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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Please note that in 2017, the Reis Biological Station location was considered a non-campus location. In 2019, it was discovered the location meets the Clery definition of a “separate campus”.

1
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 years concerning reported crimes that occurred on campus 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 Reis Biological Station located in Steelville, Missouri. This campus does not have any non-campus property associated with it.

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, and the Crawford County Sheriff 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 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 (AFSR) in an effort to foster a safe and informed community. This report includes information on crime prevention, crime reporting, and statistics about crimes 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 or the Crawford County Sheriff Department at 573.775.3121. Please note DPS officers do not respond to the Reis campus. Please contact the local sheriff department if you need a law enforcement response.

The Reis Biological Station Campus

The Reis Biological Station is operated by the Saint Louis University Department of Biology to promote education and research focused on ecology, evolution and the environment. Each summer, the station offers three concurrent upper-division field biology courses. The summer session is three weeks in length and begins the week immediately following spring graduation ceremonies.

The station comprises 225 acres of upland oak-hickory forest in the eastern Ozarks of Missouri, approximately 100 miles southwest of St. Louis. It is contained within one of the seven subdivisions of the 1.5 million-acre Mark Twain National Forest. Huzzah Creek, a major tributary of the Meramec River, flows through the station property providing an excellent site for the study of aquatic ecosystems. On the station, and within the national forest, can be found a diversity of ecosystems including shortleaf pine forest, calcareous fens, glades, caves, springs, ponds and rivers.

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 accurately and promptly report all crimes, emergencies, and public safety related incidents to DPS or the appropriate police agency. 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). Please note that DPS officers do not respond to calls at the Reis Biological Station campus. The Crawford County Sheriff Department has jurisdiction over the campus and should be contacted by calling 573.775.3121. If there is an actual emergency requiring police, fire, or medical response, please dial 911. 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 department on the main campus in Saint Louis:

- **Department of Public Safety and Emergency Preparedness**
  The Wool Center, First Floor
  3545 Lindell Blvd
  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 or 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:

- **Reis Biological Research Caretaker**
  Rex Isgriggs, Resident Manager
  1266 E. Highway 8
  Steelville, MO 65565
  573.786.8313
  rex.isgriggs@slu.edu

- **Dean of Students**
  20 N. Grand Blvd., Busch Student Center, Suite 356
  St. Louis, MO 63103
  314.977.9378
  deanofstudents@slu.edu

- **Residence Hall Professional Staff**
  221 N. Grand Blvd., DuBourg Hall, Room 157
  St. Louis, MO 63103
  314.977.2811
  reslife@slu.edu

- **Office of Student Responsibility & Community Standards**
  3711 West Pine Mall, Wuller Hall, 2nd Floor North
  St. Louis, MO 63108-3306
DPS dispatchers are available 24 hours a day to answer your call at the 314.977.3000 number. 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 asking you to come to our office on the main campus, take the report over the phone, or assist you in contacting the local law enforcement agency.

DPS officers do not respond to calls at the Reis Biological Station campus. To contact the Crawford County Sheriff Department, who have law enforcement jurisdiction covering the Reis campus, please dial 573.775.3121 for the non-emergency number. “911” should be dialed in an emergency.

**Important Resources- Campus Phone Numbers (Main campus)**

<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>
</tr>
<tr>
<td>Walking or vehicle safety escorts</td>
<td>314.977.7433 (SLU-RIDE)</td>
</tr>
<tr>
<td>Campus Ministry</td>
<td>314.977.2425</td>
</tr>
<tr>
<td>Employee Assistance (EAP)</td>
<td>800.859.9319</td>
</tr>
<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>
Contacting the Department of Housing and Residence Life, Student Health, Title IX, Counseling Center Staff, and Reis Resident Manager after Hours

- 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.
- The Student Health Center is located 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 located in DuBourg Hall, Room 36. They can be reached by phone at 314.977.3886 during normal business hours. If you need assistance after hours please call 314.580.8730.
- 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 Resident Manager of the Reis Campus can be contacted at 573.854.0431.

Department Authority

There is no DPS officers/security assigned to the Reis campus. DPS will not respond from the main campus to take a report. If law enforcement is needed, please contact the Crawford County Sheriff Department at 573.775.3121.

