2026 Annual Security and Fire Safety Report

Information for the Reis Biological Station in Steelville, Missouri

SAINT LOUIS UNIVERSITY™

This information is provided in compliance with the federal law, known as the Jeanne Clery Campus Safety Act. It contains the required crime and fire statistics for the calendar years 2023, 2024, 2025 and the policies and procedures for the academic year 2026-2027.

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Billikens, prospective Billikens, and guests,

On behalf of Saint Louis University Department of Public Safety, I present our Annual Security & Fire Safety Report. A collaborative effort, this report is compiled from data obtained by various campus security authorities, including the Office of Equal Opportunity and Title IX, Office of Student Responsibility and Community Standards, Athletics, Student Involvement Center, and our community partners at the St. Louis Metropolitan Police Department.

Published in accordance with the ***Jeanne Clery Campus Safety Act (****Clery Act),* ***the Higher Education Opportunity Act of 2008, and the 2013 Reauthorization of the Violence Against Women Act (VAWA),*** this report outlines our policies, crime statistics, emergency procedures, and campus support networks. While statistics offer insight into reported incidents, our primary focus remains prevention, community collaboration, and campus community support.

We believe that safety is a collective effort. Our department works closely with institutional partners and local emergency services, but our most vital partnership is with you. By staying informed, practicing personal safety awareness, and using reporting tools when something feels off, you play a direct role in protecting our campus.

We encourage you to use this report as a resource for emergency preparedness, support services, and safety initiatives. Please reach out to our team at any time; we are on duty every day, twenty-four hours a day. For specific inquiries regarding this report, please contact Lt. Joe Hooper, Clery Compliance Officer, at 314.977.3405 or via email at **joseph.hooper@slu.edu** **.**

Sincerely,

Chris Ballard
Assistant Vice President/Chief
Department of Public Safety
Student Development
Saint Louis University

Introduction

Saint Louis University (SLU) is a private Catholic - Jesuit institution located in the urban area of Saint Louis, MO. Founded in 1818, SLU is the oldest university west of the Mississippi and the second oldest university in the United States. 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 ASR 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 annual report is published by October 1st of each year. A PDF version of this report can be viewed or printed by going to the DPS website, clicking on Annual Fire and Security Report, and then clicking on the "Reis Biological Station" Report. Hard copies of the report may be obtained at the Department of Public Safety and Emergency Preparedness office located at the Wool Center Building, room 114, during normal business hours. If you experience difficulty accessing this report or need the information in an alternative format, please contact Lieutenant Joseph Hooper at joseph.hooper@slu.edu or 314-977-3405.

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 the Caretaker at the Reis campus at 537.786.8313. A report can also be made 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:

- **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, Assistant Director EOTIX and Title IX Coordinator**
  Office of Equal Opportunity and Title IX
  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 Office**
  Busch Student Center, Suite 356
  20 N. Grand Blvd.
  St. Louis, MO 63103
  314.977.9378
  deanofstudents@slu.edu

- **Office of Student Responsibility and Community Standards**
  Busch Student Center, Room 350
  20 North Grand
  St. Louis, MO 63108-3306
  314.977.7326
  conduct@slu.edu

- **Office of Equal Opportunity and Title IX**
  221 North Grand Blvd.
  DuBourg Hall, Room 36
  St. Louis, MO 63103
  314.977.3838

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 police 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.

Criminal and policy violation reports involving students are reviewed by the Office of Student Responsibility and Community Standards (OSRCS) for potential conduct action.

Important Resources – Campus Phone Numbers

Department of Public Safety	314. 977.3000 *(24 hours a day)*
Walking or vehicle safety escorts	SLU Ride App or from SLU Website
Campus Ministry	314.977.2425

Employee Assistance (EAP)	800.859.9319
Housing and Residence Life	314.977.2811
SLU Hospital	314.577.8000 *(24 hours a day)*
School closings (bad weather)	314.977.SNOW
Office of Equal Opportunity and Title IX	314.977.3838
Title IX	314.977.3886
Office of Student Responsibility and Community Standards	314.977.7326
Student Health Center	314.977.2323 *(24 hours a day)*
University Counseling Center	314.977.8255 *(24 hours a day)*
Human Resources	314.977.2360
Facilities Services	314.977.2955
Information Technology	314.977.4000

Contacting the Department of Housing and Residence Life, Student Health, Title Ix, and Counseling Center Staff 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 Office of Equal Opportunity and Title IX 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 2025, the University had no off-campus student organization facilities or other non-campus property associated with this campus.

Note: Conduct involving student organizations at non-campus locations may implicate the University's Hazing policy; see the "*Hazing: Policy, Reporting & Prevention*" section.

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 Stats

To comply with the Jeanne Clery Campus Safety Act, the Clery Compliance Officer (CCO) takes several steps to ensure the required statistics are compiled correctly. The CCO will receive gathered information regularly from The Office of Equal Opportunity and 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 as well as the Residential Manager at the Reis campus who is considered to be a Campus Security Authority

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 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 ensure 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 Security and Fire 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, 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 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.

Security and Access to Campus and Residential Facilities

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. All building residents are encouraged to report suspicious or unusual activity immediately.

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 or within the University's Clery Geography (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, a string of Burglaries, Motor Vehicle Thefts 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. DPS works to collect this information by requesting all campus security authorities (CSA's) and local law enforcement agencies to report crimes in a timely fashion so a Timely Warning can be issued if necessary.

DPS may also issue a Public Safety Advisory. If a situation does not rise to the level of causing a serious or continuing threat to the University community (ex. a pattern of larcenies or vandalism cases) or occurs outside the University's Clery geographic boundaries, a Public Safety Advisory may be issued to the community. This communication will be via a blast

email to the SLU community. The PSA, although not a requirement of the Clery Act, will be used as an additional notification process by the University to promote safety and provide information for incidents that are not required by the Clery Act. In addition, a PSA may also be distributed for other safety concerns (ex. mulch fires, weather related information, school closings, etc.).

The Assistant Vice President of DPS or designee will draft the Timely Warning. They will review and revise the text as needed then transmit the email containing the crime bulletin to the University community as a blast email. Members of the Marketing and Communications department (MARCOM), Title IX Coordinator, and/or General Counsel may assist with the review and issuance of the Timely Warning if needed. Updates to the University community about any case resulting in a crime bulletin may also be distributed electronically via blast email or posted on the DPS website at (https://www.slu.edu/about/safety/campus-emergency.php). Please see the chart below for specific information about who develops the content of the Timely warning messages and who initiates them for each of these systems.

System to use **PRIMARY**	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender/ Distributor	Backup Message Sender/ Distributor
Blast Email Campus	Assistant VP of Public Safety or designee Representative from MARCOM, Title IX and General Counsel may assist with creation of the message	Director of Public Safety	Assistant VP of Public Safety or designee	Assistant VP of Public Safety or designee	Director of Public Safety

System in use **SECONDARY**	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Postings in Residence Halls	Assistant VP of Public Safety or designee Representatives from MARCOM, Title IX and General Counsel may assist with creation of the message	Director of Public Safety	Assistant VP of Public Safety or designee	Public Safety Officers	Housing and Residential Life staff
Department Website	Assistant VP of Public Safety or designee Representatives from MARCOM, Title IX and General Counsel may assist with creation of the message	Director of Public Safety	Assistant VP of Public Safety or designee	Web Application Developer	Multimedia Interactive Web Developer or Other Designee

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

Emergency Notification (Immediate)

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

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 as well as 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, other University departments and local or federal agencies could also be involved in responding to the incident.

General Evacuation Procedures

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.

The emergency evacuation procedures are included in the Building Emergency Action Plans (BEAP) that are developed by the Building Emergency Coordinators (BEC) and the Emergency Preparedness Manager. Students and employees are provided with the locations of the emergency exits in their buildings and are provided with guidance about the direction they should travel when exiting each facility for a short-term building evacuation. DPS does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being

evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, DPS staff on the scene will communicate information to students and employees regarding the developing situation or any evacuation status changes.

It is up to the BEC to schedule an evacuation drill. The purpose of an evacuation drill is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At SLU, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify DPS (314.977.3000) Police Emergency or dial 911.

1. Remain Calm
2. Do NOT use Elevators, Use the Stairs.
3. Assist individuals with access and functional needs. If he/she is unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform DPS or the responding Fire department of the individual's location.
4. Proceed to the designated reassembly area for your building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Shelter-in-Place Procedures –What it means to "Shelter-in-Place"

In some emergencies, you may be instructed to "shelter-in-place." Shelter-in-place means remaining inside a building and taking steps to make the building your shelter. It is used when going outside would expose individuals to greater risk than remaining indoors, for example, during a hazardous materials release, when toxic outside air is present, or when an active external threat makes evacuation dangerous.

Basic "Shelter-in-Place" Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, access card, 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 SLU building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may come from several sources, DPS, Housing Staff members, other Saint Louis University employees, Local PD, or other authorities utilizing the Saint Louis University's emergency communications tools.

How to "Shelter–in-Place"

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

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
   - An interior room;
   - Above ground level; and
   - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. SLU staff will turn off the ventilation as quickly as possible.
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list into DPS so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.

