custody and control as specified in section 210.110, but shall also include abuse inflicted by any other person.” See R.S.Mo. 210.115.1

[2] Missouri state law acknowledges the confidential nature of these communications for:

“Any person practicing as a minister of the gospel, priest, rabbi or other person serving in a similar capacity for any organized religion, concerning a communication made to him or her in his or her professional capacity as a spiritual advisor, confessor, counselor or comforter; and

A physician licensed pursuant to chapter 334, a chiropractor licensed pursuant to chapter 331, a licensed psychologist or a dentist licensed pursuant to chapter 332, concerning any information which he or she may have acquired from any patient while attending the patient in a professional character, and which information was necessary to enable him or her to prescribe and provide treatment for such patient as a physician, chiropractor, psychologist or dentist.” See R.S.Mo. 491.060.

Speaking confidentially with a licensed counselor in the University Counseling Center does not require a report to Department of Public Safety, Title IX Coordinator, or any other reporting body, without the consent of the Reporting Party.

**University Counseling Center**
3711 West Pine Mall
Wuller Hall, 2nd Floor
Saint Louis, Missouri 63108
Phone: 314-977-8255 (Talk)

The University Counseling Center provides a broad range of services for all Students, including full-time, part-time and graduate students, including individual and couples counseling, educational and therapy groups, psychiatry, outreach and programming, and consultation to groups, departments, and organizations. University counselors are trained to provide services to persons impacted by sexual violence. Mental health information and records are not available to anyone outside or within the university without the client’s express permission.
For mental health emergencies, a trained and licensed staff therapist is on call 24 hours per day, 7 days per week, 365 days per year and can be available by contacting 314-977-TALK (8255).

**Student Health Center**
Marchetti Tower East  
3518 Laclede Avenue  
Saint Louis, Missouri 63103  
Phone: 314-977-2323 (24 hours)

Student Health Services provides medical treatment, outpatient services, and a variety of educational programs for all Students, including full-time, part-time and graduate students. The staff of Student Health include: nurses, physicians of various specialties, medical assistants, patient care coordinators, and many support staff. More information about the services provided can be located on their website: https://www.slu.edu/life-at-slu/student-health/.

**Medical Services in the Greater St. Louis Community**

Medical professionals in designated hospitals can provide a forensic medical examination. A forensic exam obtained from a hospital has two goals: first, to diagnose and treat the full extent of any injury or physical effect (sexually transmitted infection or possibility of pregnancy) and, second, to properly collect and preserve evidence. The exam may include testing and prophylactic treatment for HIV/AIDS, STIs, and pregnancy, a vaginal/anal examination, collecting fingernail scrapings and/or clippings, examining for injuries, and a blood draw. There is a limited window of time (typically 72 to 96 hours) following an incident of sexual assault to preserve physical and other forms of evidence. Taking the step to gather evidence immediately does not commit an individual to any course of action. The decision to seek medical attention and gather evidence will preserve the full range of options through the university’s processes or criminal action.

St. Louis area hospitals that have the capacity to conduct forensic exams include:

<table>
<thead>
<tr>
<th>Hospital</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saint Louis University Hospital</td>
<td>314-577-8777</td>
</tr>
<tr>
<td>St. Mary’s Health Center</td>
<td>314-768-8360</td>
</tr>
<tr>
<td>Barnes/Jewish Hospital</td>
<td>314362-9123</td>
</tr>
<tr>
<td>Missouri Baptist Hospital</td>
<td>314-996-5225</td>
</tr>
<tr>
<td>Mercy Hospital St. Louis</td>
<td>314-569-6090</td>
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</tbody>
</table>

**Additional Confidential Resources in the St. Louis Area**
<table>
<thead>
<tr>
<th>Location/Service</th>
<th>Phone Number</th>
<th>Access/Line Information</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Louis Regional Sexual Assault Center (YWCA)</td>
<td>314-531-7273 (24-hour access)</td>
<td><a href="https://www.ywcastl.org/what-were-doing/womens-resource-center">https://www.ywcastl.org/what-were-doing/womens-resource-center</a></td>
<td></td>
</tr>
<tr>
<td>Alternatives to Living in Violent Environments (ALIVE)</td>
<td>314-993-2777 (24-hour access/crisis line)</td>
<td><a href="https://alivestl.org/">https://alivestl.org/</a></td>
<td></td>
</tr>
<tr>
<td>Crime Victims Advocacy Center</td>
<td>314-652-3623 (24-hour access)</td>
<td><a href="https://www.supportvictims.org/">https://www.supportvictims.org/</a></td>
<td></td>
</tr>
<tr>
<td>RAINN (Rape, Abuse &amp; Incest National Network)</td>
<td>1-800-656-407 (4673) (24-hour access)</td>
<td><a href="http://www.rainn.org">www.rainn.org</a></td>
<td></td>
</tr>
<tr>
<td>LGBT Counseling St. Louis</td>
<td>314-602-5534</td>
<td><a href="http://www.lgbtcounselingstl.com">www.lgbtcounselingstl.com</a></td>
<td></td>
</tr>
<tr>
<td>St. Louis Metro Trans Umbrella Group</td>
<td></td>
<td><a href="https://www.stlmetrotrans.org/">https://www.stlmetrotrans.org/</a></td>
<td></td>
</tr>
<tr>
<td>Life Crisis</td>
<td>314-647-4357</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Safe Connections</td>
<td>Crisis Hotline: 314-531-2003, Deaf or Hard of hearing dial (711)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Counseling &amp; Support Services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>314-646-7500</td>
<td><a href="http://www.safeconnections.org">www.safeconnections.org</a></td>
<td></td>
</tr>
<tr>
<td>Bridgeway Sexual Assault Center Hotline</td>
<td>(877) 946-6854</td>
<td><a href="https://www.bridgewaybh.com/sexual-assault-services/">https://www.bridgewaybh.com/sexual-assault-services/</a></td>
<td></td>
</tr>
<tr>
<td>Provident Life Crisis Hotline</td>
<td>314-647-HELP (4357)</td>
<td>1-800-273-TALK (8255)</td>
<td></td>
</tr>
<tr>
<td>Saint Martha’s Hall (domestic violence shelter)</td>
<td>314-533-1313</td>
<td><a href="http://www.saintmarthas.org">www.saintmarthas.org</a></td>
<td></td>
</tr>
<tr>
<td>Kathy J. Weinman Shelter for Victims of Domestic Violence</td>
<td>314-423-1117</td>
<td><a href="http://www.friendsofweinman.org">www.friendsofweinman.org</a></td>
<td></td>
</tr>
</tbody>
</table>

**C. Campus Resources**

The following campus departments can provide resources, guidance and assistance to Students. These departments are required to share all reports of Prohibited Conduct with the Title IX Coordinator.

**Dean of Students Office**
Busch Student Center, Suite 356
20 N. Grand Blvd
St. Louis, MO 63103
314-977-9378
deanofstudents@slu.edu

The Dean of Students Office provides an increased level of support to the university community through various educational efforts, programmatic opportunities and mechanisms of coordinated care and community commitment.

**Student Responsibility and Community Standards**
Wuller Hall, 2nd Floor North
3711 West Pine Mall
St. Louis, MO 63108
314-977-7326
conduct@slu.edu

The Office of Student Responsibility and Community Standards is committed to working with students and the university community to foster values that reflect the mission of the university.

**Department of Housing and Residence Life**
221 N. Grand Blvd.
DuBourg Hall, Room 157
St. Louis, MO 63103
314-977-2811
Professional Staff On-Call: 314-486-4947 (24 hours)
reslife@slu.edu

The Department of Housing and Residence Life at Saint Louis University is dedicated to providing a secure and inclusive educational environment that facilitates student learning and holistic development through intentional experiences and engagement in community.

Office of Institutional Equity and Diversity
221 North Grand Blvd.
DuBourg Hall 36
St. Louis, MO 63103
314-977-3838

The mission of the Office of Institutional Equity and Diversity is to promote a deep understanding and appreciation among the diverse members of the university community, to promote justice and equality in educational and employment opportunities, as well as to lead efforts to create an inclusive academic and work environment. For additional resources and handouts regarding how to report an incident, please visit www.here4you@slu.edu.

Saint Louis University Department of Public Safety
Wool Center, Rm. 114
3545 Lindell Blvd.
St. Louis, MO 63103
314-977-3000

The Department of Public Safety will assist students in contacting appropriate law enforcement authorities, enforcing no contact or civil protective orders, providing safety escorts or emergency transportation to law enforcement or medical professionals.

Campus Ministry
Eckelkamp Center for Campus Ministry
Wuller Hall
3711 West Pine Mall
St. Louis, MO 63108
Phone: 314-922-2425

With a spirit of cura personalis, or care for the whole person, the Department of Campus Ministry offers opportunities for cultivating an informed faith, a commitment to social justice, and an integrated way of life. Guided by the Catholic Church and the Society of Jesus. Campus Ministry welcomes and serves students of all religious backgrounds and traditions.
The Center of Accessibility and Disability Resources partners with students, faculty, academic departments, and service providers to facilitate equal access to and opportunity to participate in all university programs, services, and experiences. This office coordinates aid and services to meet the needs of students with disabilities to create a safe and supportive campus community for everyone.

D. National Resources

The following chart outlines national resources available on-line. These resources may help identify available resources in other communities outside of St. Louis or Missouri.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Domestic Violence Hotline</td>
<td>1.800.799.SAFE (24 hour)</td>
</tr>
<tr>
<td>National Sexual Assault Online Hotline</td>
<td><a href="http://www.thehotline.org">http://www.thehotline.org</a></td>
</tr>
<tr>
<td>Rape, Abuse, and Incest National Network</td>
<td><a href="http://www.rainn.org">http://www.rainn.org</a></td>
</tr>
<tr>
<td>(RAINN)</td>
<td>1-800-656- HOPE (4673) (24 hour hotline)</td>
</tr>
</tbody>
</table>

E. Employee Resources

Employees are encouraged to report all instances of sexual harassment to the Title IX Coordinator. Employees may also report these concerns to the Department of Human Resources or the Department of Public Safety. Both those departments will relay the information provided to them to the Title IX Coordinator.