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 Crawford County Sheriff Department and other regional, state and federal law enforcement authorities.

Monitoring Criminal Activity at Non-Campus Locations

During the calendar year 2020, the university had no off-campus student organization facilities or other non-campus property associated with this campus.

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**

To comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, the Clery Compliance Officer (CCO) takes several steps to ensure the required statistics are compiled correctly. The CCO will meet with members from The Office of Institutional Equity and Diversity (Title IX) and the Office of Student Responsibility and Community Standards to discuss criminal incidents that occurred on the campus during the previous calendar year. The CCO will also review all DPS reports and use this information to identify the reportable incidents and if these incidents occurred on our Clery geography. The CCO will also request crime statistics from the Crawford County Sheriff Department.

Additionally, the CCO sends an email to all the “campus security authorities” requesting information for any crime statistics reported to them during the previous calendar year. If applicable, 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”.

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 Clery website (https://www.slu.edu/about/safety/clery-information.php), click on the “Annual Fire and Security Report” section, and then click on the “Reis Biological Station” report. Hard copies of the report may also be obtained at the Department of Public Safety and Emergency Preparedness office located at the Wool Center Building, room 114 on the main campus in Saint Louis during normal business hours. Since the Reis Campus does not maintain normal hours of operation, please contact the CCO at 314.977.7129 to make arrangements for a hard copy of the ASFR at the Reis campus.
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 via phone (314.977.3000) or in person at our office on the main campus, reference 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. DPS is unable to respond to the Reis campus to take a report.

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 involving students, 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 crimes statistics for the institution.

Access and Maintenance Considerations for Campus Facilities and Residence Halls

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and visitors. Normally, the university encourages an open environment with limited constraints; however, due to the location of the Reis Biological Station, it is accessible by appointment only. For information about the access protocol for the campus, please contact the Resident Manager, Rex Isgriggs, at 573.854.0431 or via email at rex.isgriggs@slu.edu. There are no public safety officers on site.

SLU is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. The Resident Manager and members of Facilities Services survey the Reis campus to ensure campus lighting is adequate and the landscape appropriately controlled. If they observe that lights are out or very dim they will initiate a service request to repair the problem. We encourage community members to report any deficiency in lighting to facilities at 314.977.2955. Facilities personnel are also available to respond to calls for service regarding unsafe facility conditions. These conditions may include unsafe steps and handrails, unsafe parking lots, unsecured equipment, etc.

The Reis campus has seven residential hall facilities consisting of six rustic cabins and one loft above the Rainbow Darter Lodge. The loft has 12 cots and each of the cabins contains four wooden bunks. The Resident Manager is responsible for the upkeep of these facilities along with assistance from Facilities Services (from the Main campus). The property is secured by locked gates and access to the property, including the residential facilities, must be arranged through the Resident Manager.
Timely Warning

The Timely Warning and Emergency Notification protocol on the main campus applies to the Reis Biological Station campus in Steelville. At this time, the university is unable to segment a timely warning or emergency notification strictly to the Reis campus so if there is a need for a notification to be made for this campus it will be issued via the main campus protocol and be distributed to the entire SLU community.

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 bulletins 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 crime bulletin can be issued if necessary.

The Assistant Vice President of DPS or designee(s) will draft the crime bulletin. 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 timely warning if needed. Updates to the university community about any particular 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
department phones, 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 table top 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.

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 the Crawford County Sheriff Department and the
Steelville Fire Protection District, when their assistance is necessary. These agencies
typically respond and work together to manage the incident. Depending on the nature of
the incident, university officials along with local and/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, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest university building quickly. If police or fire department personnel are on the scene, follow their directions. 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 the Crawford County Sheriff Department, by dialing 911, if any situation or incident on campus 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. The local police agencies have 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, DPS should be contacted, if the situation does in fact, pose a threat to the community, so an evaluation can be made about the issuance of an Emergency Notification or Timely Warning. 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 or local first responders (Crawford County Sheriff Department, Steelville Fire Protection District, 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.