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

University community members are encouraged to notify the Crawford County Sheriff Department of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate threat to the health and safety of students and/or employees on campus. To report an emergency that requires police, fire, or medical, please dial "911". The Crawford County Sheriff Department has the responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. 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.

In the event of an emergency, Saint Louis University will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the Saint Louis University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees and visitors.

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

Notification will be made by using some or all of the following methods depending on the type of emergency: Saint Louis University Alert System (which contains email, cell phone text, voice message alert); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any of these systems fail, or SLU deems it appropriate, in person communication may be used to communicate an emergency.

Please see the chart below for specific information about who develops the content of the Emergency Notification messages and who initiates them for each of these systems.

System to use **Primary**	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Campus Emergency Alert System (used for Emergency Text Notifications)	DPS Supervisor or Assistant VP of Public Safety or designee	Dispatchers	DPS Supervisor or Assistant VP of Public Safety or designee	DPS Supervisor /Dispatchers	Director of Public Safety

System in use **Secondary**	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender

Campus Emergency Alert System- option to include alerts to social media, Phones, and Digital Signage	DPS Supervisor or Assistant VP of Public Safety or designee	Dispatchers	Assistant VP of Public Safety or designee	DPS Supervisor /Dispatchers	Director of Public Safety
Postings in Residence Halls	Assistant VP of Public Safety or designee	Director of Public Safety	Assistant VP of Public Safety or designee	Public Safety Officers	Housing and Residential Life staff
Department Website	Assistant VP of Public Safety or designee	Director of Public Safety	Assistant VP of Public Safety or designee	Web Application Developer	Multimedia Interactive Web Developer or Other Designee

After the initial communication blast, the primary means of providing follow-up information to the community will be on the University web page (www.slu.edu) and/or via the University email system. The University may also use any of the systems listed above to provide follow-up information, as deemed appropriate.

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

It should be noted that unlike the timely warning requirement, an emergency notification is not restricted just to Clery reportable crimes. Incidents such as a serious gas leak, haz-mat spill, tornado warning, etc., could warrant the use of this protocol. DPS will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders compromise the efforts to assist a victim or to contain, respond to, or

otherwise mitigate the emergency.

Annual Notification & Testing

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

Hazing: Policy, Reporting & Prevention

The purpose of this policy is to set forth Saint Louis University's approach to preventing, reporting, and responding to hazing and to ensure compliance with applicable State and Federal laws. Hazing is a crime in the State of Missouri and is prohibited at Saint Louis University, in accordance with this policy and the University's Community Standards. Saint Louis University is committed to the preservation of personal dignity and is committed to maintaining an environment that is safe and respectful where students can engage in academic, extracurricular, and social activities free from hazing.

Definition (Federal Stop Campus Hazing Act): For Clery reporting and prevention, "hazing" means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with others) against another person or persons—regardless of willingness to participate—that is: (1) committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or the organization (such as the physical preparation necessary for participation on an athletic team), of physical or psychological injury. Examples include but are not limited to: inducing sleep deprivation or exposure to the elements; confinement in a small space; extreme calisthenics; placing harmful substances on the body; causing or coercing consumption of food, liquid, alcohol, drugs, or other substances; causing or coercing sexual acts; threats that place a person in reasonable fear of bodily harm; or any activity that involves a criminal law violation. (Pub. L. 118-173.)

Missouri Law (RSMo §578.365 – "Danny's Law"): Under Missouri law, a person

commits the offense of hazing when he or she knowingly, actively, and not under duress participates in, solicits another person to participate in, or causes or plans a willful act—on or off campus—directed against a student or prospective/current/former member of a university-sanctioned organization, that recklessly endangers mental or physical health or safety. Consent is not a defense. Hazing is generally a class A misdemeanor and is a class D felony if the act creates a substantial risk to life. Missouri law also provides limited immunity when a caller seeks immediate medical assistance and meets specified conditions (e.g., first to call 911, provides location/details, remains and cooperates, or renders aid).

Scope: This policy applies on and off campus and to any student organization as defined by federal law (e.g., clubs, associations, varsity and club athletics, fraternities/sororities, band, student government), whether or not the group is formally recognized.

How to Report Hazing: If anyone is in immediate danger, call 911. Reports to SLU may be made to DPS at 314.977.3000 or at The Wool Center, Room 114 , Hazing Reporting Form, Dean of Students Office (Busch Student Center, Suite 356; (314) 977-9378), and the Office of Student Responsibility and Community Standards (OSRCS) at the Busch Student Center, Room 350, by phone at 314.977.7326. or via email at conduct@slu.edu as applicable. Anonymous reports may be submitted via [Anonymous Reporting Tool] and the Hazing Reporting Form. Reports will be reviewed promptly and routed to the appropriate office(s) for response.

Retaliation Prohibited: SLU prohibits retaliation against anyone who, in good faith, reports hazing or participates in an investigation or proceeding. See Student Handbook.

Sanctions: Students and student organizations found responsible for hazing may face disciplinary sanctions including, but not limited to, suspension, expulsion, or revocation of University recognition, consistent with the University's Community Standards (i.e. Code of Student Conduct). Employees found responsible for violating the hazing policy will be referred to Human Resources for disciplinary outcomes.

Campus Hazing Transparency: In alignment with the federal Stop Campus Hazing Act, SLU will publish a Campus Hazing Transparency Report on the University's public website that summarizes findings of responsibility for hazing by student organizations (no personally identifiable student information). The first report will be published by December 23rd, 2025, and will be continually updated twice per year after the first published report.

Prevention & Education: SLU provides research-informed campus-wide prevention and awareness programs for students, staff, and faculty that include primary prevention (before misconduct occurs), bystander intervention skills, ethical leadership, and strategies for building group cohesion without hazing. For current offerings, see our Hazing Prevention and Resource page and our Prevention & education catalog.

This Section covers all areas of Saint Louis University's Hazing policy and reporting practices.

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 Run, Hide, Fight Training, SLU 101, Self-defense training, Alcohol & Drug Awareness, AED/CPR, Hazing Training, etc.

DPS, 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, and risk reduction strategies, etc.

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

All members of the community are continually reminded they must be responsible for their own security and the security of others. This message is reinforced through security awareness programs offered by the department, the annual disclosure 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 2025-2026 academic year, DPS provided the following crime prevention and safety programs to various groups of students, faculty, and staff.

  Some of the programs are listed below:

  - SLU 101 for students – Available to incoming students, an overview of DPS is provided along with the service and training that our department provides to the community. It also covers basic safety principles to help stay safe while on campus. In 2025-2026, SLU offered 11 SLU 101 sessions to over 1,483 attendees.

  - Self-Defense training – Open to students and employees, this course is a basic self-defense course. In 2025-2026, SLU offered 4 classes for 268 attendees.

  - New Employee Orientation- Available to employees, an overview of DPS is provided along with the services and training that our department provides to the community. It also covers basic safety principles to help stay safe while on campus. All new employees are now provided with a link to watch

the training video upon hire. In 2025 – 2026, SLU hosted 9 in-person orientations for 165 employees

- 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 2025-2026, SLU offered 31 CPR/AED classes for 284 attendees.

- Alcohol and drug awareness – Available to students and employees, these courses examine how alcohol and drugs can affect careers and personal life. In 2025-2026, 1,143 students participated in an Alcohol educational seminar (Alcohol Edu). The University offered the SLU Harm and Alcohol Risk Reduction Program (SHARRP) for 374 students and the Cannabis Harm and Risk Mitigation (CHARM) program for 13 students.

- Run, Hide, Fight – 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 2025-2026, SLU offered 5 sessions for 122 attendees.

- Fire Safety training – Available to students and employees, this training covers basic instruction on the use of a fire extinguisher as well as general fire safety. In 2025-2026, SLU offered 3 fire safety classes for 57 attendees.

- General Safety – Open to students and employees, this program can be tailored to a specific crime prevention or safety topic. In 2025-2026, SLU offered 13 General Safety programs for 2935 attendees.

- 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 2025-2026, DPS conducted 43 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 Protocol

If a member of the University community has reason to believe that a student who resides in on-campus housing has been missing for more than 24 hours, they should immediately notify:

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

- **Department of Public Safety and Emergency Preparedness**
  The Wool Center, Room 114
  314.977.3000

- **Dean of Students Office**
  Busch Student Center, Suite 356
  314.977.9378

- **Residence Hall Professional Staff**
  DuBourg Hall, Room 157
  314.977.2811

- **Office of Student Responsibility and Community Standards**
  Busch Student Center, Suite 350
  314.977.7326

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; students are advised that public safety will notify the local law enforcement that has jurisdiction in the area (unless they determined the student was missing). Students are advised that, in the event a student under 18 years of age and not emancipated, SLU must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

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.

Should DPS investigate and determine that a residential student is missing, contact will then be made to the missing person contact, if contact information has been provided, within twenty-four (24) hours of the determination that the student is missing by the DPS. If the missing student is under the age of 18 and is not an emancipated individual, the University will notify the student's parent or legal guardian within 24 hours of the determination the student is missing, in addition to notifying any additional contact person designated by the student.