Saint Louis University is concerned with the well-being of its staff members and their families and is aware that personal problems can influence job performance. Staff members, their family members, or any member of the staff member’s household are encouraged to contact the Employee Assistance Program (EAP). The EAP provides employees and their families’ access to professional licensed counselors on a confidential and cost-free basis.
Confidential professional counseling is provided through ComPsych at no personal cost for staff and their families who are coping with a personal or family crisis.

Call 1-800-859-9319 to make an appointment or visit www.guidanceresources.com for more information.

2.7 Reporting Contacts and Options

The university has a strong interest in supporting individuals impacted by Prohibited Conduct and promoting accountability for conduct in violation of this policy. The university encourages all community members to promptly report all incidents of Prohibited Conduct as soon as possible in order to maximize the university’s ability to respond promptly and effectively. The university does not, however, limit the time frame for reporting. If the Respondent is not a member of the university community at the time of the report, the university may not be able to take disciplinary action against the Respondent. The university will, however, still seek to meet its Title IX obligations by providing supportive measures for the Complainant, identifying any information relevant to pattern or climate, and assisting the Complainant in identifying external reporting options. For more details regarding this support and available resources, please see Section 2.10.

A Complainant may choose to make a report to the university to pursue an investigation and determination under this policy and may choose to make a report to law enforcement. When making a report, a Complainant may pursue either or both of these options at the same time. When making a report, a Complainant need not know whether they wish to request any particular course of action, nor how to label what happened. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time. Upon receipt of a report of Prohibited Conduct, the university will promptly provide the Complainant a written notice that includes the following:

- The supportive measures that are available to the Complainant with or without the filing of a Formal Complaint with an emphasis on following the wishes of the Complainant regarding supportive measures;
- How to file a Formal Complaint;
- How to contact local law enforcement;
- An explanation of the Grievance Process and the prohibition of imposing any disciplinary sanctions or other actions that are not supportive measures against the Respondent prior to the conclusion of the Grievance Process;
- A statement that no response of the university shall restrict the rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

A. Responsible Employees

With the exception of the Confidential Resources listed in Section 2.6(B) of this policy, all employees of the university are considered Responsible Employees and are required to report any information or report of Prohibited Conduct to the Title IX Coordinator. This
information includes the names of the involved parties, any details of the alleged Prohibited Conduct, the date, time and location of Prohibited Conduct, and any other relevant information including electronic or physical documents. Responsible Employees should report this information to the Title IX Coordinator whether or not they learned the information directly or from another source. Employees include student employees, such as teaching assistants and resident advisors, as well as adjunct faculty. Responsible Employees must only share such information with the Title IX Coordinator to ensure the wishes of the Complainant are respected and that any request for confidentiality can be respected. Responsible Employees are encouraged to seek guidance from the Title IX Coordinator when they are unsure of what the appropriate next step is or how to remain compliant with this policy.

B. University Reporting Contacts

While an individual is encouraged to report an incident to a person of their choice, the university has designated the following Reporting Contacts to receive reports of Prohibited Conduct. The designated Reporting Contacts have been trained to share available reporting options and resources with a Complainant or person reporting sexual harassment. Again, although certain individuals or entities are designated Reporting Contacts, all employees who are aware of Prohibited Conduct, are required to report the information to the Title IX Coordinator unless otherwise designated as a Confidential Resource.

The designated Reporting Contacts are:

- **Anna Kratky, Title IX Coordinator**  
  DuBourg Hall, Room 36  
  St. Louis, MO 63103  
  314-977-3886  
  After hour TIX reports: 314-580-8730  
  anna.kratky@slu.edu

- **Department of Public Safety**  
  Wool Center, Rm. 114  
  3545 Lindell Blvd.  
  St. Louis, MO 63103  
  314-977-3000  
  dps@slu.edu

- **Dean of Students Office**  
  Busch Student Center, Suite 356  
  20 N Grand Blvd  
  314-977-9378  
  deanofstudents@slu.edu

- **Department of Housing and Residence Life**
A report may be filed with any of the Reporting Contacts described above. All of these Reporting Contacts will share the report with the university’s Title IX Coordinator. When a report is received, the university will respond to and evaluate the report of Prohibited Conduct pursuant to Section 2.8 and 2.9, below.

C. Law Enforcement Reporting Options

A criminal report may be filed with the St. Louis Metropolitan Police Department or appropriate jurisdiction. An individual that is 18 years of age or older has the right to notify or decline to notify law enforcement. The Department of Public Safety is also available to provide assistance with contacting the St. Louis Metropolitan Police Department, or other appropriate jurisdiction.

The Title IX Coordinator or Reporting Contact can assist in setting up an initial meeting with law enforcement. Should a Complainant wish to have someone escort them to such a meeting, the Title IX Coordinator will assign an advisor to do so. Filing a report with law enforcement does not obligate a Complainant to participate in any subsequent criminal proceedings.

St. Louis Metropolitan Police Department
911 – emergency
314-231-1212 – non emergency
314-444-5385 – domestic abuse division
314-444-5385 – sex crimes division

The university’s policy, definitions and burden of proof may differ from Missouri criminal
law. The parties involved may seek recourse under this policy and/or pursue their rights under Missouri law. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are determinative of whether a violation of this policy has occurred. Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the university may agree to defer its Title IX fact gathering until after the initial stages of a criminal investigation. The university will nevertheless communicate with the Complainant regarding Title IX rights, procedural options and the implementation of remedial and protective measures to assure safety and well-being. The university will promptly resume its Title IX fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

D. Bystanders

The university encourages all members of the university community to take reasonable and prudent steps to prevent or stop incidents of Prohibited Conduct. Taking action may include direct intervention when safe to do so, enlisting the help of friends, contacting the Department of Public Safety or local law enforcement, or seeking assistance from a person in authority. Community members who choose to exercise this positive, moral obligation will be supported by the university and protected from Retaliation. More information regarding bystander action can be found in the Responsible Action Protocol in Section 1.16 of the university’s Community Standards.

E. Amnesty

To encourage reporting and/or participation in the Title IX investigatory process, individuals who in good faith report Prohibited Conduct, either as a Complainant, witness or bystander, will not be subject to disciplinary action by the university for their own personal consumption of alcohol or drugs at or near the time of the incident, or other minor infractions, provided that any such violations did not and do not place the health or safety of any other person at risk. The university may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or other drugs.

F. Statement Against Retaliation

The university will not tolerate retaliation against any student, employee or third party who makes a report of Prohibited Conduct, participates in an investigation related to a report of Prohibited Conduct, or participates in the investigation, determination of responsibility, or appeal process after the filing of a Formal Complaint. Any incidents of retaliation should be reported to the Title IX Coordinator or a designated Reporting Contact. Reports of retaliation involving a Respondent who is a student will follow the procedures outlined in the Student Handbook. Reports of retaliation involving a Respondent who is an employee of the university will be governed by the applicable university policy. The university will take prompt and corrective action against all acts of retaliation.
2.8 Response Protocol

The university will respond to all reports of Prohibited Conduct in a timely and effective manner consistent with this policy.

1. All Responsible Employees who are aware of Prohibited Conduct, through first-hand knowledge, receipt of a disclosure, or other indirect means, are required to immediately report all known information, including the names of the individuals involved, the date and location of the alleged incident, the nature of the report and any supporting evidence and/or documentation, to the Title IX Coordinator unless otherwise designated as a confidential resource. Please see Section 2.7(A) of this policy for more information about Responsible Employees.

2. All Reporting Contacts who receive a report of Prohibited Conduct will immediately share all known information with the Title IX Coordinator.

3. The Reporting Contact and/or Title IX Coordinator will assist the Complainant in getting to a safe place if necessary. In doing so, the Reporting Contact will coordinate with DPS as needed.

4. The Reporting Contact and/or Title IX Coordinator will encourage the Complainant to seek immediate medical attention for treatment of injuries and preservation of evidence, discuss the reasons why prompt medical treatment is important, and arrange for transportation to the hospital if the Complainant agrees to such medical treatment.

5. The Title IX Coordinator will inform DPS of all reports of Prohibited Conduct consistent with the university’s Clery obligations.

6. The Title IX Coordinator will inform the Dean of Students Office of any reports of Prohibited Conduct that involve force, repeated acts of Prohibited Conduct, the involvement of multiple Respondents in a single incident of Prohibited Conduct, or any report that involves a level of severity where the Dean of Students, or designee, may consider an Interim Suspension.

7. The Complainant will have the option to file a criminal report with the St. Louis Metropolitan Police Department, or appropriate jurisdiction. Declining to notify the St. Louis Metropolitan Police Department, or other appropriate jurisdiction, at the time of the initial report does not preclude the Complainant from filing a criminal report at a later date provided the conduct is within Missouri’s applicable statute of limitations.

8. The Title IX Coordinator, or designee, will connect the Complainant with the university Counseling Center if the Complainant so wishes, which may include contacting the counselor on-call depending on the time of day.

9. When the Title IX Coordinator, or designee, receives information regarding
Prohibited Conduct, the Title IX Coordinator or designee, will promptly contact the Complainant with available supportive measures, as well as information about filing a Formal Complaint.

10. If the Complainant does not file a Formal Complaint, the Title IX Coordinator will evaluate the necessity of filing a Formal Complaint signed by the Title IX Coordinator in light of its broader obligations to campus safety, as set forth in Section 2.9, below.

11. The Title IX Coordinator will maintain the confidentiality of the Complainant, the Respondent or any witness unless otherwise permitted under the law or unless it is necessary to disclose the identity of the individual in the implementation of this policy, such as to provide supportive measures or conduct the Grievance Process.

12. The Title IX Coordinator, will also assist, at the request of the Complainant, in coordinating follow-up services, including referrals to appropriate resources listed in Section 2.6, above.