<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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blast Email (all Campus - used for Timely Warnings and follow-up information)</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>Assistant VP of Public Safety and Emergency Preparedness or designee</td>
<td>Assistant Director of Public Safety and Emergency Preparedness</td>
</tr>
<tr>
<td>Campus Emergency Alert System (used for Emergency Notifications) *</td>
<td>DPS Supervisor or Assistant VP of Public Safety and Emergency Preparedness or designee</td>
<td>Dispatchers</td>
<td>Assistant VP of Public Safety and Emergency Preparedness or designee</td>
<td>DPS Supervisor /Dispatchers</td>
<td>Emergency Preparedness Coordinator</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>System in 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>
</table>
Under the Personal Information tab, click on the-Rave mat button to include alerts to Social Media, Phones, and Digital Signage. Visitors and contractors can use the Campus Emergency Notification System link and complete the required information. They can receive emergency text messages while they are on campus. 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.

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. 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 (www.slu.edu) or the local or national media.

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, hazmat spill, tornado warning, etc., could warrant the use of this protocol. DPS will, without

| Postings in Residence Halls (not applicable to Cahokia campus or Scott Law Center) | DPS Supervisor or Assistant VP of Public Safety and Emergency Preparedness or designee | Assistant Director of Public Safety and Emergency Preparedness | Assistant VP of Public Safety and Emergency Preparedness or designee | Public Safety Officers | Housing and Residential Life staff |
| Department Website | Assistant VP of Public Safety and Emergency Preparedness or designee | Assistant Director of Public Safety and Emergency Preparedness | Assistant VP of Public Safety and Emergency Preparedness or designee | Web Application Developer | Multimedia Interactive Web Developer or Other Designee |
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, 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 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 table top, 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’s website [https://www.slu.edu/about/safety/emergency-preparedness/index.php](https://www.slu.edu/about/safety/emergency-preparedness/index.php).

**Security Awareness and Crime Prevention Programs**

All security awareness and crime prevention programs are held on the main campus. 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, Student Involvement Center, and the Campus Wellness & Recreation departments provide a variety of programs dealing with sexual assault, stalking, domestic and dating violence, bystander intervention, risk reduction strategies,

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 form, and in 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 and new employee orientation sessions are held on a regular basis throughout the year.

- During the 2020-2021 academic year, DPS provided the following crime
prevention and safety programs on the main campus 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 and 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 and the Crawford County Sheriff Department at 573.775.3121. 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 by completing the form provided to them by the Resident Manager upon checking-in to the facility. 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 Log**

The Reid Biological Station Campus does not have security personnel on site so there is no
requirement to maintain a crime log for this location.

**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 or 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, 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, whippits. 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](https://www.slu.edu/student-development/dean-of-students/drug-free-schools.php) 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.

• 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) were 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:**
  i. A Felony or misdemeanor crime of violence committed—
     A) By a current or former spouse or intimate partner of the victim;
     B) By a person with whom the victim shares a child in common;
     C) By a person who is cohabiting with, or has cohabited 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 Reporting Party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  ii. For the purposes of this definition—
     A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
     B) Dating violence does not include acts covered under the definition of domestic violence.
  iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the 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.”
  o **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 he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.

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.
o 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 he or she:
      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

o 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 he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term "domestic victim" is defined under section 565.002.
   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:
  o 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 he or she purposely subjects 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 he or she has 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 he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and:

  1. Makes a threat communicated with the intent 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. He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; 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 he or she has 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 he or she 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 nonverbal 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 Interim 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.

Risk Reduction

Risk reduction refers to options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. 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)

² Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse
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. These programs were all held on the Main campus and Scott Law Center.

Please note that due to COVID, very limited programming was offered during the 2020-2021 academic year. Also, no residential students stayed on the Reis campus due to COVID in 2020 and currently there are no plans to house students until fall semester 2021.

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>Various/Start of the Semester</td>
<td>On-Line</td>
<td>SA, DV, DAV, S, BI</td>
<td>All Incoming Students Required to Complete</td>
</tr>
</tbody>
</table>
Title IX/Scott Law Campus 8/10/20 Online/Zoom SA, DV, DAV, S, BI 1 Program
Title IX/Grad Student Orientation 8/14/20 Online/Zoom SA, DV, DAV, S, BI 1 Program
“Can I Kiss You” by Mike Domritz 8/16/20 Online/YouTube SA, DV, DAV, S, BI 1 Program
U101 Sessions Various times in August and September Various classrooms on campus SA, DV, DAV, S, BI All U101 Sections