In addition to registering an emergency contact, students residing in on-campus housing have the option on an annual basis to identify confidentially an individual to be contacted by the

University in the event the student is determined to be missing more than 24 hours. Students who wish to identify a confidential contact can do so when completing their housing application. Students are advised that their 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.

Please find all information for SLU's Missing Person Policy here.

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 and jail sentence." The University enforces compliance with local and state alcoholic beverage laws on campus and at university-sponsored activities. DineSLU has the responsibility of verifying the legality of persons seeking to purchase or obtain alcohol at those events. Enforcement of liquor law violations is the responsibility of the DPS, the Office of Student Responsibility and Community Standards (student conduct), and/or local law enforcement.

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. Saint Louis University prohibits the unlawful possession, use, and sale of alcoholic beverages on campus. The following Alcohol Policy and Guidelines set parameters within which alcohol use will reflect this increasing awareness of concern for us and each other. Related conduct involving student organizations may also constitute hazing; see the "Hazing: Policy, Reporting & Prevention" section for definitions, reporting, and sanctions:

- In observance of the laws of Missouri and local ordinances, no person under the age of 21 may purchase or attempt to purchase, or have in their possession, or use any alcoholic or intoxicating beverage on campus or at University activities
- Consumption of alcoholic beverages by those who are over 21 years of age, on

campus, must follow Housing and Residence Life guidelines while in a residence hall, and is permitted only at those student events or locations that have been expressly approved by the Student Involvement Center and only in those locations for which the University has a license.

- Community members may not distribute and/or sell alcohol to anyone under the age of 21.
- University funds may not be used to pay for any portion of an event at which alcohol may be provided, served to, or consumed by minors.
- Arrangements for food and beverages for on campus events must be made with DineSLU, which has the responsibility for verifying the legality of persons seeking to purchase or obtain alcohol. No food or beverages may be brought to an event by an outside caterer except with special authorization.
- Monitoring and enforcing compliance with the policy and guidelines are the responsibility of DPS for outside events, and the director/manager of the building for inside events. Compliance with the policy in the residence halls and University-owned/managed housing is the responsibility of the Director of Housing and Residence Life and the Residence Life staff.
- University departments and student organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members.
- As a Catholic Jesuit educational institution, Saint Louis University expects its students to develop a responsible philosophy on the appropriate use of alcoholic beverages. The University encourages students to consider all the implications of drinking and to arrive at a conscientious decision about how they will personally use alcohol.

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

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

Policy on Illegal Drugs

Possession, use and distribution/sale 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, and whippets. Such use, possession and conduct are prohibited on Saint Louis University's premises, or as part of any University activity. Selling, bartering, exchanging, or giving away such substances to any person is illegal and prohibited. Any student engaged in such activity may be reported to law enforcement agents and will be subject to severe conduct action, including but not limited to suspension or dismissal. Please refer to the Student Handbook for more information as to what constitutes a violation of the University's drug policy. Enforcement of drug law violations is the responsibility of the DPS, the Office of Student Responsibility and Community Standards (student conduct), and/or local law enforcement.

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

- Copies of the informational brochure for students are available in the Office of Student Responsibility and Community Standards, Busch Student Center, Room 350 or on-line at https://www.slu.edu/student-development/dean-of-students/drug-free-schools.php.

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

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

Alcohol and Drug Prevention Programs

The SLU Harm and Alcohol Risk Reduction Program (SHARRP) was created to help students make better decisions regarding alcohol and other substance abuse. The SHARRP program is administered to all students who are found responsible for violating the University's Alcohol Policy and Community Standards, Section 2.7.3. 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 also provides the Billikens ACT (Acting Courageously Together) workshop which is a two-part outcome for all students found responsible for alcohol/drug related offenses, pets, safety, and other community standard 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.

SLU sponsored Alcohol and Other Drug Awareness Week, February 2-6, 2025, which included programming on recognizing alcohol problems, a SHARRP session, a cannabis fact/fiction event, overdose prevention and Naloxone administration, alcohol alternative events, and art therapy.

There are also AA meetings located on campus in the St. Xavier College Church Parish Center every Thursday evening. The Recovery & Resilience group will be held in Wuller Hall room 224 every other Tuesday beginning September 15th from 5-6pm. This group helps to support students interested in learning skills to address substance and addiction related issues. All are welcome

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 Title IX Sexual Harassment Policy) 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 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 cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Dating Violence**: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  i. The existence of such a relationship shall be based on the 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."
  - **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.

  - **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

- **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:
  - **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 RSM0. 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 non-verbal communication, however, can lead to misunderstanding and as a result a potential violation of this Policy.

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

The definition of effective consent is included in the policy to clarify for the University community how effective consent is given and withdrawn with respect to sexual contact. The definition of consent is utilized by a University Hearing Panel when making a determination as to whether or not a member of the community engaged in the prohibited conduct of sexual assault under the Title IX Sexual Harassment Policy.

For a complete copy of SLU's Sexual Harassment Policy governing sexual harassment, visit https://slu.policystat.com/policy/token_access/4723d1ac-92fb-4985-8321-b2dc21d517d3/

Bystander Intervention

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 list[2] 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

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

[1] Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles, 60*, 779-792.

[2] Bystander intervention strategies adapted from Stanford University's Office of Sexual Assault & Relationship Abuse

National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don't know where you are going, act like you do.
4. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
5. **Make sure your cell phone is with you** and charged and that you have cab money.
6. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
7. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
8. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
9. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
10. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
11. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
12. **Watch out for your friends, and vice versa.** If a friend seems disoriented or confused, is overly intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
13. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
14. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
    a. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
    b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
    c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort

without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.

d. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

15. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
16. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

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

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

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

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

A. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
B. Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
C. Defines what behavior and actions constitute consent to sexual activity in the State of Illinois 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.

The following **primary prevention and awareness programs for all incoming students** offered during the 2025-2026 academic year (including summer 2026) include:

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

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS
Graduate Student Orientation Title IX Training	08/14/25	Cook Hall	SA, DV, DAV, S, BI	1
1L Orientation, Title IX Training	08/15/25	Scott Hall, Law School	SA, DV, DAV, S, BI	3
Fall Welcome Week, Bonny Shade TIX Speaker	08/19/25	Busch Student Center	SA, DV, DAV, S, BI	1
TIX Presentation for all first year Cura Personalis I classes	Fall 2025	In person and Zoom, multiple locations	SA, DV, DAV, S, BI	80
All First-Year Students (including graduate) TIX Module, "Sexual Assault Prevention for Undergraduates"	Assigned: 7/28/25-Due: 08/31/25	Vector (online)	SA, DV, DAV, S, BI	1
International Student Resource Fair, TIX Resource Table	01/09/26	Center for Global Citizenship	SA, DV, DAV, S, BI	1
SLU 101 Resource Fair for Transfer Students	05/29/26	Busch Student Center	SA, DV, DAV, S, BI	1
SLU 101 TIX Friends and Family Presentation	06/12/26--07/10/26	Busch Student Center	SA, DV, DAV, S, BI	8
SLU 101 Resource Fair for Incoming Students	06/12/26—07/10/16	Busch Student Center	SA, DV, DAV, S, BI	8
M1 Student Orientation TIX Training	07/20/26	Learning Resource Center, SLU Medical School	SA, DV, DAV, S, BI	1
M1 Student TIX Module, RespectEdu for Graduate Students	06/15/26—07/27/26	Vector (online)	SA, DV, DAV, S, BI	1

The **primary prevention and awareness programs for all new employees** offered during the 2025-2026 academic year (including summer 2026) include:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS
Behind Closed Doors- TIX Training for new RA's with HRL	08/12/25	Spring Hall	SA, DV, DAV, S, BI	1

TIX Training for Campus Ministry Student Interns	08/13/25	Wuller Hall	SA, DV, DAV, S, BI	1
Oriflamme Student Leaders TIX Training (returning leaders present too)	08/14/25	Busch Student Center	SA, DV, DAV, S, BI	1
Graduate Student Teaching Assistant TIX Training	08/14/25	Cook Hall	SA, DV, DAV, S, BI	1
TIX Campus Ministry Student Intern Training	08/18/25	Wuller Hall	SA, DV, DAV, S, BI	1
TIX Training, CORE Peer Mentors (Fall Semester)	10/10/25	Zoom	SA, DV, DAV, S, BI	1
TIX Training, CORE Peer Mentors (Spring Semester)	01/09/26	Zoom	SA, DV, DAV, S, BI	1
TIX Training for new University Counseling Center employees	04/17/26	Zoom	SA, DV, DAV, S, BI	1
TIX Training for SLU 101 Student Leaders (includes returning leaders too)	05/21/26	Busch Student Center	SA, DV, DAV, S, BI	1
TIX Training for New HRL RA's	08/07/26	Grand Hall	SA, DV, DAV, S, BI	1
Behind Closed Doors, TIX Training for New RA's with HRL	08/10/26	Spring Hall	SA, DV, DAV, S, BI	1