13. The Title IX Coordinator will initiate and maintain ongoing contact to communicate information about available and requested supportive measures and the status of any stage of the Grievance Process.

14. The Complainant and the Respondent will be notified if a Formal Complaint is filed and results in the initiation of an investigation. Supportive measures will be made available to both the Complainant and the Respondent by the Title IX Coordinator. For more information, please see Section 2.11.

2.9 Respecting A Reporting Party's Request for Anonymity, Or That No Investigation or Disciplinary Action Be Action Be Pursued

Recognizing that Prohibited Conduct can include criminal acts that violate the security of the entire campus community, there may be instances where the university has a responsibility to investigate or disclose information regarding the circumstances related to a specific incident despite a Complainant’s request to the contrary. The university will balance the Complainant’s decision not to initiate a Formal Complaint with the totality of the information known to the Title IX Coordinator.

The university’s ability to act to protect the interests of the Complainant and other individuals is limited by the information provided by a Complainant. For example, the university’s ability to respond to a report of Prohibited Conduct may be limited if the Complainant requests that their name or other identifiable information not be disclosed to the Respondent, that no investigation occur, or that no disciplinary action be taken. Additionally, while the Complainant is under no obligation to reveal the identity of the Respondent, the Complainant will be encouraged to do so in the interest of protecting all members of the university community and preventing future incidents of Prohibited

Conduct.

Where a Complainant chooses not to file a Formal Complaint, the Title IX Coordinator will assess the available information and whether to file a Formal Complaint. In assessing the appropriate university action(s), the Title IX Coordinator will consider the Complainant’s express preference(s) in light of the following factors:

- The seriousness, persistence, or pervasiveness of the Prohibited Conduct;
- The respective ages and roles of the Complainant and Respondent;
- Whether there have been other reports of Prohibited Conduct against the Respondent;
- The right of the Respondent to receive notice and relevant information at the initiation of any Grievance Process;
- Whether the circumstances suggest there is an increased risk of the Respondent committing additional acts of Prohibited Conduct;
- Whether the Respondent has a history of arrests or prior conduct violations (at the university or elsewhere) indicating a history of violence;
- Whether the Respondent threatened further acts of Prohibited Conduct or other violence against the Complainant or others;
- Whether the Prohibited Conduct was committed by multiple individuals;
- Whether the circumstances suggest there is an increased risk of future acts of Prohibited Conduct under similar circumstances;
- Whether the Prohibited Conduct was perpetrated with a weapon, by force, or through the use of predatory behavior, including the use of incapacitating substances;
- Whether the university possesses other means to obtain relevant information (e.g., security cameras or personnel, physical evidence);
- The Respondent’s right to receive information if such information is maintained in an “education record” under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g; 34 C.F.R. Part 99; and,
- The university’s obligation to provide a safe and non-discriminatory environment.

Again, in these circumstances, the Title IX Coordinator can file a Formal Complaint. The Title IX Coordinator is not, however, a Complainant or Party during the Grievance Process.

The university will respect a Complainant’s request for anonymity and their decision not to file a Formal Complaint. A Complainant may access any of the available supportive measures without filing a Formal Complaint. However, there may be circumstances in which the Title IX Coordinator decides to file a Formal Complaint themselves due to nature of the allegations and information known to the Title IX Coordinator, as outlined above. When the Title IX Coordinator determines that a Formal Complaint should be filed absent a Formal Complaint being filed by the Complainant, the Title IX Coordinator will inform the Complainant of this decision. The Title IX Coordinator will also provide the Complainant with an explanation of the investigation process, including an invitation to participate. However, the university will respect any decision made by the Complainant not
to participate in any investigation or Grievance Process. Alternatively, the university may implement other measures to limit the effects of the alleged sexual harassment and prevent its recurrence that do not involve disciplinary action against the Respondent or disclosing the identity of either Party.

### 2.10 Supportive Measures

Following a report of Prohibited Conduct, the university will offer reasonable and appropriate measures to protect a Complainant and facilitate the Complainant’s continued access to university employment or education programs and activities. The university offers a wide range of supportive measures for Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the university’s response to a report of Prohibited Conduct. Supportive measures are not disciplinary or punitive in nature. Supportive measures are designed to restore or preserve equal access to educational opportunities, programs, or activities without reasonably burdening the other Party. Supportive measures may be implemented on an interim basis, or may be extended permanently.

The university offers the following range of supportive measures:

- Imposition of a mutual No Contact Order which prohibits either Party from communicating through any manner or medium with the other Party. Parties will be notified of such orders via their SLU email and failure to comply with such orders may result in disciplinary action.
- Rescheduling of exams and assignments;
- Providing alternative course completion options;
- Change in class schedule, including the ability to transfer course sections or withdrawal from a course without penalty;
- Change in an employee’s work schedule or job assignment;
- Change in a student’s university-sponsored or controlled housing;
- Assistance from university support staff in completing housing relocation;
- Voluntary leave of absence;
- Providing an escort to ensure safe movement between classes and activities;
- Providing access to medical services;
- Providing access to counseling services;
- Providing academic support services, such as tutoring;
- University-imposed administrative leave or separation;
- Providing information and support regarding how to seek a Civil Protection Order and/or;
- Any other remedy which can be tailored to the involved individuals to achieve the goals of this policy.

Supportive measures are available regardless of whether a Complainant files a Formal Complaint under this policy. The university will maintain the privacy of any supportive measures provided under this policy to the extent practicable and will promptly address any violation of the supportive measures.
The Title IX Coordinator is responsible for coordinating the effective implementation of the supportive measures and has the discretion to implement and/or modify any supportive measure based on all available information. The Title IX Coordinator is available to meet with a Complainant or a Respondent to address any concerns about the provision, scope, or application of the supportive measures.

The university will provide reasonable supportive measures to Third Parties as appropriate and available, taking into account the role of the third party and the nature of any contractual relationship with the university.

A Civil Order of Protection may also be available from the St. Louis City Circuit Court located in the Civil Court Building, 10 N. Tucker 9th Floor, Adult Abuse Office, or other appropriate jurisdiction. The Title IX Coordinator or Department of Public Safety is available to provide information about this process.

2.11 Grievance Process: Filing of a Formal Complaint and Overview of the Investigation, Hearing and Appeal Procedures for Title IX Complaints

Saint Louis University’s process for resolving reports of Prohibited Conduct will be prompt and equitable and conducted with the oversight of the Title IX Coordinator. This section details the entirety of the Grievance Process, which is initiated upon the Title IX Coordinator receiving a Formal Complaint. During the entirety of the Grievance Process, both Parties may request supportive measures be implemented to preserve the individual’s access to education programs or activities.

A. Filing a Formal Complaint and Initiating the Grievance Process

A Formal Complaint is a document filed and signed by a Complainant or signed by the Title IX Coordinator alleging Prohibited Conduct against the Respondent and requesting that the university investigate the allegation of Prohibited Conduct. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in an education program or activity at Saint Louis University. The Complainant cannot be anonymous and must sign their name on the Formal Complaint.

The Formal Complaint document may be provided to the Title IX Coordinator in person, online through this link, via mail or email and the Complainant may physically sign the document or electronically. To access the Formal Complaint document, click here or visit the Office of Institutional Equity and Diversity's website at https://www.slu.edu/about/safety/sexual-assault-resources/index.php. The Title IX Coordinator’s contact information is located in Section 2.2 of this policy.

The Title IX Coordinator has the discretion to sign a Formal Complaint and initiate the Grievance Process even when a Complainant does not wish to do so. The Title IX Coordinator will consider the following factors when assessing whether to move forward
with the Grievance Process: the severity of the conduct alleged including multiple accused individuals and/or the use of force; the risk of the conduct being repeated and the continuation of sexual harassment; and the availability of information or evidence. See Section 2.9 of this policy for further details.

Once a Formal Complaint is filed, the Title IX Coordinator will conduct an initial assessment to determine whether the allegations fall within the jurisdiction of this policy based on the parties involved, the conduct alleged to have occurred, and the location of such conduct. The Title IX Coordinator must dismiss the Formal Complaint if (1) the Formal Complaint does not allege circumstances that meet the definition of sexual harassment if proven; (2) the conduct did not take place within an education activity or program; (3) the conduct did not occur within the United States; or (4) the Formal Complaint is not signed by someone that meets the definition of a Complainant. The Title IX Coordinator has the discretion to dismiss a Formal Complaint when (1) the Complainant notifies the Title IX Coordinator that they wish to withdraw the Formal Complaint; (2) the Respondent is no longer enrolled at or employed by Saint Louis University; or (3) there are circumstances that prevent Saint Louis University from gathering the necessary information to make a determination regarding responsibility.

If the Title IX Coordinator dismisses a Formal Complaint either as a mandatory dismissal or a discretionary dismissal, both the Complainant and the Respondent will receive written notice of the dismissal and the reasons for the dismissal. Both the Complainant and the Respondent have the right to appeal the decision to dismiss. Such an appeal will follow the same appeal procedures outlined in Section 2.11(E).

If a Formal Complaint is dismissed under Title IX, the university may address the Prohibited Conduct as a violation of the Student Code of Conduct, the Faculty Manual, or the Staff Performance Management Policy. In those instances, Complainants will be connected to the Office of Student Responsibility and Community Standards, the Office of Institutional Equity and Diversity, or other appropriate office.

The Title IX Coordinator may consolidate two or more Formal Complaints when there are common Complainants or Respondents involved or when the sexual harassment arises out of the same facts or circumstances.

Once the Title IX Coordinator has confirmed that the Formal Complaint will not be dismissed, the Complainant and Respondent will be notified in writing of the following:

- The allegations including the date, time, location, parties involved, and the conduct alleged to have occurred;
- The corresponding policy violations under this policy and/or other relevant university policy;
- An explanation of the Grievance Process and their rights under this policy;
- The presumption that the Respondent is not responsible for any policy violation prior to a finding of such at the conclusion of the Grievance Process;
- The right to an advisor;
- The use of the preponderance of the evidence standard throughout the Grievance Process;
- The right to inspect all information and evidence collected during the Grievance Process;
- A proposed date and time to meet with the investigator that provides sufficient time for each party to review this policy, to decide on their choice of advisor or to request that one be appointed by the university, and to prepare for an investigative meeting;
- The available supportive measures;
- The range of possible sanctions should the end of the Grievance Process result in a finding of responsibility.