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 Discrimination for Non-Supervisors with Title IX and Clery</td>
<td>On-going</td>
<td>On-Line</td>
<td>SA, DV, DAV, S, BI</td>
<td>All New Employees are Required to Complete</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/Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everfi- Sexual Assault Prevention for Undergraduate, Graduate, and Adult Learners</td>
<td>Throughout the year</td>
<td>Online</td>
<td>SA, DV, DAV, S, BI</td>
<td>Ongoing</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 Athlete 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>Step Up Training-RA’s</td>
<td>9/24/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 Program/6 Attendees</td>
</tr>
<tr>
<td>Step Up Training-Men’s Soccer</td>
<td>10/4/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 Program/20 Attendees</td>
</tr>
<tr>
<td>Step Up Training-Women’s Softball</td>
<td>10/6/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 program/15 Attendees</td>
</tr>
<tr>
<td>Step Up Training-Tennis</td>
<td>10/7/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 Program/15 Attendees</td>
</tr>
<tr>
<td>Step Up Training-Swimming</td>
<td>10/8/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 program/50 Attendees</td>
</tr>
<tr>
<td>Step Up Training-</td>
<td>10/19/20</td>
<td>Online/Zoom</td>
<td>BI</td>
<td>1 program/30 Attendees</td>
</tr>
<tr>
<td>NAME OF PROGRAM</td>
<td>DATE HELD</td>
<td>LOCATION HELD</td>
<td>TOPIC</td>
<td>NUMBER OF PROGRAMS</td>
</tr>
<tr>
<td>-----------------------------------------</td>
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<td>--------------------</td>
</tr>
<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-Scoti 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-Study Abroad</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-Prevent Harassment and Discrimination for Non-Supervisors with Title IX and Clery</td>
<td>Throughout January 2021-all employees had to complete it.</td>
<td>Online/Zoom</td>
<td>SA, DV, DAV, S, BI</td>
<td>1 Program</td>
</tr>
<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>
<tr>
<td>Title IX-Undergrad Admissions Staff</td>
<td>7/20/21</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:

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. The nearest hospital from the Reis campus is Missouri Baptist Hospital, 751 Sappington Bridge Road, Sullivan, Missouri 63080. 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 regards 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 to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining an order of protection.

**Involvement of Law Enforcement and Campus Authorities**

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, contact the Saint Louis University Department of Public Safety Department at 314.977.3000. The university’s Title IX Coordinator will assist any complainant with

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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.”
notifying local police if they so desire. The Crawford County Sheriff Department may also be reached directly by calling 573.775.3121 or in person at 212 3rd Street, Steelville, MO 65565. Additional information about the Crawford County Sheriff Department may be found online at: http://crawfordcountymo.net/index_files/Page909.htm.

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 if the complainant choses 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 make 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 the DPS or 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 | Saint Louis University uses the preponderance of the evidence standard. |
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 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.

**STALKING**

1. Upon request, SLU will provide the complainant with access to medical care.

2. SLU will assess immediate safety

Saint Louis University uses the preponderance of the evidence standard.
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>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.</td>
</tr>
<tr>
<td>4.</td>
<td>SLU will provide written instructions on how to apply for an Order of Protection.</td>
</tr>
<tr>
<td>5.</td>
<td>SLU will provide the complainant with referrals to on and off campus mental health providers.</td>
</tr>
<tr>
<td>6.</td>
<td>SLU will provide written information to complainant on how to preserve evidence.</td>
</tr>
<tr>
<td>7.</td>
<td>SLU will assess need to implement interim or long-term protective and supportive measures to protect the complainant, if appropriate.</td>
</tr>
<tr>
<td>8.</td>
<td>SLU will provide the complainant with a written explanation of the complainant’s rights and options.</td>
</tr>
<tr>
<td>9.</td>
<td>SLU will provide a “No Trespass” letter to respondent if deemed appropriate.</td>
</tr>
<tr>
<td>10.</td>
<td>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.</td>
</tr>
<tr>
<td>11.</td>
<td>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.</td>
</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 Respondent did or did not violate university policy.</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>
| **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 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 | Saint Louis University uses the preponderance of the evidence standard. |
separate action against parties that retaliate against a person for
complaining of sex-based
discrimination or for assisting in the
investigation

| DOMESTIC 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 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 | Saint Louis University uses the preponderance of the evidence standard. |
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.