The **ongoing prevention and awareness campaigns for students** offered during the 2025-2026 academic year (including summer 2026) include:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS
M2 Convocation, Annual TIX Training	08/04/25	SLU Medical School	SA, DV, DAV, S, BI	1
Annual TIX Training, Men's Soccer	08/04/25	Chaifetz	SA, DV, DAV, S, BI	1
Annual TIX Training, Women's Soccer	08/07/25	Chaifetz	SA, DV, DAV, S, BI	1
Annual TIX Training, Cross-Country	08/18/25	Chaifetz	SA, DV, DAV, S, BI	1
Fall Welcome Week, Student Resource Fair	08/19/25	Busch Student Center	SA, DV, DAV, S, BI	1
Annual TIX Training, Track and Field	08/22/25	Chaifetz	SA, DV, DAV, S, BI	1
Annual Fresh Check Day	09/03/25	SLU-North and South Campus	SA, DV, DAV, S, BI	1
Title IX Presentation, Criminology Class w/ Brumfield-Young	09/18/25	Zoom	SA, DV, DAV, S, BI	1
Title IX Presentation, Women and Gender Studies Class w/ Durfee	09/18/25	McGannon Hall	SA, DV, DAV, S, BI	1
Annual TIX Training, Baseball	09/24/25	Chaifetz	SA, DV, DAV, S, BI	1
Annual TIX Training, Softball	09/24/25	Chaifetz	SA, DV, DAV, S, BI	1

Annual TIX Training, Swim and Dive	09/24/25	Chaifetz	SA. DV, DAV, S, BI	1
TIX Training, Indian Student Association	09/25/25	SLU North Campus	SA, DV, DAV, S, BI	1
TIX Training, Gamma Phi Beta Sorority	10/01/25	SLU North Campus	SA, DV, DAV, S, BI	1
All Returning Students, TIX Module, RespectEdu Ongoing Training-Health Relationships	10/01-12/31/25	Vector (online)	SA, DV, DAV, S, BI	1
Pottery with a Purpose-Domestic Violence Awareness Month Event, open to entire campus	10/07/25	Simon Rec	SA, DV, DAV, S, BI	1
Clothesline Project Public Awareness Campaign, open to entire campus	10/09/25	Center for Global Citizenship	SA, DV, DAV, S, BI	1
Annual TIX Training, Tennis	10/29/25	Chaifetz	SA, DV, DAV, S, BI	1
M4 Student Convocation, Title IX Training	12/01/25	Chaifetz	SA, DV, DAV, S, BI	1
Title IX Presentation for Psychology Class w/ Weaver	02/03/26	Morrissey	SA, DV, DAV, S, BI	1
Title IX Training at BAEgel Wellness Program	02/11/26	Reinert	SA, DV, DAV, S, BI	1
Title IX Training for Physical Therapy Clinical Setting, Students	03/06/26	Allied Health Building	SA, DV, DAV, S, BI	1
"Standing Up Against Sexual Violence Worldwide," SAAM Event: students, staff, and faculty were welcomed to make pieces to be put on display in the library on the topic of sexual violence. Facts and information about different aspects of sexual violence on display in the library.	04/01-04/30/26	Pius XII Library	SA, DV, DAV, S, BI	1
Coffee & Consent- Cultivating Confidence, SAAM Event, open to entire campus	04/07/26	Clock Tower, North Campus	SA, DV, DAV, S, BI	1
Wear Your Teal Wednesday, SAAM Event for FSL Students	04/15/26	West Pine, North Campus	SA, DV, DAV, S, BI	1
What Were You Wearing Campaign, SAAM Event, open to entire campus	04/16/26-04/24/26	Pius XII Library	SA, DV, DAV, S, BI	1
Pottery with a Purpose-SAAM Event, open to entire campus	04/23/26	Simon Rec	SA, DV, DAV, S, BI	1
Denim Day Student Fashion Show, SAAM Event, open to entire campus	04/29/26	Pius XII Library	SA, DV, DAV, S, BI	1
Donuts & Denim, SAAM Event, open to entire campus	04/29/26	West Pine, North Campus	SA, DV, DAV, S, BI	1
SAAM Resource Fair to connect with campus and	04/29/26	Pius XII Library	SA, DV, DAV, S, BI	1

community resources, SAAM event, open to entire campus				
Annual TIX Women's Soccer	07/24/26	Chaifetz	SA, DV, DAV, S, BI	1
Annual TIX Training, M2 Orientation	07/24/26	Learning Resource Center, SLU Medical School	SA, DV, DAV, S, BI	1
Annual TIX Training Men's Basketball	07/27/26	Chaifetz	SA, DV, DAV, S, BI	1
Annual TIX Training Men's Soccer	08/03/26	Chaifetz	SA, DV, DAV, S, BI	1
M2 Orientation, TIX Training	08/03/26	Learning Resource Center, SLU Medical School	SA, DV, DAV, S, BI	1

The following **on-going awareness and prevention campaigns offered for employees** during the 2025-2026 academic year (including summer 2026) include:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS
TIX Training for HRL Staff	08/07/25	Busch Student Center	SA, DV, DAV, S, BI	1
TIX Training w/ Sodexo Staff	08/11/25	Busch Student Center	SA, DV, DAV, S, BI	1
Annual TIX Training, All Athletics Staff	08/18/25	Chaifetz	SA, DV, DAV, S, BI	1
TIX Training, DPS Sergeants	09/17/25	Wool	SA, DV, DAV, S, BI	1
Annual TIX Training for Advisors, Hearing and Appeal Officers, and Close Campus Partners	10/09/25	Zoom	SA, DV, DAV, S, BI	1
"TIX Sexual Harassment and Prevention for Employees" (includes all campus, part-time, and adjunct)	10/17-12/31/25	Vector (online)	SA, DV, DAV, S, BI	1
TIX Training for Campus Ministry Affiliates	10/21/25	Wuller	SA, DV, DAV, S, BI	1
TIX Annual Training with Dining Staff and Sodexo Employees	11/13/25	Busch Student Center	SA, DV, DAV, S, BI	2
TIX Training, "B Watch" DPS	02/02/26	Wool	SA, DV, DAV, S, BI	1
TIX Training, "A Watch" DPS	03/03/26	Wool	SA, DV, DAV, S, BI	1
TIX Training for International Services Staff	04/07/26	Des Peres	SA, DV, Dav, S, BI	1
TIX Policies and Procedures When Working with Youth, for SLU summer program employees	04/22/26	Zoom	SA, DV, DAV, S, BI	1
Title IX Tabletop Training for HRL Professional Staff	07/23/26	Grand Hall	SA, DV, DAV, S, BI	1
Title IX Training, Sodexo Staff	08/07/26	Busch Student Center	SA, DV, DAV, S, BI	1

Procedures for Reporting a VAWA Crime

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[3]. 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 the impacted party's name)
3. Have it tested right away while keeping the impacted party's 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 a protection order. 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 disease.

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 and 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

[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."

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 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: https://www.facebook.com/ccsoshericflayman/

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 chooses to pursue criminal charges.

Procedures the University will follow when a VAWA Crime is reported

The University has procedures in place that serve to be sensitive to the complainant who reports a sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an respondent, such as housing, academic, transportation and working accommodations, if reasonably available. The University will implement such Supportive Measures, if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to DPS 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 Equal Opportunity and Title IX, 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:

Incident Being Reported:	Procedure SLU will Follow:	Evidentiary Standard
SEXUAL ASSAULT	1. Upon request, SLU will provide the complainant with access to medical care. 2. SLU will assess immediate safety needs of the complainant. 3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request. 4. SLU will provide the complainant with referrals to on and off campus mental health providers. 5. SLU will provide written information to the 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 the 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	Saint Louis University uses the preponderance of the evidence standard.

	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 the immediate safety needs of the complainant. 3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request. 4. SLU will provide 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 the complainant on how to preserve evidence. 7. SLU will assess the need to implement interim or long-term protective and supportive measures to protect the complainant, if appropriate. 8. SLU will provide the complainant with a written explanation of the complainant's rights and options. 9. SLU will provide a "No Trespass" letter to the 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.	Saint Louis University uses the preponderance of the evidence standard.

	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.	
DATING VIOLENCE	1. Upon request, SLU will provide the complainant with access to medical care. 2. SLU will assess the immediate safety needs of the complainant. 3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request. 4. SLU will provide 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 the complainant on how to preserve evidence. 7. SLU will assess the 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 the 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	Saint Louis University uses the preponderance of the evidence standard.

	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	
DOMESTIC VIOLENCE	1. Upon request, SLU will provide the complainant with access to medical care. 2. SLU will assess the immediate safety needs of the complainant. 3. SLU will provide the complainant with information for the local police department AND will assist the complainant with contacting the local police if they so request. 4. SLU will provide 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 the complainant on how to preserve evidence. 7. SLU will assess the need to implement interim or long-term protective and supportive measures to protect the complainant, if appropriate. 8. SLU will provide the complainant with a written explanation of the complainant's rights and options. 9. SLU will provide a "No Trespass" letter to respondent if deemed appropriate 10. SLU will provide a copy of the current Title IX Sexual Harassment Policy to the complainant and inform the complainant of their right	Saint Louis University uses the preponderance of the evidence standard.