Should additional allegations arise after the initial notice of the allegations is provided to the Parties, an amended or second notice of allegations will be provided in writing to the Parties explaining the additional conduct alleged to have occurred. The following basic principles apply throughout the entirety of the Grievance Process:

A. Both the Complainant and the Respondent will be treated equitably;
B. There will be an objective evaluation of all evidence, both inculpatory and exculpatory, and a determination of credibility will not be made based on a person’s status as a Complainant, Respondent, or witness;
C. The Title IX Coordinator, Investigators, and adjudicators will be trained and free from any conflict of interest;
D. The Respondent will be presumed not responsible throughout the Grievance Process unless a finding of responsibility is made at the conclusion of the Grievance Process.
E. Each Party has the right to appeal a decision made by the hearing panel;
F. Each Party will be provided the range of available support measures and these measures will remain an option for the Parties throughout the Grievance Process;
G. Each Party will be provided a range of possible sanctions should the end of the Grievance Process result in a finding of responsibility:
H. The university will adhere to reasonably prompt timeframes for the resolution of all Formal Complaints, but will allow for delays with good cause;
I. Evidence of information that is protected by a legally recognized privilege, for example, conversations between a doctor and patient or attorney and client, will not be included in the Grievance Process without written consent from the Party holding the privilege;
J. The preponderance of the evidence is the standard of evidence utilized throughout the entirety of the Grievance Process.

B. Right to an Advisor

Throughout the process, a Complainant or Respondent may have an advisor provided by the university or an advisor of their choice present at any meeting or proceeding related to the investigation or Grievance Process. An advisor of choice may include an attorney retained by a Party at their own expense. An advisor provided by the university will have training that includes, but is not limited to, the following: the definition of sexual harassment; the grievance process as outlined in this section, the Rules of Decorum for the hearing, cross-
examination and relevancy as discussed in section 2.11 (D), the role of technology in the Grievance Process, and supportive measures available to both Complainants and Respondents.

While a Party may decide not to use an advisor for any portion other than the hearing, any person who serves as an advisor should plan to make themselves available for meetings and proceedings throughout the process. Advisors may participate in university processes in an advisory capacity, but they may not take part directly in the investigation, hearing, or appeal with the exception of conducting cross examination during the hearing. If a Party wishes to speak privately with their advisor during the investigation or hearing, they may request a brief recess from the meeting or proceeding. The university has the right to determine what constitutes appropriate behavior on the part of an advisor as discussed in the Rules of Decorum. The advisor may not be a fact witness or otherwise have any conflicting role in the process.

C. Timeframe for Investigation, Determinations and Appeal

Except for good cause, the university will conclude its investigation, hearing, and appeal process within ninety (90) calendar days following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and impartiality. The university may extend this time frame for good cause and will communicate any delay in the process in writing to the Parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for university breaks or vacations, or to address other legitimate reasons.

D. Investigation

When a Formal Complaint meets the requirements under Section 2.11(A), the Title IX Coordinator, or designee, will assign a trained investigator to conduct a prompt, thorough and impartial investigation of allegations contained in the Formal Complaint. All Parties and witnesses are expected to provide truthful information. Knowingly providing false or misleading information is a violation of university policy and can subject a student or employee to disciplinary action. The investigator or designee will provide timely updates, as appropriate or requested, about the timing and status of the investigation.

It is the responsibility of the university, not the Parties, to gather relevant information, to the extent reasonably possible. The investigator will conduct a fair and reliable fact-gathering based on the allegations in the Formal Complaint. The investigator will be responsible for interviewing the Complainant and the Respondent, interviewing potential witnesses; collecting relevant documentation and physical evidence, including documents, communications between the Parties, and other electronic records as appropriate; creating a timeline; and preparing a written report documenting the complete investigation.
The Complainant and the Respondent will have an equal opportunity to be heard, to submit both inculpatory and exculpatory information, and to identify fact and expert witnesses who may have relevant information. Witnesses must have observed the acts in question, have information relevant to the incident, or offer information that speaks to a Party's individual's character. Neither Party is restricted in any way from discussing the allegations or gathering evidence or information about the allegations. The investigator will send each Party and their advisor a written notice of any investigative interview, meeting or other proceeding to which they are invited and expected to attend. This written notice will include the date, time, location, the names of those who will be present, and the purpose of the meeting, interview or other proceeding. Parties will be given sufficient time to prepare for such meetings, interviews, or other proceedings.

Medical and counseling records of either Party are privileged confidential records that the university cannot access, consider, disclose, or otherwise utilize without the express written consent of the Party that holds the privilege. If a Party decides to share such records with the Investigator after providing their written consent, those records become a part of the investigation and are available for review by the opposing Party. Records maintained by the following are examples of privileged medical records: a physician, a psychiatrist, a psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment of the Party.

Additionally, records pertaining to conversations between an attorney and their client, as well as conversations between an individual and a member of the clergy or ordained minister pursuant to seeking spiritual advice, are privileged. These are also records that the university cannot access, consider, disclose, or otherwise utilize without the express written consent of the Party that holds the privilege. If a Party decides to share such records with the Investigator after providing their written consent, those records become a part of the investigation and are available for review by the opposing Party.

A Complainant's prior sexual history will never be used as evidence of character or reputation, and will only be considered during an investigation or hearing under limited circumstances. Those circumstances include the Complainant's prior sexual behavior is 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.

At the conclusion of the investigation, the investigator will prepare a written report that summarizes the information gathered during the investigation, identifies the potential policy violations and synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts. Before the report is finalized, the Complainant and the Respondent, as well as their advisors, will be given the opportunity to review a preliminary investigative report as well as all information or evidence gathered that is directly related to the allegations regardless of whether it was included in the preliminary investigative report or not. These materials will be made available to the Parties and their
advisors electronically. The Complainant and the Respondent may submit any additional comment or information to the investigator within ten (10) days of the opportunity to review the report. Upon receipt of any additional information by either Party, or after the ten (10) day comment period has lapsed without comment, the investigator will finalize the report. This finalized report, which will include any appropriate comments submitted by either Party, will be given to the hearing panel.

The investigator will seek to complete the investigation and provide that investigation to the Hearing Panel and the Parties within forty-five (45) days of receiving the Formal Complaint, but this time frame may be extended depending on the complexity of the circumstances of each case. Both the hearing panel and the Parties will receive the investigation electronically.

E. Live Hearings and Sanctions

The Title IX Coordinator will appoint a hearing panel to be comprised of three trained individuals, usually Saint Louis University staff or faculty. The Title IX Coordinator may choose to appoint members of the hearing panel who are not employed by or otherwise affiliated with the university. The hearing panel will receive the final investigative report and conduct a live hearing with the Complainant and the Respondent and their advisors. The three members of the hearing panel are equal decision-makers and are responsible for deciding whether the Respondent is or is not responsible for violating university policy based on the notice of allegations provided to the Respondent. A minimum of two of the three members of the hearing panel must decide that it is more likely than not that the Respondent is responsible in order for a finding of responsible to be made. If only one or none of the members of the hearing panel believe it is more likely than not that the Respondent is responsible, then the Respondent must be found not responsible. A determination must be made for each policy violation alleged. The Title IX Coordinator and the investigator cannot serve as members of the hearing panel. The members of the hearing panel will be free from bias or conflicts of interest that prevent them from serving in this role.

The Title IX Coordinator will appoint one of the three members of the hearing panel to serve in the role of the hearing chair. The hearing chair will be responsible for the following:

- Providing written notice of the date and time of the hearing to the Parties and their advisors allowing for sufficient time for the Parties to prepare to participate;
- Choosing a date for the hearing that is not sooner than ten (10) days from the conclusion of the investigative report and its dissemination to the Parties;
- Inquiring as to what advisor will be present for the hearing for each Party and whether or not either Party is requesting that the university provide an advisor;
- Answering any questions prior to the hearing about procedure or the Rules of Decorum;
- Providing a preliminary decision as to any inquiries of whether a question or topic will be considered relevant at the live hearing, noting that all final decisions of
relevancy must be made during the live hearing;

• Communicating the date and time of the hearing with all witnesses and coordinating the appropriate time for their participation;

• Conducting the hearing proceedings, including but not limited to: opening remarks by the hearing chair; providing an opportunity for opening statements; introduction and initial questioning of the Parties and witnesses, providing an opportunity for cross examination; providing an opportunity for closing statements; closing remarks by the hearing chair;

• Determining the relevancy of each question asked by an advisor of a Party or witness during the hearing;

• Providing an explanation for any decision to exclude a question based on relevance during the hearing;

• Upholding the Rules of Decorum and notifying Parties, witnesses, or advisors when they are in violation of the Rules of Decorum, including the decision to remove an individual from the hearing for repeated violations;

• Maintaining the hearing schedule and ensuring the hearing occurs in a timely fashion;

• Creating an audio or audiovisual recording or transcript of the hearing;

• Summarizing the hearing panel’s decision regarding responsibility in a written document that will be provided to the Parties and their advisors.

All hearings will be conducted using video-conferencing technology so that the Parties may see and hear each other without being present in the same room. Each hearing will begin by the hearing chair providing opening remarks. Opening remarks will include the identity of the Parties and their advisors, what university policy violation(s) are alleged to have occurred, the application of the preponderance of the evidence standard, and a review of the expectations outlined in the Rules of Decorum. The hearing chair will then provide the Complainant and the Respondent an opportunity to give an opening statement no longer than 5 minutes in length. The Complainant will be given the opportunity first and then the Respondent. The Party, not their advisor, may give the opening statement and no Party is required to give an opening statement. The purpose of an opening statement is to provide the hearing panel with an outline of what information the Party anticipates will be shared during the hearing and how that will impact the hearing panel's decision at the conclusion of the hearing. Only information that is relevant and anticipated to be heard during the hearing may be offered during an opening statement.