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 upper level of the Crawford County Courthouse, 302 West Main Street, Steelville, MO 65565. 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 accused (student, employee, etc.) and may impose sanctions if the accused 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 accommodations available to them, including academic, living, transportation and working situations. The written notification will include information regarding the accommodation 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**

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>
<tr>
<td>Affirmative Action</td>
<td>Director of Institutional Diversity and Equity: Resource for faculty, staff, and students regarding diversity and the EEO and harassment policies.</td>
<td>Office of Institutional Equity and Diversity</td>
<td>DuBourg Hall, Room 36 221 N. Grand Blvd. 314.977.3838</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFF 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>Professional counseling and mental health services</td>
<td>Mercy Hospital Behavioral Health</td>
<td>615 New Dallas Road Saint Louis, MO 63141 314-251-4845</td>
</tr>
<tr>
<td>Service</td>
<td>Provider</td>
<td>Address</td>
<td>Phone</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>-----------------------------------------------</td>
<td>----------------------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Professional counseling and mental health services</td>
<td>St. Anthony’s Behavioral Health</td>
<td>10010 Kennerly Road, Saint Louis, MO 63128</td>
<td>314-525-4400</td>
</tr>
<tr>
<td>Professional counseling and mental health services</td>
<td>St. Mary’s Behavioral Health</td>
<td>6420 Clayton Road, Richmond Heights, MO 63117</td>
<td>314-344-6700</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, Saint Louis, MO 63141</td>
<td>1-800-345-5407</td>
</tr>
<tr>
<td>Health Care</td>
<td>Emergency medical care</td>
<td>Missouri Baptist Hospital</td>
<td>751 Sappington Bridge Road, Sullivan, MO 63080</td>
</tr>
<tr>
<td>Emergency medical care, Sexual Assault Nurse Examiner available</td>
<td>St. Louis University Hospital</td>
<td>3635 Vista Avenue, St. Louis, MO 63110</td>
<td>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, Richmond Heights, MO 63117</td>
<td>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, St. Louis, MO 63110</td>
<td>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, St. Louis, MO 63131</td>
<td>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, St. Louis, MO 63141</td>
<td>314-251-4845</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Provide support for victims of sexual assault. Provide economic education, childcare, leadership recognition, and transitional housing.</td>
<td>YWCA Advocacy Group/Rape Crisis Center</td>
<td>3820 West Pine Blvd, Saint Louis, MO 63108</td>
</tr>
<tr>
<td>Provide support for victims of domestic violence.</td>
<td>Alternatives to Living in Violent Environments</td>
<td>24-hour crisis line</td>
<td>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, St. Louis, MO 63103</td>
<td>314.664.6699</td>
</tr>
<tr>
<td>Provide support for victims of domestic violence.</td>
<td>Safe Connections</td>
<td>2165 Hampton Avenue, St. Louis, MO 63139</td>
<td>314.646.7500</td>
</tr>
<tr>
<td>Provides resources and support to the lesbian, gay, bisexual, transgender community in STL</td>
<td>LGBT Center of St. Louis</td>
<td>Currently looking for new residence. 1-888-350-4477</td>
<td></td>
</tr>
</tbody>
</table>
| Help victims and their families overcome the negative effects of crime | Crime Victim Advocacy Center | 539 Grand Blvd #400
St. Louis, MO 63103
314.652.3623 |
|---|---|---|
| Helps victims and their families overcome the negative effects of crime | Adult Abuse Office | Civil Court Building 9th floor
10 North Tucker, St. Louis, MO 63101
314.622.3788 |
| 39 bed domestic violence program for abused women and their children. | Kathy J. Weinman Shelter | [www.co.stlouis.mo.us/dhs/kjweinmanshelter.html](http://www.co.stlouis.mo.us/dhs/kjweinmanshelter.html)
314-423-1117 |
| Legal Assistance | Providing legal help to low-income and disadvantaged in Missouri. | Legal Services of Missouri
4232 Forest Park Avenue
Saint Louis, MO 63108
314-535-4200 |
| Visa and Immigration Assistance | Government agency that oversees lawful immigration to the United States. | ISCIS Office
Robert A. Young Federal Building, 1222 Spruce Street, Room 2205
Saint Louis, MO 63103-2815
1-800-375-5283 |
| Student Financial Aid | Student financial aid resource | Department of Education |
| Law Enforcement | Law enforcement services | Crawford County Sheriff Department
212 3rd Street
Steelville, MO 573.775.2125 |