	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. University policy. Respondent did or did not violate 14. 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

Orders of Protection and No Contact Orders

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 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 following information about Protective Orders is from the Missouri Attorney General Office: ORDERS OF PROTECTION – ADULT INFORMATION FOR BOTH PARTIES.

Protective Orders

Each year thousands of Missourians become victims of domestic violence, a serious crime that can have devastating consequences. In Missouri, a victim of domestic abuse, dating violence, sexual assault, or stalking has the right to file a petition with the courts requesting protection. State law authorizes courts to issue orders of protection to protect victims of abuse and persons threatened with abuse. By issuing these orders, judges can order an accused abuser, for example, to stop abusing, stalking or harassing a victim and to stay away from the victim's home. There are two types of orders of protection:

- An ex parte order, which is a temporary measure quickly issued by the court.
- A full order, which is granted only after a court hearing is held. It is issued for a longer period than the ex parte order.

Ex parte Order of Protection

If you are a victim of domestic violence, dating violence, sexual assault, or stalking, you can go to the circuit court and request an ex parte order of protection against the accused abuser. The accused abuser does not have to be present for you to be granted an order.

An ex parte order may:

- Order the accused abuser not to abuse, threaten to abuse, molest, stalk or disturb your peace.
- Order the accused abuser not to enter the premises of your home whether you own, lease, rent or merely occupy the home.

- Make a temporary order of custody of minor children.
- Order specific personal property and effects to be turned over to you.
- Order the accused abuser not to communicate with you in any way, including e-mail or through third parties.
- Include other terms that the court decides are necessary to ensure your safety.

Who can File?

Any victim of stalking or an adult abused by a present or former spouse, adult family or household member, or adult who is or has been in a continuing social, romantic or intimate relationship, or a person with whom the victim has a child.

Cost: No filing fee, court costs or bond is required to file for an order of protection.

Filing for an Order

The ex parte order can be obtained from the circuit court in the county:
- Where you and the accused abuser reside,
- Where any abuse took place, or
- Where the accused abuser can be served.

When the circuit court is closed, you may request an ex parte order from any available court in the city or county having jurisdiction.

You do not need a lawyer to obtain the order. Circuit clerks are required under Missouri's Adult Abuse Act to explain how to file all necessary forms and documents. Some counties have a victim advocate to assist you.

You have the right to request that your address not be disclosed in court documents. You also have the right to be notified when the accused abuser has been served. The circuit clerk will explain how to register for this notification.

The court may immediately issue an ex parte order of protection. The order takes effect as soon as a judge grants it and lasts until a full order hearing is held. A hearing on the full order of protection will be held within 15 days unless the court finds good reason for a continuance.

Serving Notice to Accused Abuser

The court will order law enforcement officers to serve the accused abuser with a copy of the ex parte petition and a notice of the full order hearing date. The accused abuser must be served at least three days before the hearing. It is at this hearing that the accused abuser can present his or her side of the story.

Although the ex parte order is effective even before the accused abuser is notified, the accused abuser first must be served with a copy of the order or notified by law enforcement officers before he or she can be arrested for violating its conditions.

Full Order of Protection
The court will issue a full order of protection only after a full order hearing has been held. **The abuse victim must attend this hearing. If you are absent, the court will dismiss the order.**

The full order will be valid for at least 180 days and not more than one year. It may be renewed twice by the court after a hearing. A new act of abuse is not required for a full order to be renewed.

A full order may grant the same relief as an ex parte order and may also enter an order:

- Awarding custody of minor children and setting up a visitation schedule that is in the best interest of the children when the court has jurisdiction over the children and no prior custody order is pending or has been made.
- Granting child support.
- Awarding maintenance when you and the accused abuser are lawfully married.
- Ordering the accused abuser to pay for all or part of your housing costs.
- Ordering that you be given temporary possession of property such as cars, checkbooks and keys.
- Prohibiting the accused abuser from transferring, encumbering or disposing of specified property mutually owned or leased by the parties.
- Ordering the accused abuser to participate in a counseling program for batterers or in a substance abuse treatment program.
- Ordering the accused abuser to pay a reasonable fee for housing and other services provided to you by a shelter for domestic violence victims.
- Ordering the accused abuser to pay the victim's attorney fees.
- Ordering the accused abuser to pay medical costs from injuries sustained as a result of domestic violence.
- Ordering the accused abuser not to communicate with you including e-mail.

Confidential Address

Victims of domestic violence, dating violence, sexual assault and stalking who move can conceal their new address by applying with the Missouri Secretary of State's Safe at Home program. This allows you to establish a post office box in Jefferson City. The Secretary of State will receive all mail sent to you, then forward it to your actual address.

To find out what steps are required, please contact the Secretary of State at www.MoSafeAtHome.com or toll-free 866-509-1409.

Punishment

Violating a protective order is a Class A misdemeanor punishable by up to a $2,000 fine and one year in jail. The violation is a Class E felony if the person convicted had been found

guilty of violating a protective order within the prior five years. A Class E felony is punishable by up to a $10,000 fine and four years imprisonment.

University "No Contact" Directive

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.

SLU complies with Illinois law in recognizing orders of protection. The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services. To obtain an order of protection, you can:

(1) ask your attorney to file in civil court;
(2) request an order with your divorce;
(3) request an order during a criminal trial for abuse;
(4) go to the St. Clair County Circuit Clerk's office and get papers to seek an order of protection for yourself.

Any person who obtains an order of protection from Illinois or any other state should provide a copy to DPS and the Title IX Coordinator. The recipient of the Order of Protection, if they desire, may meet with DPS and the Title IX Coordinator to develop a Safety Action Plan, which is a plan to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.

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

The Office of Student Responsibility and Community Standards in collaboration with the Department of Public Safety may also issue a stay away order to a non-member of the SLU

community. The letter will explain to the individual that should they be on SLU property, they may subject to arrest for trespassing.

Supportive Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, SLU will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request Supportive Measures. For further assistance, students and employees should contact Anna Kratky, Title IX Coordinator, by visiting in person at the Office of Equal Opportunity and Title IX, 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, protective orders 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 supportive 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

ON CAMPUS RESOURCES	TYPE OF SERVICES AVAILABLE	SERVICE PROVIDER	CONTACT INFORMATION
Counseling/Mental Health	Personal counseling and referral to off-campus resources	University Counseling Center	Wuller Hall, 2nd Floor 3711 West Pine Mall 314.977.8255

Health	Provides students with health education, emergency care and treatment of minor illness or injury, referrals and resources for confidential care.	Student Health Services	Marchetti Towers East 3518 Laclede Avenue 314.977.2323 (24 hours)
Victim Advocacy	Off Campus (see below)	Off Campus (see below)	Refer to Off Campus Resources
Legal Assistance	Off Campus (see below)	Off Campus (see below)	Refer to Off Campus Resources
Visa and Immigration Assistance	Assist students with Visa and Immigration issues	Office of International Services	Des Peres Hall, room 102 3694 West Pine Mall 314.977.2318
Student Financial Aid	Assist students with issues involving financial aid, leave of absences, loan repayment terms.	Office of Student Financial Services	DuBourg Hall, Room 121 221 N. Grand Blvd. 314.977.2350
Title IX	Assist community members with issues pertaining to sexual harassment, including victims of sexual assault, domestic violence, dating violence and stalking.	Title IX Coordinator/Office of Equal Opportunity and Title IX	DuBourg Hall, Room 36 221 N. Grand Blvd. 314.977.3886 (Title IX Coordinator) SLU Integrity Hotline (24 hours) Submission on-line (https://www.slu.edu/compliance-ethics/hotline.php) or by calling 1-877-525-5669.
Public Safety	Crime prevention programs, victim services, crime reporting, law enforcement liaison.	Department of Public Safety Department and Emergency Preparedness	Wool Center, Room 114 3545 Lindell Blvd. 314-977.3000
Affirmative Action	Director of Equal Opportunity and Title IX: Resource for faculty, staff, and students regarding diversity and the EEO and harassment policies.	Office of Equal Opportunity and Title IX	DuBourg Hall, Room 36 221 N. Grand Blvd. 314.977.3838
OFF CAMPUS RESOURCES	**TYPE OF SERVICES AVAILABLE**	**SERVICE PROVIDER**	**CONTACT INFORMATION**
Counseling/Mental Health	Professional counseling and mental health services	Mercy Hospital Behavioral Health	615 New Ballas Road Saint Louis, MO 63141 314-251-4845
	Professional counseling and mental health services	St. Anthony's Behavioral Health	10010 Kennerly Road Saint Louis, MO 63128 314-525-4400
	Professional counseling and mental health services	St. Mary's Behavioral Health	6420 Clayton Road Richmond Heights, MO 63117 314-344-6700
	Comprehensive care for wide range of psychiatric disorders/ alcohol and drug abuse treatment programs.	CenterPointe Hospital	763 S. Ballas Road, Suite 130 Saint Louis, MO 63141 1-800-345-5407