The hearing chair will first invite the Complainant to answer questions from the hearing panel. All questions asked by the hearing panel must be relevant. Relevant questions are those that call for information that will assist the members of the hearing panel in deciding whether the allegation(s) and information in the investigation is either more or less likely to be true. A question cannot be excluded on the basis of relevance if solely because it calls for prejudicial evidence or evidence of character. Questions concerning the Complainant's sexual history 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.
At the conclusion of the hearing panel's questions, the Respondent's advisor will have the opportunity to engage in cross examination of the Complainant by asking questions directly, orally and in real time through video conferencing. The hearing chair will determine whether each question asked by the advisor is relevant prior to the Complainant responding.

The hearing chair will next invite the Respondent to answer relevant questions from the hearing panel. At the conclusion of the hearing panel's questions, the Complainant's advisor will have the opportunity to engage in cross examination by asking questions directly, orally and in real time through video conferencing. The hearing chair will determine whether each question asked by the advisor is relevant prior to the Complainant responding. If either Party does not obtain an advisor, the university will provide a trained advisor for the purpose of conducting cross examination on the Party's behalf. If the Respondent and their advisor do not attend the hearing, the university will provide a trained advisor solely for the purpose of having the opportunity to conduct cross examination of the Complainant and any witnesses that attend the hearing.

After both Parties have had the opportunity to be questioned by the hearing panel, as well as the opposing Party's advisor, the hearing chair will call each witness requested by either the hearing panel or one of the Parties to be questioned. The hearing chair will determine in what order these witnesses will be questioned. After the hearing panel has concluded their questions of a witness, each Party's advisor will have the opportunity to cross examine a witness by asking questions directly, orally and in real time through video conferencing. The hearing chair will decide which advisor will have the opportunity to cross examine a witness first by alternating between the Complainant's advisor and the Respondent's advisor. Again, the hearing chair will determine whether every question asked is relevant prior the witness responding.

If deemed reliable and relevant by the hearing panel, and not otherwise subject to exclusion under this Policy, the hearing panel may consider the statements of a Party or witness who was not present at the hearing, or a Party or witness who was present at the hearing but who nevertheless was not subject to cross examination. This includes, but is not limited to, the information, statements, and materials provided or gathered during the investigative process.

The hearing chair will then provide the Complainant and the Respondent an opportunity to give a closing statement no longer than 10 minutes in length. The Complainant will be given the opportunity first and then the Respondent. The Party, not their advisor, must give the closing statement and no Party is required to give a closing statement. A closing statement may include a summary of the information shared during the hearing and the impact the Party believes it has on the decision before the hearing panel. It may also include how the Party has been impacted by the allegations and what their desired outcome of the hearing is.

At the conclusion of any closing statements offered, the hearing chair will provide closing remarks that conclude the hearing and provide both Parties with an anticipated date that they will receive the decision of the hearing panel. This decision will be provided to the Parties simultaneously and in writing. The written decision will include the following:
• Identification of each allegation and the corresponding policy violation;
• An explanation of the procedural steps taken through the entirety of the Grievance Process including the initial notice of investigation, dates of the interviews of each Party and witness, site visits, methods used to gather other evidence, and the date and summary of the live hearing;
• A determination regarding responsibility for each alleged policy violation;
• Findings of fact made by the hearing panel that led to their decision, conclusions about whether the alleged conduct occurred, and a rationale for the finding for each alleged policy violation;
• Any disciplinary sanctions imposed on the Respondent;
• Any remedies will be provided to the Complainant;
• An explanation of each Party’s right to appeal and the appeal process.

If the hearing panel determines that the Respondent is responsible for one or more forms of Prohibited Conduct, the Hearing Panel will determine the appropriate sanctions. A determination of sanctions will be based on the facts and circumstances of each case and will be designed to eliminate the Prohibited Conduct and prevent any reoccurrence of such Prohibited Conduct. Any determination for sanctions will be rooted in the university’s educational mission, institutional values, and Title IX obligations.

Sanctions for a violation of this policy by a student may include: expulsion; suspension; disciplinary probation; mandated counseling assessment which may include anger management course(s), alcohol and/or drug education program(s), and other requirements based upon the counseling assessment; restrictions on campus privileges including restrictions on campus housing or participation in student activities; community service; and/or other educational sanctions. Sanctions for a violation of this policy by an employee may include: leave with pay, leave without pay, termination, change in job responsibilities or duties, relocation of assignment, mandated counseling or anger management assessment, mandated training, such as sexual harassment training.

In determining the appropriate sanction, the hearing panel may consider the following factors:

• The nature and violence of the conduct at issue;
• The impact of the conduct on the Complainant;
• The impact of the conduct on the university community;
• Prior misconduct by the Respondent, including the Respondent’s relevant prior discipline history, both at the university or elsewhere, and any criminal convictions;
• How the university has previously sanctioned similar conduct;
• Whether the Respondent has accepted responsibility for the conduct;
• Maintenance of a safe and respectful learning, living and working environment;
• Protection of the university community; and
• Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate outcome in each case.
If a Respondent wishes to return to campus after completing their period of suspension, the university shall notify the Complainant if a.) the Respondent’s request to return has been approved and b.) the Complainant is currently enrolled in the university.

**F. Appeals**

Either Party may appeal the decision of the hearing panel or the decision of the Title IX Coordinator to dismiss a Formal Complaint. All appeals are due, in writing, to the Title IX Coordinator in the Office of Institutional Equity and Diversity, or their designee, within three (3) university business days following receipt of the written decision of the hearing panel regarding responsibility or the written decision of the Title IX Coordinator to dismiss a Formal Complaint. If a request is not received within three (3) business days, the hearing panel’s or Title IX Coordinator’s determination is final. The appeal shall consist of a plain, concise and complete written statement outlining the basis for appeal and all relevant information to substantiate the grounds.

The Title IX Coordinator will appoint an appeal panel to be comprised of three trained individuals, usually Saint Louis University staff or faculty. In some circumstances the Title IX Coordinator may choose to appoint external members to the appeal panel. The members of the appeal panel will be trained and free from bias or a conflict of interest that would prevent them from serving as a member of the appeal panel.

The grounds for appeal may only be one or more of the following:

- There was a material deviation from the procedures set forth in this policy or applicable provisions of the Student Handbook that would significantly impact the outcome of the case or may have resulted in a different finding;
- New or relevant information, not available at the time of the investigation or hearing, has arisen that would significantly impact the outcome of the case;
- The Title IX Coordinator, investigator, or member of the Hearing Panel had a conflict of interest or bias that affected the outcome of the case.

Dissatisfaction with the outcome of the investigation, and failure of a Party or witness to attend or participate in the investigation or hearing process, are not grounds for appeal.

The other Party will have an opportunity to review the appeal and may submit a written response to the appeal to the Title IX Coordinator in the Office of Institutional Equity and Diversity, or designee, within three (3) university business days following a Party’s review of the appeal. No additional submissions by either Party will be permitted.

Appeals are not intended to be a full rehearing of the report (de novo). In most cases, appeals are limited to a review of the written documentation and pertinent documentation regarding the grounds for appeal. Absent extraordinary circumstances the appeal panel will not meet with either Party. The decision of the appeal panel is a final determination.

Except in extraordinary circumstances, appeals will be resolved within fifteen (15)
university business days following receipt of response to the appeal or when the three (3) day deadline to receive a response to the appeal has lapsed. All Parties will receive written notification following the final determination of any appeal. The written decision of the appeal panel will include the decision made by the appeal panel as well as the rationale for that decision.

2.12 Programming and Training

In accordance with the university’s philosophy and mission, programming and training about the policy regarding the expectations of our community regarding Prohibited Conduct, reporting options, resources, and prevention are required for all Students and Employees.

Additional training is provided to the Title IX Coordinator, Deputy Title IX Coordinators investigators, hearing panelists, appeal panelists, and any person who facilitates an informal resolution process. Training may be tailored to an individual’s role in the process to include:

- The definition of Prohibited Conduct, including sexual harassment;
- Information about the scope of the university’s educational programs and activities;
- Effective investigation techniques and issues of relevance to create an investigative report that fairly summarizes relevant information;
- Hearing, appeal, and informal resolution procedures;
- Impartiality, conflict of interest, bias, and the need to avoid any prejudgment of facts;
- Effective use of technology to be used during a hearing; and
- Determinations of relevance, including questions related to prior sexual behavior.

Students who wish to be involved in the university’s efforts regarding peer-led prevention and awareness campaigns should contact Anna Kratky, Title IX Coordinator (anna.kratky@slu.edu), or the Assistant Director of Campus Wellness and Recreation, Jodi Seals (jodi.seals@slu.edu). Additionally, the Assembly for Sexual Assault Prevention is a student organization on campus that has expressed their support of those impacted by sexual violence and has encouraged members of the university to inquire regarding prevention opportunities.

2.13 Document Retention and Recordkeeping

In accordance with the Title IX Final Rule released by the Department of Education on May 6, 2020, the university will maintain complete records of the following for a period of seven (7) years:

- Any records related to the filing of a Formal Complaint, an investigation, a hearing, or an appeal;
- Any record of actions taken, including supportive measures, when the university learns of Prohibited Conduct, but a Formal Complaint is not filed. This will include
the analysis conducted by the Title IX Coordinator that resulted in a decision not to file a Formal Complaint;

- Any materials used to train the Title IX Coordinator; investigators, hearing panelists, appeal panelists, and advisors, which will also be available to view online at: https://www.slu.edu/about/safety/sexual-assault-resources/index.php.

3.0 Scope

This policy applies to all operating units of Saint Louis University including all faculty, staff, students, volunteers, and other workforce members not otherwise identified.

4.0 Procedures

The procedures related to this policy are written into Section 2.0.