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

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

- [http://www.rainn.org](http://www.rainn.org) – Rape, Abuse and Incest National Network
- [http://www2.ed.gov/about/offices/list/ocr/index.html](http://www2.ed.gov/about/offices/list/ocr/index.html) - Department of Education, Office of Civil Rights

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 accommodations or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the 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.

**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 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 in order 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>
</tr>
</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 with regard to sanctions.</td>
</tr>
</tbody>
</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:

<table>
<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/A1CA76A8-27C1-4B1B-818D-7C771D8AF9F1">HTTPS://SLU.POLICYSTAT.COM/POLICY/TOKEN_ACCESS/A1CA76A8-27C1-4B1B-818D-7C771D8AF9F1</a></td>
</tr>
<tr>
<td>How to File a Report</td>
<td>While an individual is encouraged to report an incident to a person of their choice, the university has designated the following Reporting Contacts to</td>
</tr>
</tbody>
</table>

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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 in light of 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.

<table>
<thead>
<tr>
<th>Resolution options and how the university decides which process to use:</th>
<th>Resolutions will be determined utilizing the Interim Title IX Sexual Harassment Policy.</th>
</tr>
</thead>
</table>

### Sanction

<table>
<thead>
<tr>
<th>Sanction</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>
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</table>

### Sanctions-Title IX Sexual Harassment Policy for Employees

<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>
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</thead>
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<tr>
<td>Written Warning</td>
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<td>Formal Reprimand</td>
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<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>
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<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 Title IX Sexual Harassment Policy)

<table>
<thead>
<tr>
<th>Name of Applicable Policy</th>
<th>Statement of Student Rights and Responsibilities and Community Standards</th>
</tr>
</thead>
</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](mailto:dps@slu.edu)  
  - Dean of Students Office, BSC, Suite 356, 314.977.9378, [deanofstudents@slu.edu](mailto:deanofstudents@slu.edu) |
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 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 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.

The anticipated 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.

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 make a determination 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 how the university decides which process to use:

Resolutions will be determined utilizing the Community Standards.

Sanctions - Statement of Student Rights and Responsibilities and
Community Standards

<table>
<thead>
<tr>
<th></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>
</tbody>
</table>
Restriction on Campus Privileges—including housing, participating in student activities, etc.  X  X  X  X
Mandated counseling that may include anger management, drug/alcohol, educational programs, etc.  X  X  X  X
Disciplinary Probation  X  X  X  X
Suspension  X  X  X  X
Expulsion  X  X  X  X

<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.

Crime Statistics for the Reis Biological Station Campus for 2018, 2019, 2020

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>YEAR</th>
<th>RESIDENTIAL FACILITIES (Subset of On-Campus)</th>
<th>ON-CAMPUS (INCLUDES RESIDENTIAL)</th>
<th>*NON-CAMPUS PROPERTY</th>
<th>PUBLIC PROPERTY</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>MURDER, NON-NEGLIGENT MANSLAUGHTER</td>
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<td>0</td>
<td>0</td>
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<td>0</td>
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<td></td>
<td>2019</td>
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<tr>
<td></td>
<td>2020</td>
<td>0</td>
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<td>MANSLAUGHTER BY NEGLIGENCE</td>
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<tr>
<td></td>
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<td>RAPE</td>
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<tr>
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<td>2019</td>
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<td>0</td>
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<td>FONDLING</td>
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<td>2019</td>
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<td>0</td>
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</tr>
<tr>
<td></td>
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<td>STATUTORY RAPE</td>
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<td>0</td>
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<tr>
<td></td>
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<tr>
<td>ROBBERY</td>
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<tr>
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<tr>
<td></td>
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<td>0</td>
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<td>0</td>
</tr>
<tr>
<td></td>
<td>2020</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>BURGLARY</td>
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57
### Arrests and Referrals for Disciplinary Action for 2018, 2019, 2020

<table>
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<tr>
<th>OFFENSE</th>
<th>YEAR</th>
<th>RESIDENTIAL FACILITIES (Subset of 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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*There is no non-campus property associated with this campus.*

### Dating Violence, Domestic Violence, Stalking for 2018, 2019, 2020

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<th>YEAR</th>
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<th>ON-CAMPUS (Includes Residential)</th>
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*There is no non-campus property associated with this campus.*
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</table>

*There is no 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.