Health Care	Emergency medical care	Missouri Baptist Hospital	751 Sappington Bridge Road Sullivan, MO 63080 573.468.4186
	Emergency medical care, Sexual Assault Nurse Examiner available	St. Louis University Hospital	1201 S Grand Blvd St. Louis, MO 63110 314.257.1320
	Emergency medical care, Sexual Assault Nurse Examiner available	St. Mary's Health Center	6420 Clayton Road Richmond Heights, MO 63117 314.768.8000
	Emergency medical care, Sexual Assault Nurse Examiner available	Barnes Jewish Hospital	1 Barnes Jewish Hospital Plaza St. Louis, MO 63110 314.747.3000
	Emergency medical care, Sexual Assault Nurse Examiner available	Missouri Baptist Hospital	3015 N. Ballas Road St. Louis, MO 63131 314.996.5000
	Emergency medical care, Sexual Assault Nurse Examiner available	Mercy Hospital	615 New Ballas Road Saint Louis, MO 63141 314-251-4845
Victim Advocacy	Provide support for victims of sexual assault. Provide economic education, childcare, leadership recognition, and transitional housing.	YWCA Advocacy Group/Rape Crisis Center	3820 West Pine Blvd. Saint Louis, MO 63108 314-531-7273-Hotline 314-726-6665
	Provide support for victims of domestic violence.	Alternatives to Living in Violent Environments	24-hour crisis line 314.993.2777
	Provide support for victims of domestic violence.	Legal Advocates for Abused Women	539 Grand Blvd #400 St. Louis, MO 63103 314.664.6699
	Provide support for victims of domestic violence.	Safe Connections	2165 Hampton Avenue St. Louis, MO 63139 314.646.7500
	Provides resources and support to the lesbian, gay, bisexual, transgender community in STL	LGBT Center of St. Louis	Currently looking for new residence. 1-888-350-4477
	Helps 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
	Info on court procedures, state resources, assists with orders of protection.	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	https://stlouiscountymo.gov/st-louis-county-departments/human-services/kathy-j-weinman-shelter/ 314-615-4430

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	https://studentaid.gov/
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 forensic examinations for the collection of evidence.

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

- http://www.rainn.org – Rape, Abuse and Incest National Network
- 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 supportive measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the supportive measures or when a FERPA exception exists.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Timely Warning Notice is issued based on a report of domestic violence, dating violence, sexual assault or stalking (or any other crime), the name of the complainant and other personally identifiable information about the complainant will be withheld; this could include specific location where an incident is reported to have occurred when reporting the location could inadvertently identify the victim.

Adjudication of Violations

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 Title IX/Sexual Harassment policy. Section 2.11 of the Title IX Sexual Harassment Policy details the grievance process utilized when a formal complaint alleging prohibited conduct is submitted. Procedures for alleged misconduct, outlined in Section 2.8.4 of the Student Handbook, details the University's process utilized when a formal complaint alleging prohibited conduct is submitted that is not applicable to the Title IX Sexual Harassment Policy.

The University's grievance process will be prompt, fair, and impartial from the initial investigation to the final result. In all instances, the process will be conducted in a manner that is consistent with University's applicable 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. The University holds an annual training that is required for all members of the University that participate in the Title IX grievance process as an investigator, hearing officer, advisor or appeal officer. The Title IX grievance process is the disciplinary process utilized when an allegation of sexual harassment, sexual assault, dating violence, domestic violence or stalking that falls within the scope of Title IX prohibited conduct is submitted in a formal complaint to the Title IX Coordinator. The annual training includes, but is not limited to: a detailed training on the scope of the Title IX Sexual Harassment Policy, an explanation of the grievance process and the expectations of any employee that is participating as an investigator, hearing officer, advisor or appeal officer, the type of sanctions that are available at the conclusion of a hearing process that results in a finding of responsibility, the standard of evidence utilized, relevancy and relevant information, supportive measures available to the Complainant or Respondent both on-campus and off-campus and University reporting contacts.

Furthermore, the 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 University grievance 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 each have the opportunity to have 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 an advisor or presence for either the complainant or the respondent in any meeting or institutional disciplinary proceeding so long as the chosen advisor is not also a witness in the investigation. Advisors may participate in the University process in an advisory capacity, but they may not take part directly in the investigation. Advisors may participate in the Hearing to conduct cross examination of the opposing party and witnesses. If a party wishes to speak privately with their advisor during the hearing, they may request a brief recess from the meeting or proceeding. In disciplinary proceedings that do not fall under the scope of the 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 complaint 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.

Policy	Scope
Title IX Sexual Harassment Policy	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.
Student Handbook	Applies to any student that reports prohibited conduct as described in the Student Handbook.

Faculty Manual	Applies to Faculty and establishes process for termination and sanctions short of dismissal if there is a violation of the Title IX Sexual Harassment Policy regarding sanctions.

Below are the following applicable policies determined by the nature of the allegations, the location of the allegations, and the identity of the parties

	Employee and Students
Name of Applicable Policy	Title IX Sexual Harassment Policy
Electronic Address	HTTPS://SLU.POLICYSTAT.COM/POLICY/TOKEN_ACCESS/4723D1AC-92FB-4985-8321-B2DC21D517D3/ ***(LISTED IN APPENDIX B)***
How to File a Report Under this Policy	While an individual is encouraged to report an incident to a person of their choice, the University has designated the following Reporting Contacts to receive reports of Prohibited Conduct. The designated Reporting Contacts have been trained to share available reporting options and resources with a Complainant or person reporting sexual harassment. Again, *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 ● John Janulis, Office of Student Responsibility and Community Standards, Busch Student Center, Rm 350 ● , 314.977.7326; conduct@slu.edu ● Office of Equal Opportunity and Title IX, DuBourg Hall, Room 36, 314.977.3838 ● SLU Integrity Hotline as a reporting option 1-877-525-5669 or Reporting Concerns of Misconduct: SLU - Saint Louis University
The Major Steps in the Policy are:	● Receipt of report. ● The employee that received the report will consult 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. It should be noted that the University does not tell the respondent if they never knew about the complaint because it never materialized into an investigation.
- 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 Equal Opportunity and Title IX, 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 include the date, time, location, parties involved, and the conduct alleged to have occurred.
    - The corresponding policy violations under this policy and/or other relevant University policy.
    - An explanation of the Grievance Process and their rights under this policy.
    - The presumption that the Respondent is not responsible for any policy violation prior to a finding of such at the conclusion of

the Grievance Process.
    - The right to an advisor.
    - The use of the preponderance of the evidence standard throughout the Grievance Process.
    - The right to inspect all information and evidence collected during the Grievance Process.
    - A proposed date and time to meet with the investigator that provides sufficient time for each party to review this policy, to decide on their choice of advisor or to request that one be appointed by the University, and to prepare for an investigative meeting.
    - The available supportive measures.
    - The range of possible sanctions should the end of the Grievance Process result in a finding of responsibility.
- When a Formal Complaint results in the initiation of an investigation, the Title IX Coordinator, or designee, will assign a trained investigator to conduct a prompt, thorough and impartial investigation of reports of Prohibited Conduct. All parties and witnesses are expected to provide truthful information. The Investigating Officer or designee will provide timely updates, as appropriate or requested, about the timing and status of the investigation.
- It is the responsibility of the University, not the parties, to gather relevant information to the extent reasonably possible. The Investigating Officer will conduct a fair and reliable fact-gathering considering the circumstances of the report. The Investigator will be responsible for interviewing the Complainant and Respondent; interviewing potential witnesses; collecting relevant documentation and physical evidence, including documents, communications between the parties, and other electronic records as appropriate; creating a timeline; and preparing a written report documenting the complete investigation.
- The Complainant and Respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. Witnesses may have observed the acts in question, have information relevant to the incident, or be participating solely to speak about an individual's character.
- The Investigating Officer will determine the relevance of any proffered information and decide what will be included in the Investigative Report. However, all information and materials gathered, will be provided to both parties for their review and inspection prior to the end of the investigation.
- Medical and counseling records of a Complainant or Respondent are privileged confidential records that individuals are not required to disclose. However, these records may contain relevant and material information and a party may voluntarily choose to share such records with the investigator. Only upon permission and request of a Party will such records be included in the Investigative Report and/or materials gathered that are shared with both parties.
- A Complainant's prior sexual history will never be used as evidence of character or reputation and will only be considered during an investigation under limited circumstances. For example, where there is

a current or ongoing relationship between the Complainant and the Respondent, and the Respondent asserts that the conduct was consensual, the prior sexual history between the parties may be relevant to assess the manner and nature of communications between the parties. The mere fact of a current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Any prior sexual history of the Complainant with other individuals is typically not relevant and will only be permitted if it is probative of a material fact, for example, to explain an injury or physical finding.