5.0 Sanctions

Individuals who fail to comply with this policy and the procedures associated with it may be subject to disciplinary actions guided by the University's Staff Performance Management Policy, SLU Faculty Manual (St. Louis Campus), or Student Handbook. Non-compliance with this policy may result in disciplinary action, up to and including separation from the university.

6.0 Responsibilities

All Individuals. All members of the university community should take reasonable and prudent steps to prevent or stop incidents of Prohibited Conduct.

Office of Institutional Equity and Diversity: Is responsible for maintaining this policy, responding to reports of sexual harassment, offering and implementing supportive measures and overseeing the Grievance Process.

7.0 References

University Policies Including But Not Limited To:

- Non-Retaliation Policy
- Reporting Concerns of Misconduct Policy
- SLU Faculty Manual (St. Louis Campus)
- Staff Performance Management Policy
- Workplace Violence Prevention Policy

University Resources Including But Not Limited To:

- Employee Assistance Program
- Student Handbook
External Resources Including But Not Limited to:

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
Violence Against Women Act

8.0 Definitions

Advisor: Complainants and Respondents may have an advisor of their choice who may attend interviews, meetings, and hearings throughout the Grievance Process. The university will assign an advisor for students who do not have one. Advisors provided by the university are trained staff members who can provide support throughout the Grievance Process, including conducting cross examination at a hearing.

Campus Restriction: A campus restriction refers to an individual's temporary or permanent inability to be on campus or participate in university activities. The Office of Student Responsibility and Community Standards issues Campus Restrictions.

Comment Period: At the conclusion of an investigation, both the Complainant and Respondent have an opportunity to review the initial investigative report and submit comments to be included in the finalized investigative report. The time frame during which the Complainant and Respondent can provide comments is referred to as a comment period and is a period of ten days.

Complainant: The Complainant is an individual who is alleged to be the victim of conduct that could constitute sexual harassment, as defined by University’s Title IX Sexual Harassment Policy.

Confidentiality: Confidentiality may be offered by an individual who is not required by law or policy to report known incidents to the university. This includes licensed mental health counselors, medical providers, and official clergy members. All reports of sexual harassment received by the Title IX Coordinator will remain confidential unless otherwise permitted under the law or it is necessary to disclose the identity of the Complainant or Respondent to implement supportive measures or the grievance process.

Equity Officer/Investigating Officer: An equity officer/investigating officer is a staff member in the Office of Institutional Equity and Diversity who investigates complaints and/or allegations under the Title IX Sexual Harassment Policy.

Effective Consent: Effective Consent is an affirmative, knowing and voluntary decision – clearly communicated through mutually understandable words (e.g., saying “yes”) and/or actions – to willingly engage in mutually acceptable sexual activity (e.g., to do the same thing, at the same time, in the same way, with another individual(s)).

Employee: Employee refers to an individual that is employed with Saint Louis University and can be staff or faculty.
**Responsible Employee:** All employees of the university are responsible employees except licensed counselors, medical professionals in the context of the physician-patient relationship, and members of the Clergy when communicating in their professional capacity of giving religious or spiritual advice. All responsible employees are required to report any information or report of Prohibited Conduct to the Title IX Coordinator.

**Formal Complaint:** A Formal Complaint is a document filed by a complainant or signed by the Title IX Coordinator alleging Prohibited Conduct against a Respondent and requesting that the school investigate the allegation of Prohibited Conduct.

**Grievance Process:** The Grievance Process includes an investigation, a hearing to determine responsibility, the imposition of sanctions when appropriate, and an appeal process. The Grievance Process is initiated by the Title IX Coordinator upon submission of a Formal Complaint that meets the requirements of Title IX.

**Investigation:** The investigation refers to the process by which information is gathered and witnesses are interviewed regarding an allegation of Prohibited Conduct. At the conclusion of the investigation, the investigator will prepare a written report that summarizes the information gathered during the investigation, identifies the potential policy violations, and synthesizes the areas of agreement and disagreement between the Complainant and the Respondent and any supporting information or accounts.

**No Contact Orders:** No Contact Orders, administered by the Office of Student Responsibility and Community Standards, prohibits either Party from communicating through any manner or medium with the other Party. Parties will be notified of such orders via their SLU email and failure to comply with such orders may result in disciplinary action. They are enforced insofar as each Party is a Student enrolled at Saint Louis University.

**Reasonable Person:** The Reasonable Person means a person under similar circumstances and with similar identities to the Complainant.

**Respondent:** The Respondent is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment, as defined by University’s Title IX Sexual Harassment Policy.

**Standard of Evidence:** In determining whether the University's Title IX Sexual Harassment Policy has been violated, the university will apply the preponderance of the evidence standard, meaning whether it is more likely than not that the alleged Prohibited Conduct occurred.

**Supportive Measures:** Supportive measures are non-disciplinary, nonpunitive, individualized services offered as appropriate as reasonably available without fee of charge designed to restore or preserve equal access to education programs and activities without unreasonably burdening another party.
**Sexual Harassment:** As defined by this policy, Sexual Harassment occurs when conduct satisfies one or more of the following:

1. **Quid Pro Quo:** sexual harassment occurs when an employee of Saint Louis University provides an educational benefit or service in exchange for unwelcome sexual conduct;

2. **Hostile Environment:** sexual harassment occurs when there is conduct on the basis of sex that is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectionably offensive that it effectively denies a person equal access to the school’s education program or activity;

3. **Clery Act:** sexual harassment occurs when there is an instance of sexual assault, dating violence, domestic violence, or gender-based stalking as defined by the Clery Act (see below for further definitions).

This includes harassment based on gender, gender identity, gender expression or sexual orientation, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex/gender or sex/gender-stereotyping, even if the acts do not involve conduct of a sexual nature.

**Sexual Assault:** Sexual Assault refers to an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. These sexual offenses include instances where the Complainant is incapable of giving consent.

1. **Rape** refers to 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 Complainant, including instances in which the Complainant is incapable of giving consent.

2. **Fondling** refers to the touching of the genitals (including vagina, penis or anus), the breasts, or the buttocks of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the Complainant is incapable of giving consent because of their youth or because of their temporary or permanent mental incapacity.

3. **Incest** refers to non-forcible sexual intercourse between persons who are related to each other within the degree wherein marriage is prohibited by law.

4. **Statutory Rape** refers to non-forcible sexual intercourse with a person who is under the statutory age of consent.

**Dating Violence:** Dating Violence includes violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the
Complainant’s statement and with consideration of the length of the relationship, the type of relationship, 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 and does not include acts covered under the definition of domestic violence.

**Domestic Violence:** Domestic Violence includes a crime of violence, whether a felony or misdemeanor under the Missouri Revised Statutes, that is committed by: (1) a current or former spouse or intimate partner of the victim; (2) a person with whom the Complainant shares a child in common; (3) a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner; (4) a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; (5) any other person against an adult or youth Complainant who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Stalking:** Stalking occurs when a person engages 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.

A course of conduct means two or more acts, including, but not limited to acts in which the stalker directly, or 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.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

A reasonable person means a person under similar circumstances and with similar identities to the Complainant.

Stalking under this policy refers to incidents in which the course of conduct alleged is in some part based on sex or gender.

**Retaliation:** Retaliation refers to any conduct that includes harassment, threats, intimidation, or coercion for the purpose of interfering with any right or privilege under this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in the Title IX Grievance Process.

**TIX:** "TIX" is an acronym which refers to Title IX.

**Title IX Coordinator:** The university's Title IX Coordinator oversees all reports of Prohibited Conduct at the university and facilitates the university’s compliance with Title
IX and related authority. A full listing of their responsibilities can be found in Section 4.0 of the Saint Louis University Sexual Misconduct Policy.

**Title IX Office:** The Title IX Office, located in DuBourg 036, is an office within the Office of Institutional Equity and Diversity. The Title IX staff work with and provide help to those who have experienced sexual harassment or who have questions about sexual harassment.

**Prohibited Conduct:** Prohibited Conduct refers to all forms of sexual harassment, including sexual assault, dating violence, domestic violence, gender-based stalking, and retaliation.

Office of Student Responsibility and Community Standards Commonly Used Terms:

**Aiding or Facilitating:** “Aiding or Facilitating” is when any individual or group of individuals aids, facilitates, promotes, colludes, or encourages another to commit a violation under this policy. Aiding or facilitating may also include failing to take action to prevent an imminent act when it is reasonably prudent and safe to do so. Aiding or facilitating includes gaining academic or personal advantage or privilege with negative impact on others or the community through violation of the policy or any other community standards.

**Abusive Behavior:** “Abusive Behavior” is any act, including verbal or written communications that intimidates, coerces, threatens, or significantly disrupts the health, safety or well-being of any person.

**Accused:** The term "Accused" refers to the Student, group of Students, or university affiliated organization alleged to have committed a violation of the university's Community Standards.

**Appeal Body:** The term "Appeal Body " refers to any university official or group authorized by the university to hear appeals of decisions implemented by a Hearing Officer.

**Bias-Related Incident:** Specifically, a Bias-Related Incident is any act that may intimidate, mock, degrade, or threaten a member or group or property based upon real or perceived consideration of sex, gender, gender identity and expression, race, color, religion, national origin, ancestry, disability, age, sexual orientation, marital status, military status, veteran status, pregnancy, genetic information, or any other protected classification. Examples of Bias-Related Incidents include, but are not limited to: epithets, slurs, negative stereotyping, threats, intimidation, or hostile acts of communication in spoken, written, or electronic media that relate to the classifications protected by our laws and policies.

**Community Standards:** The term “Community Standards” refers to university policies and standards of conduct provided to create a safe learning and living environment that is grounded in our Catholic Jesuit identity.

**Community Standards Appeal Board:** The term "Community Standards Appeal Board" (CSAB) refers to the panel authorized by the university to hear appeals of decisions made
by a Hearing Officer. Each CSAB consists of, at a minimum, a three-member Student panel selected from a larger trained pool of Students. The CSAB reviews appeals of non-suspendable violations. CSAB appeal members receive annual training on the Community Standards process.