**Hate Crimes for the SLU Reis Biological Station**
- No hate crimes were reported during the calendar year 2018, 2019, or 20 at the Reis Biological Station campus.

**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 in 2018, 2019, or 2020 at the Reis Biological Station campus.
This report contains the fire statistics for calendar years 2018, 2019, 2020 and the policies and procedures for the academic year 2021-2022.

Fire Drills

The “residential facilities” at the Reis campus consists of six rustic cabins and one loft above the Rainbow Darter Lodge. These facilities are used very sporadically during the school year, mainly on weekends, and for short term courses during the summer (1-three week session and 2-one week sessions). The Resident Manager or SLU campus officials may randomly practice fire alarms when the facilities are in use. During 2020-2021 academic year, no fire drills were completed. Please note that due to Covid 19, no students have stayed in the residential halls at the Reis campus during the calendar year 2020. Currently there are no plans to house students on campus until fall 2021.

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 the Resident Manager to make him aware of the incident. All fires, or evidence of past fires, should be reported to DPS to ensure inclusion in the annual fire statistics published as part of this Annual Fire and Security 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.
- Dial 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 the Resident Manager 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. Once outside the building please call 911 and notify the fire department of the emergency. If possible, contact the Resident Manager.

Upon exiting your residence hall, please proceed to the evacuation gathering points listed below:
• Students should relocate to the Pavilion and wait for further instruction from the Resident Manager and/or arriving first responders. Please use Darter Lodge if weather is an issue.

**Fire Safety Education and Training**

On the main campus, 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. There is no Fire Education or Training offered at the Reis campus at this time.

At Reis, during a fire, the stand-alone smoke detectors in the cabins and loft will sound and will be restricted to the independent units. Students are requested to take notice of any unique procedures in their housing areas and plan accordingly on how they would leave their area during an alarm.

**Fire Log**

A fire log is maintained on site at the Reis Biological Station Campus and is available for inspection by contacting the Resident Manager. There are no “open hours” at this campus so arrangements will need to be made by contacting Rex Isgriggs, Resident Manager at 573.854.0431 or email at rex.isgriggs@slu.edu.

The fire log includes:

- 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)

We make available the most recent 60 days of the fire logs. If you wish to view logs older than the most recent 60 days, please contact Michael Parkinson, Clery Compliance Officer, Department of Public Safety and Emergency Preparedness, Wool Center, Room 114E (main campus), via phone at 314.977.7129 or email michael.parkinson@slu.edu. This information will be provided to you within two business days of the request. No fire log information will directly or indirectly identify a victim or a witness.

**Description of Student Housing Fire Systems**

The campus has six rustic cabins and one lodge and all contain individual battery operated smoke detectors that are not hard wired. Smoke detector batteries are checked by the Resident Manager and Facilities Services and change when needed. 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.

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>Fire Alarm Initiating Smoke Detector</th>
<th>Battery Operated or Single Station Smoke Detection</th>
<th>CO Detection</th>
<th>HVAC Best 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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<td></td>
<td>X</td>
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</table>

**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**

| RESIDENCE HALLS            | Total # of
d (2) fires in each bldg. | Fire # | Cause | Injuries | Deaths | Property Damage Value |
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
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<tbody>
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### 2019 Fire Statistics for On-campus Student Housing Facilities

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<th>Cause</th>
<th>Injuries</th>
<th>Deaths</th>
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### 2018 Fire Statistics for On-campus Student Housing Facilities

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<th>Total # of fires in each bldg.</th>
<th>Fire #</th>
<th>Cause</th>
<th>Injuries</th>
<th>Deaths</th>
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</table>

**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**

There are no scheduled improvements to the fire alarm systems at the Reis Biological Station during the 2021-2022 fiscal year.
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
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.

**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**
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