- Where a sufficient informational foundation exists, the Investigating Officer, in consultation with the Title IX Coordinator, will assess the relevance, form, and reliability of the information and determine if it is appropriate for inclusion in the written investigation report for consideration by the Hearing Officer in its determination of responsibility and/or any assigning of a sanction.
- The Title IX Coordinator may consolidate two or more Formal Complaints, and thus investigations, when there are common Complainants or Respondents involved or when the allegations arise out of the same facts or circumstances.
- At the conclusion of the investigation, the investigator will prepare a written report that summarizes the information gathered during the investigation, identifies the potential policy violations, and synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts. Before the report is finalized, the Complainant and the Respondent, as well as their advisors, will be given the opportunity to review a preliminary investigative report as well as all information or evidence gathered that is directly related to the allegations regardless of whether it was included in the preliminary investigative report or not. These materials will be made available to the Parties and their advisors electronically. The Complainant and the Respondent may submit any additional comment or information to the investigator within ten (10) days of the opportunity to review the report. Upon receipt of any additional information by either Party, or after the ten (10) day comment period has lapsed without comment, the investigator will finalize the report. This finalized report, which will include any appropriate comments submitted by either Party, will be given to the hearing panel.
- The investigator will seek to complete the investigation and provide that investigation to the Hearing Panel and the Parties within forty-five (45) days of receiving the Formal Complaint, but this time frame may be extended depending on the complexity of the circumstances of each case. Both the hearing panel and the Parties will receive the investigation electronically.
- The Title IX Coordinator will assemble a Hearing Panel of three (3) trained University staff or faculty to determine the responsibility of the Respondent. A live hearing will be held, and the Hearing Panel will have the opportunity to ask questions of both Parties and any witnesses presented at the hearing. Prior to the start of the hearing, Parties may

	submit questions that they would like to be asked by the hearing panel of either party. The hearing chair will ask these questions only if they are properly submitted, seem 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 Equal Opportunity and Title IX, 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 an appeals officer, who receives, at a minimum, annual training. The members of the appeal panel will be appointed by the Title IX Coordinator.
The anticipated timelines are:	Investigation will be prompt, thorough, and impartial. Except for good cause, the University will conclude its investigation, hearing, and appeal process within ninety (90) calendar days following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and impartiality. The University may extend this time frame for good cause and will communicate any delay in the process in writing to the Parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for University breaks or vacations, or to address other legitimate reasons.
The decision-making process includes:	A fair, thorough, and impartial investigation will be conducted by a trained investigator. The hearing panel will conduct a live hearing and will make the final determination, using the preponderance of evidence, as to whether the respondent is or is not responsible for a policy violation and if a finding of responsibility is made, will impose sanctions. Both parties have the right to appeal the decision.
Resolution options and how the University decides which process to use:	Resolutions will be determined utilizing the Title IX Sexual Harassment Policy.

Sanctions-Title IX Sexual Harassment Policy for Students	**Sexual Assault**	**Domestic Violence**	**Dating Violence**	**Stalking**
Education Sanctions	X	X	X	X
Counseling	X	X	X	X
Restriction on Campus Privileges-including housing, participation in student activities, etc.	X	X	X	X
Mandated Counseling that may include anger mgmt., Alcohol/Drug education programs, etc.	X	X	X	X
Disciplinary Probation	X	X	X	X
Suspension	X	X	X	X
Expulsion	X	X	X	X
Sanctions-Title IX Sexual Harassment Policy for Employees	**Sexual Assault**	**Domestic Violence**	**Dating Violence**	**Stalking**
Written Warning		X	X	X
Formal Reprimand		X	X	X
Mandated Counseling or Anger Management	X	X	X	X
Mandated Training, e.g., Sexual Harassment Training	X	X	X	X
Change in Job Responsibilities or Duties	X	X	X	X
Relocation of Assignment	X	X	X	X
Leave with Pay	X	X	X	X
Leave without Pay	X	X	X	X
Termination	X	X	X	X

	Title IX Sexual Harassment Policy)
Name of Applicable Policy	Statement of Student Rights and Responsibilities and Community Standards
Electronic Address	https://courseleaf.slu.edu/student-handbook/rights-responsibilities-community-standards/
How to File a Report Under this Policy	Complaints can be filed by notifying any of the following individuals: • 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 • John Janulis, Office of Student Responsibility and Community Standards, Busch Student Center, Room 350, 314.977.7326; conduct@slu.edu • Office of Equal Opportunity and Title IX, DuBourg Hall, Room 36, 314.977.3838 • SLU Integrity Hotline as a reporting option 1-877-525-5669 or https://www.slu.edu/compliance-ethics/hotline.php Or by using this link: https://cm.maxient.com/reportingform.php?SaintLouisUniv&layout_id=0
The Major Steps in the Policy are:	Outlined in Section 2.8.4 of the Student Handbook, the Procedures for Alleged Misconduct Not Applicable to the University's Title IX Sexual Harassment Policy addresses: • Alleged misconduct, • Advisors, • Consent, • Incapacitation, Alcohol and other Drugs, Force and Coercion, • Timeframe and Complaint Intake, • Notice, • Investigation procedures, • Hearing procedures, Determination of Responsibility, and Sanctions and, • Appeals. Saint Louis University's process for resolving Student reports of sexual misconduct that fall outside the scope of the Title IX Sexual Harassment Policy will be prompt and equitable and conducted with the oversight of the Director of Student Responsibility and Community Standards. When the University receives reports involving allegations, it will follow the grievance procedures outlined below.

Advisors (expanded policy, Student Handbook, 2022, p. 91)

Throughout the process, a Complainant and a Respondent may have an advisor provided by the University or an advisor of their choice present at any meeting related to the investigation or disciplinary proceeding. An advisor of choice may include an attorney retained by a Party at their own expense. An advisor provided by the University will be trained in regard to University policies, procedures, and resources.

Consent (expanded policy, Student Handbook, 2022, p. 92)

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)).

Incapacitation, Alcohol and other Drugs, Force and Coercion (expanded policy, Student Handbook, 2022, p. 92)

Incapacitation: A person violates this Section if they have sexual contact with someone they know, or should know, to be mentally incapacitated or to have reached the degree of intoxication that results in incapacitation. An individual who is incapacitated cannot communicate Effective Consent to sexual activity. Incapacitation is the inability, temporarily or permanently, to give consent or communicate unwillingness, because an individual is mentally and/ or physically helpless, unconscious, asleep or unaware that the sexual activity is occurring.

Force/Coercion: In some situations, an individual's ability to freely, willingly, and knowingly give Effective Consent is taken away by another person or circumstance.

Timeframe and Complaint Intake

Upon receiving allegations of sexual misconduct that does not fall within the scope of Title IX, the Director, or their designee, will contact the Complainant to discuss the availability of supportive measures (including informing the Complainant that supportive measures are available with or without filing a complaint) and to discuss avenues for their resolution.

Following the initial outreach to the Complainant as set forth above, the Complainant may file a Complaint by submitting an Incident Report or completing a statement to the Office of Student Responsibility and Community Standards providing sufficient information for the University to investigate the allegations contained therein (including but not limited to the name of the Respondent and date, location, and nature of the alleged misconduct).

Understanding that not every student who reports misconduct intends to initiate a Complaint, the Office of Student Responsibility and Community Standards may not proceed with a Formal Investigation and resolution as set forth in Section 2.0 of the Student Handbook in the absence of a filed Complaint. When the Director of the Office of Student Responsibility and Community Standards believes that,

with or without the Complainant's wish to participate in a Formal Investigation, the nature of the allegations warrants an investigation, the Director, or designee, has the discretion to initiate a Formal Investigation by initiating a Complaint. In determining these circumstances the University may consider the following:

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

Where the Director, or designee, initiates the Complaint and Formal Investigation, the Director, or designee, is not a Complainant or otherwise a party under these procedures. Furthermore, the initiation of a Complaint by the Director is not sufficient alone to imply bias or that the Director is responsible for taking a position adverse to the Respondent.

Except for good cause, the University will conclude its investigation, hearing, and appeal process within ninety (90) University business days following a notice of investigation. 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 reasonable scheduling requests or extensions by either or both Parties, to accommodate the availability of witnesses, to account for holidays resulting in University closure, or to address other legitimate reasons.

The Director of Student Responsibility and Community Standards has the discretion to dismiss a complaint when a Complainant notifies the Director or Investigator that they wish to withdraw their complaint. The Director will notify the Respondent when the Complainant withdraws their complaint and explain to both the Complainant and the Respondent whether the investigation will continue or be dismissed.

Notice

When an investigation is initiated, the investigator will provide a written notice of investigation. The notification will include, but is not limited to, the following:

- The name of the Complainant;
- The nature of the reported misconduct and the corresponding sections of the Student Handbook;
- The time, date, and location of the reported incidents, if known;
- The right to an advisor;
- A prohibition of retaliation;
- The name of the assigned investigator; and
- Contact information for the Director, or designee.

If during the investigation, information is provided that discusses different or additional misconduct that was not included in the original notification of investigation, the investigator will provide an amended notice of investigation to the Respondent outlining the additional information.

Upon receipt of the investigative report, the Hearing Officer will provide written notification of charges to both the Respondent and the Complainant. This notification will include:

- Name of the individual assigned as the Hearing Officer to determine responsibility and sanctions, if applicable;
- Sections of the Student Handbook that the Hearing Officer determines are alleged to have been violated;
- Invitation to meet with the Hearing Officer;
- Opportunity to provide questions to be asked of the other Party;
- Opportunity to review the investigative report, including the recommendation of the Investigator.

Investigation

Where a decision has been made to pursue an investigation, the Director, or designee, will assign a trained investigator to conduct a prompt, thorough and impartial investigation of reports of misconduct. All parties and witnesses are expected to provide truthful information. Knowingly providing false or misleading information is a violation of University policy and can subject a Student to disciplinary action. The investigator or designee will provide timely updates, as appropriate or requested, about the timing and status of the investigation.