**Hate Crime**: Generally speaking, a hate crime (also known as a bias-motivated crime) is a criminal act that is motivated by actual or perceived membership in a social identity group such as sex, gender, gender identity and expression, race, color, religion, national origin, ancestry, disability, age, sexual orientation, marital status, military status, veteran status, pregnancy, genetic information, or any other protected classification.

**Hearing**: The term “Hearing” refers to the meeting in which a Student is provided the opportunity to meet with a Hearing Officer and either take responsibility or not take responsibility for the alleged Community Standard violation(s) as provided in their notification letter.

**Hearing Officer**: The term “Hearing Officer” refers to an individual authorized by the university to determine whether a student or organization has violated the University’s Community Standards and the appropriate sanction(s).

**Reporting Party**: The term "Reporting Party" refers to any person or entity who submits a Complaint alleging that a Student violated the Community Standards.

**Sexual Exploitation**: Non-consensual or abusive sexual advantage taken by an individual of another for their own advantage or benefit, or to benefit or advantage anyone other than the person being exploited, and that behavior does not otherwise constitute any other form of Prohibited Conduct.

**University Appeal Board**: The term "University Appeal Board" (UAB) refers to the panel authorized by the university to hear appeals of decisions made by a Hearing Officer. Each UAB consists of a three-member panel selected from a trained pool of faculty, staff, and Student representatives. Every effort will be made to have Student representation on each UAB, however, certain periods of the year make ensuring such representation difficult.

**9.0 History**

This interim policy is implemented due to an announcement from the Department of Education on August 24, 2021 that postsecondary institutions may now consider in reaching a determination of responsibility information provided by a party or witness that is not subject to cross-examination.

**EFFECTIVE DATE VERSION NUMBER MODIFICATION**

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July 1, 2016       6.0
July 1, 2017       7.0
APPENDIX C

INVESTIGATION AND HEARING PROCEDURES FOR STUDENT RESPONSIBILITY AND COMMUNITY STANDARDS

1.0 Complaints and Jurisdiction
The Director of Student Responsibility and Community Standards, or designee, will serve as the coordinator for all Complaints arising under the policies contained in the Community Standards.

The Title IX Coordinator, or designee, will serve as the coordinator for all Complaints arising under the Interim Title IX Sexual Harassment Grievance Process.

Any Member of the university community may file a Complaint against any Student or Student Organization for misconduct or a violation of the Community Standards or any other university Policy. All Complaints should be submitted as soon as possible after the date of the alleged violation, preferably within one (1) year and filed with the Office of Student Responsibility and Community Standards by completing an Incident Report Form.

2.0 Investigation Processes for Allegations of Community Standards Violations
Upon receipt of an Incident Report (IR), or other materials and reports, the Office of Student Responsibility and Community Standards (Office) will conduct an investigation to determine and identify resolutions. Generally speaking, the Office will determine the appropriate information gathering process for investigation. The Director of Student Responsibility and Community Standards or designee, shall have the discretion to deviate from these procedures when warranted based on the unique circumstances of a situation. The following information gathering processes may be utilized during an investigation.

An Administrative Review is when the IR provides sufficient information to move forward with the hearing procedures as outlined in Section 2.8 of the Community Standards.

An Informal Inquiry can be utilized to gather more information about a specific report, but does not constitute a full and formal investigation. An Informal Inquiry may involve meeting with the Reporting Party, witness(es), or other involved individuals to gather more information, or gathering other evidence as necessary (e.g., video). An investigative report may be written when appropriate.

The Informal Inquiry can also include educational, restorative, and/or discretionary opportunities with students who are alleged to have violated the Community Standards but where a Formal Investigation and/or Hearing Process has been declined by the Reporting Party, and/or when the Director of Student Responsibility and Community Standards, or designee, determines that the discretionary outcomes will aid the individual student or the university community in maintaining a safe, inclusive, and educational environment.
A Formal Investigation may be utilized when an individual student alleges interpersonal violence or prohibited conduct by another student(s), when the preliminary information suggests that, if found responsible, the alleged Community Standards violations could result in suspension or expulsion from the university, or in other matters when the Director of Student Responsibility and Community Standards, or designee, determines a Formal Investigation is the appropriate investigative strategy for resolving an allegation of Community Standards violations.

At the outset of a Formal Investigation, the Director of Student Responsibility and Community Standards, or designee, along with the Investigating Officer will outline an investigative strategy.

An advisor can be appointed to assist the Reporting Party and the Accused Party navigate the investigative process.

The Director of Student Responsibility and Community Standards, or designee will also work with the student(s) involved to provide any interim or supportive measures as needed and requested.

The components to a Formal Investigation include but are not limited to:

- an intake meeting with the Reporting Party and the Investigating Officer,
- the gathering of relevant evidence by the Investigating Officer from all parties involved,
- an investigative meeting with the Accused Party and the Investigating Officer,
- investigative meetings with witnesses and gathering witness statements (if applicable) by the Investigating Officer,
- confirmation of statement accuracy from participants, and
- the preparing of an Investigative Report.

At the conclusion of the investigation, the investigator will prepare a written report, an Investigative Report, that summarizes the information gathered during the investigation and identifies the potential policy violations. Before the report is finalized, both parties, as well as their advisors, may be given the opportunity to review a preliminary investigative report. Information collected during the investigation that is directly related to the allegations, regardless of whether it was included in the Investigative Report, may be shared with parties and their advisors, as well. Both parties may submit any additional comment or information to the investigator within ten (10) days of the opportunity to review the report. Upon receipt of any comment, or after the ten (10) day comment period has lapsed without comment, the investigator will finalize the report. This finalized report, which will include appropriate comments submitted by either party, will be given to the Hearing Officer.

3.0 Hearing Procedures for Community Standards Violations
A. **Non-Suspendable Violations:** The following outlines the process for a Student that has allegedly committed a non-suspendable offense.

The Director of the Office of Student Responsibility and Community Standards, or designee, will investigate the violation.

1. Cases will be assigned to Housing and Residence Life or the Office of Student Responsibility and Community Standards for further action taking into consideration such things as whether the incident occurred in a residence hall and/or whether the Student(s) involved resides in a residence hall/apartment, and/or university-owned/managed housing.

2. A Hearing Officer will be assigned to meet with the Student.

3. Hearing Officer will determine meeting time and place. The meeting time will be scheduled using the Student’s academic schedule. If there is a conflict with the academic schedule, the Student must reach out to find an agreeable time with the Hearing Officer.

4. A hearing notification letter will be sent by the Hearing Officer to the Accused Student containing the alleged violation(s) and hearing details (time, day, location, etc.).

5. The Hearing Officer will meet with the Accused Student to discuss their rights as a Student, the incident, and review the alleged violations. A Student may take responsibility, be found responsible, or be found not responsible for violating the Community Standards.

6. If a Student takes responsibility or is found responsible, the Hearing Officer will assign appropriate outcomes, sanctions, and/or restorative actions. In determining whether a Student is responsible, a Hearing Officer will apply the preponderance of the evidence standard (more likely than not).

7. With the exception of suspension and expulsion, the Hearing Officer may impose any outcomes, sanctions, and/or restorative actions deemed appropriate under the circumstances and consistent with University Policy. In determining the appropriate sanction(s), the Hearing Officer may consider the following factors:
   - The nature and violence of the conduct at issue;
   - The impact of the conduct on the Reporting Party;
   - Impact or implications of the conduct on the community or the university;
   - Prior misconduct by the Accused Party, including the Accused Party’s relevant prior discipline history;
   - Whether the Accused Party has accepted responsibility for the conduct;
- Maintenance of a safe and respectful environment conducive to learning;
- Protection of the university community; and,
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

Students will be notified of the outcome of the hearing via their SLU email address. If their SLU email address is inactive, they will receive notification via their email address on file upon application to the university or via permanent or local address on file with the university. The outcome letter will include:

- The finding(s) (responsible/not-responsible)
- Outcomes/Sanctions/Restorative Actions, if appropriate
- The appeal process

The grounds for appeal may only be based upon the following:

1. There was a material deviation from the procedures set forth in the Community Standards that would significantly impact the outcome of the case or may have resulted in a different finding;
2. New or relevant information, not available at the time of the hearing, has arisen that would significantly impact the outcome of the case.

As a general rule, neither the sanctions resulting from a disciplinary decision nor any change in the status of a Student will be enforced until the appeal has been fully considered. However, each matter will be considered on a case-by-case basis, taking into account, among other things, the health and safety of individual community members and/or the community as a whole.

All appeals must be submitted within three (3) business days from the date on the outcome letter using the Community Standards Appeal Form. If an appeal is not received within three (3) business days, the Hearing Officer’s determination is final. Appeals for violations considered to be “non-suspendable” will be heard by the Community Standards Appeal Board (see Section 2.1.13), unless school is not in session, in which case, the appeal may be heard by the University Appeal Board, comprised of staff and/or faculty and/or Students. The decision by the University Appeal Board is the final decision in the case.

**B. Suspendable Violations:** The following outlines the process for a Student that has allegedly committed a suspendable offense. These procedures do not apply to Title IX Sexual Harassment violations. See Section 2.8.5 Procedures for Title IX Sexual Harassment Grievance Process or the University Title IX Sexual Harassment Policy in Section 1.18 of the Student Handbook for information pertaining to the Grievance Procedures under the Title IX Sexual Harassment Policy.
1. The Director of the Office of Student Responsibility and Community Standards, or designee, will investigate the violation.

2. The Director, or designee, will be assigned as the Hearing Officer for the case.

3. Throughout the process, a Reporting Party or Accused Party shall have an advisor provided by the university or an advisor of their choice present at any meeting related to the investigation or disciplinary proceeding. An advisor of choice may include an attorney of their choosing at the Party’s own expense. An advisor provided by the university will be trained in regard to university policies, procedures, and resources. Any person who serves as an advisor should plan to make themselves available for meetings throughout the process. Advisors can participate in the resolution process in an advisory capacity, but they may not take part directly in the hearing itself and must demonstrate appropriate behavior. The university has the right at all times to determine what constitutes appropriate behavior on the part of an advisor. If a party wishes to speak privately with their advisor during the hearing, they may request a brief recess from the meeting or proceeding. The advisor may not be a fact witness or otherwise have any conflicting role in the process.

4. A hearing notification letter will be sent by the Hearing Officer to the Accused Student containing the alleged violation(s) and hearing details (time, day, location, etc.).

5. The Hearing Officer will meet with the Student to discuss their rights as a Student, the incident, and review the violations/charges. A Student may take responsibility, be found responsible, or be found not responsible for violating the Community Standards.

6. If a Student takes responsibility or is found responsible, the Hearing Officer Maker will assign appropriate outcomes, sanctions, and/or restorative actions and outline the Appeal Process. In determining whether a Student is responsible, the Hearing Officer will apply the preponderance of the evidence standard (more likely than not).

7. The Hearing Officer may impose any outcomes, sanctions, and/or restorative actions deemed appropriate under the circumstances and consistent with University Policy. In determining the appropriate sanction(s), the Hearing Officer may consider the following factors:
   - The nature and violence of the conduct at issue;
   - The impact of the conduct on the Reporting Party;
   - The impact or implications of the conduct on the community or the university;
   - Prior misconduct by the Accused Party, including the Accused Party’s relevant prior discipline history;
   - Whether the Accused Party has accepted responsibility for the conduct;
- Maintenance of a safe and respectful environment conducive to learning;
- Protection of the university community; and,
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

Barring extenuating circumstances, Students will be notified of the outcome of the hearing via email within fourteen (14) business days. The outcome letter will include:

- The finding(s) (responsible/not-responsible);
- Outcomes/Sanctions/Restorative Actions, if appropriate; and
- The appeal process.

The grounds for appeal may only be based upon the following:

1. There was a material deviation from the procedures set forth in the Community Standards that would significantly impact the outcome of the case or may have resulted in a different finding.
2. New or relevant information, not available at the time of the hearing, has arisen that would significantly impact the outcome of the case.

_Dissatisfaction with the outcome of the investigation, and failure of a Party or witness to attend or participate in the investigation or hearing process, are not grounds for appeal._

As a general rule, neither the outcomes/sanctions/restorative actions resulting from a disciplinary decision nor any change in the status of a Student will be enforced until the appeal has been fully considered. However, each matter will be considered on a case-by-case basis, taking into account, among other things, the health and safety of individual community members and/or the community as a whole.

Appeals must be submitted within three (3) business days from the date on the outcome letter using the [Community Standards Appeal Form](#). If an appeal is not received within three (3) business days, the Hearing Officer’s determination is final. Appeals under this section will be heard by the University Appeal Board (see Section 2.1.). The decision by the University Appeal Board is the final decision in the case. In general, and only in cases when the outcomes are modified by the University Appeal Board to be more restrictive or increase with severity, these outcomes will become recommendations upon the approval of the Vice President for Student Development, or designee.

**Student Organizations**

All hearing procedures applicable to Accused Parties are also applicable to Student Organizations. Organizations that are not formally recognized by the university, but operate
as a Student organization, will be held accountable for violations of university Policies and Community Standards and are subject to any and all sanctions that may be imposed.

4.0 Procedures for Alleged Misconduct Not Applicable to the University’s Title IX Sexual Harassment Policy

The process for resolving reports of alleged violations not covered under Title IX Sexual Harassment policy will be prompt and equitable and conducted with the oversight of the University’s Community Standard’s process and the Director, or designee, of the Office of Student Responsibility and Community Standards.

These procedures apply to all forms of sexual and gender-based harassment and violence, intimate partner violence, stalking, and retaliation by or against Students for conduct that does not fall under the scope of the SLU Title IX Sexual Harassment policy. For the purposes of these procedures, “consent” is defined as the following:

- Effective Consent is an affirmative, knowing and voluntary decision – clearly communicated through mutually understandable words (e.g., saying “yes”) and/or actions – to willingly engage in mutually acceptable sexual activity (e.g., to do the same thing, at the same time, in the same way, with another individual(s)).
- Effective Consent must be given freely, willingly, consciously and knowingly by each participant to any desired sexual contact.
- Consent may be withdrawn by any consenting party at any time during the sexual activity. Withdrawal of consent must be demonstrated by words and/or actions that indicate a desire to end sexual activity. Once an individual has communicated withdrawal of consent, all sexual activity must end.

The following outlines the Hearing Procedures that will be utilized for resolutions of alleged misconduct. A resolution involves an investigation and a hearing to determine if there has been a violation and whether or not a Party is responsible or not for a violation. In determining whether there has been a violation, OSRCS will apply the preponderance of the evidence standard (more likely than not).

Except for good cause, OSRCS will conclude its investigation, hearing, and appeal process as quickly as possible, within 90 university business days, while ensuring a fair and thorough process following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. OSRCS may extend this time frame for good cause and will communicate any delay in the process in writing to the parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for breaks or vacations, or to address other legitimate reasons.
Throughout the process, a Reporting Party or Accused Party may have an Advisor provided by OSRCS or an Advisor of their choice present at any meeting related to the investigation or disciplinary proceeding. An Advisor of either Party’s choice may include an attorney of their choosing at the Party’s own expense.

The OSRCS Director, or designee, may assign an investigator to conduct a prompt, thorough and impartial investigation of reports of misconduct. The investigator will conduct a thorough and fair investigation resulting in a written report that summarizes the report, details the information gathered, identifies the potential Policy violations and synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts. Before the report is finalized, both parties, as well as their advisors, may be given the opportunity to review a preliminary investigative report. Information collected during the investigation that is directly related to the allegations, regardless of whether it was included in the Investigative Report, may be shared with parties and their advisors, as well. Both parties may submit any additional comment or information to the investigator within ten (10) days of the opportunity to review the report. Upon receipt of any comment, or after the ten (10) day comment period has passed without comment, the investigator will finalize the report. This finalized report, which will include appropriate comments submitted by either party, will be given to the Hearing Officer. The Reporting Party’s prior sexual history will never be used as evidence of character or reputation, and will only be considered during an investigation or hearing under limited circumstances. Those circumstances include if the Reporting Party’s prior sexual behavior is offered to prove that someone other than the Accused Party committed the conduct alleged by the Reporting Party or if the questions and evidence concern specific incidents of the Reporting Party’s prior sexual behavior with respect to the Accused Party and are offered to prove consent.

This finalized report will be given to the Hearing Officer.

The Hearing Officer will provide notice to both parties that a Finalized Report has been received and will outline the violations alleged in the report. The Hearing Officer will provide an opportunity for the Reporting Party and Accused Party to meet with them to discuss the allegations. Any Party may submit written questions that they wish to be asked by the Hearing Officer of another Party. The Hearing Officer will then make a determination as to whether, based on the preponderance of the evidence standard, an act or acts of misconduct occurred.

If the Hearing Officer determines that misconduct occurred, the Hearing Officer will determine the appropriate sanctions. A determination of sanctions will be based on the facts and circumstances of each case and will be designed to eliminate the misconduct and prevent any reoccurrence of such misconduct. The Hearing Officer may impose any sanctions deemed appropriate under the circumstances and consistent with OSRCS procedures. In determining the appropriate sanction(s), the Hearing Officer may consider the following factors:
• The nature and violence of the conduct at issue;
• The impact of the conduct on the Reporting Party;
• The impact or implications of the conduct on the community or SLU community;
• Prior misconduct by the Accused Party, including the Accused Party’s relevant prior discipline history, both at SLU or elsewhere, and any criminal convictions;
• Whether the Accused Party has accepted responsibility for the conduct;
• Maintenance of a safe and respectful environment conducive to learning;
• Protection of the SLU community; and
• Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in each case.

Both the Reporting Party and Accused Party will simultaneously receive a written Notice of Outcome. The outcome letter will include the following:

• The Hearing Officer’s finding(s) (responsible/not-responsible),
• Sanctions, if appropriate;
• Rationale for the findings and sanctions; and
• The appeal process.

Either party may appeal the decision of the Hearing Officer. All appeals are due, in writing, to the OSRCS Director, or designee, within three (3) university business days following receipt of the Notice of Outcome. If a request is not received within three (3) business days, the Hearing Officer’s determination is final. The appeal shall consist of a plain, concise, and complete written statement outlining the basis for appeal and all relevant information to substantiate the grounds. The appeal will be decided by a panel of three members of the SLU community, either faculty or staff, that receive, at a minimum, annual training.

The grounds for appeal may only be based upon the following:

1. There was a material deviation from the procedures set forth in this Policy or the Community Standards that would significantly impact the outcome of the case or may have resulted in a different finding;

2. New or relevant information, not available at the time of the hearing, has arisen that would significantly impact the outcome of the case.

Dissatisfaction with the outcome of the investigation, and failure of a party or witness to attend or participate in the investigation or hearing process, are not grounds for appeal.

The other party will have an opportunity to review the appeal and may submit a written response to the appeal to the OSRCS Director, or designee, within three (3) university
business days following a Party’s review of the appeal. No additional submissions by either Party will be permitted.

Appeals are not intended to be a full rehearing of the report (de novo). In most cases, appeals are limited to a review of the written documentation and pertinent documentation regarding the grounds for appeal. Absent extraordinary circumstances the appeal panel will not meet with either party. The decision of the appeal panel is a final determination.

Except in extraordinary circumstances, appeals will be resolved within ten (10) university business days following receipt of the request for appeal. All parties will receive written notification following the final determination of any appeal.

If an Accused Party is suspended and wishes to return to campus after completing their period of suspension, SLU OSRCS shall notify the Reporting Party of the Accused Party’s return if the Reporting Party is still enrolled at SLU.
Any questions about this document please contact Michael Parkinson, Emergency Preparedness Coordinator & Clery Compliance Officer, Saint Louis University, at 314.977.7129 or michael.parkinson@slu.edu