It is the responsibility of the University, not the parties, to gather relevant evidence, to the extent reasonably possible. The Investigator 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 must have observed the acts in question or have information relevant to the incident and cannot be participating solely to speak about an individual's character. The investigator will determine the relevance of any proffered information, and will not consider statements of personal opinion, rather than direct observations or reasonable inferences from the facts, or statements as to any party's general reputation for any character trait, including honesty. 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. Any records provided by a party become part of the file and are available to review by the opposing party. A Complainant's prior sexual history will never be used as evidence of character or reputation, and will only be considered during an investigation 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. In gathering information, the Investigator may also consider other reports of, or findings of responsibility for, similar conduct by the Respondent to the extent such information is relevant and available. Such information may be relevant to prove motive, intent, absence of mistake, pattern or another material fact. Where a sufficient informational foundation exists, the investigator, in consultation with the Director, will assess the relevance, form, and reliability of the information and determine if it is appropriate for inclusion in the written investigative report for consideration by the Hearing Officer in its determination of responsibility and/or any assigning of a sanction. The Investigator and Director have the discretion to consolidate multiple reports against a Respondent into one investigation if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident. At the conclusion of the investigation, the Investigator will prepare 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. In preparing the report, the investigator will review all facts gathered to determine whether the information is relevant and material to the determination of responsibility given the nature of the allegation. Before the report is finalized, the Complainant and Respondent will be given the opportunity to review a preliminary investigative report that contains all information to be relied upon in reaching a determination. The Complainant and the Respondent may submit any additional comment or information to the investigator within ten (10) business days of the opportunity to review the report.

Upon receipt of any additional information by the Complainant or Respondent, or after the ten (10) day comment period has lapsed without comment, the Investigator will finalize the report. This finalized report will be given to the Hearing Officer.

Hearing Procedures, Determination of Responsibility, and Sanctions

The Hearing Officer is an individual designated by the University to determine responsibility and impose, as appropriate, any sanctions. Both the Complainant and the Respondent will receive a written notification from the Hearing Officer within ten (10) business days from the Hearing Officer's receipt of the investigative report. The Hearing Officer will provide both Parties an opportunity to review the final investigative report and meet with the Hearing Officer separately. The Parties may submit written comments in lieu of or in addition to an in-person meeting with the Hearing Officer. Any Party may submit written questions that they want to be asked by the Hearing Officer of another Party. The Hearing Officer will review the questions prior to them being asked of another Party to ensure they are appropriate and relevant. At the conclusion of the individual meetings, or upon receipt of additional written comment, the Hearing Officer will make a determination as to whether, based on the preponderance of the evidence standard, the Respondent committed an act or acts of misconduct in violation of this Section.

If the Hearing Officer determines that the Respondent is responsible for one or more forms of misconduct, 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. Any determination for sanctions will be rooted in the University's educational mission and institutional values.

Sanctions for Students for a violation of this Section may include: expulsion; suspension; disciplinary probation; mandated counseling assessment which may include anger management course(s), alcohol and/or drug education program(s), and other requirements based upon the counseling assessment; restrictions on campus privileges including restrictions on campus housing or participation in student activities; community service; and/or other education sanctions.

In determining the appropriate sanction, the Hearing Officer may consider the following factors:

- the nature and violence of the conduct at issue;
- the impact of the conduct on the Complainant;
- the impact of the conduct on the University community;

- prior misconduct by the Respondent , including the Respondent 's relevant prior discipline history, both at the University or elsewhere, and any criminal convictions;
- how the University has previously sanctioned similar conduct;
- whether the Respondent has accepted responsibility for the conduct;
- maintenance of a safe and respectful learning, living and working environment;
- protection of the University community; and
- any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate outcome in each case.

Both Parties will receive written notice of the Hearing Officer's findings, any sanctions, the rationale for each and the right to appeal via email.

If a Respondent has been suspended and wishes to return to campus after completing their period of suspension, the University shall notify the Complainant if a.) the Respondent's request to return has been approved and b.) the Complainant is currently enrolled in the University.

Appeals

Either Party may appeal the decision of the Hearing Officer. All appeals are due, in writing, to the Director, or their 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 University Appeal Board (UAB). The members of the appeal panel will be appointed by the Director, or their designee.

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

1. There was a material deviation from the producers set forth in the applicable provisions of the Student Handbook 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 investigation or determination of responsibility, 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 Director of Student Responsibility and Community Standards, 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 written response to an appeal. All parties will receive written notification following the final determination of any appeal.
The anticipated timelines are:	Except for good cause, OSRCS will conclude its investigation, hearing, and appeal process as quickly as possible, within 90 University business days, while ensuing a fair and thorough process following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. OSRCS may extend this time frame for good cause and will communicate any delay in the process in writing to the parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for breaks or vacations, or to address other legitimate reasons.
The decision-making process includes:	**Hearing Procedures, Determination of Responsibility, and Sanctions.** The Hearing Officer is an individual designated by the University to determine responsibility and impose, as appropriate, any sanctions. Both the Complainant and the Respondent will receive a written notification from the Hearing Officer within ten (10) business days from the Hearing Officer's receipt of the investigative report. The Hearing Officer will provide both Parties an opportunity to review the final investigative report and meet with the Hearing Officer separately. The Parties may submit written comments in lieu of or in addition to an in-person meeting with the Hearing Officer. Any Party may submit written questions that they want to be asked by the Hearing Officer of another Party. The Hearing Officer will review the questions prior to them being asked of another Party to ensure they are appropriate and relevant. At the conclusion of the individual meetings, or upon receipt of additional written comment, the Hearing Officer will make a determination as to whether, based on the preponderance of the evidence standard, the Respondent committed an act or acts of misconduct in violation of this Section. If the Hearing Officer determines that the Respondent is responsible for one or more forms of misconduct, 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 recurrence of such misconduct. Any determination for sanctions will be rooted in the University's educational mission and institutional values. Sanctions for Students for a violation of this Section may include: expulsion; suspension; disciplinary probation; mandated counseling assessment which may include anger management course(s), alcohol and/or drug education program(s), and other requirements based upon the counseling assessment; restrictions on campus privileges including restrictions on campus housing or participation in

	student activities; community service; and/or other education sanctions. In determining the appropriate sanction, the Hearing Officer may consider the following factors: • the nature and violence of the conduct at issue; • the impact of the conduct on the Complainant; • the impact of the conduct on the University community; • prior misconduct by the Respondent , including the Respondent 's relevant prior discipline history, both at the University or elsewhere, and any criminal convictions; • how the University has previously sanctioned similar conduct; • whether the Respondent has accepted responsibility for the conduct; • maintenance of a safe and respectful learning, living and working environment; • protection of the University community; and • any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate outcome in each case. Both Parties will receive written notice of the Hearing Officer's findings, any sanctions, the rationale for each and the right to appeal via email. If a Respondent has been suspended and wishes to return to campus after completing their period of suspension, the University shall notify the Complainant if a.) the Respondent's request to return has been approved and b.) the Complainant is currently enrolled in the University.
Resolution options and how the University decides which process to use:	Resolutions will be determined utilizing the Community Standards, as outlined in Section 2.8.4 of the University's Student Handbook.

Sanctions-Statement of Student Rights and Responsibilities and Community Standards	**Sexual Assault**	**Domestic Violence**	**Dating Violence**	**Stalking**
Educational	X	X	X	X
Counseling	X	X	X	X
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

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

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 2023, 2024, 2025

OFFENSE	YEAR	RESIDENTIAL FACILITIES (Subset of On-Campus)	ON CAMPUS (INCLUDES RESIDENTIAL)	*NONCAMPUS PROPERTY	PUBLIC PROPERTY	TOTAL
MURDER, NON-NEGLIGENT MANSLAUGHTER	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
MANSLAUGHTER BY NEGLIGENCE	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
RAPE	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
FONDLING	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
INCEST	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
STATUTORY RAPE	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
ROBBERY	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**

	2025	0	0	NA	0	0**
AGGRAVATED ASSAULT	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
BURGLARY	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
MOTOR VEHICLE THEFT	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
ARSON	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
HAZING	2023	NA	NA	NA	NA	NA
	2024	NA	NA	NA	NA	NA
	2025	0	0	NA	0	0**

*There is no non-campus property associated with this campus. An asterisked zero (0**) indicates the zero value has been reviewed and confirmed in the Totals section

Arrests and Referrals for Disciplinary Action for 2023, 2024, 2025

OFFENSE	YEAR	RESIDENTIAL FACILITIES (Subset of On-Campus)	ON-CAMPUS (INCLUDES RESIDENTIAL)	*NONCAMPUS LOCATIONS	PUBLIC PROPERTY	TOTAL
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**

DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
ARRESTS: DRUG ABUSE VIOLATIONS	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
DISCIPLINARY ACTION: DRUG ABUSE VIOLATIONS	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
ARRESTS: LIQUOR LAW VIOLATIONS	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
DISCIPLINARY ACTION: LIQUOR LAW VIOLATIONS	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**

*There is no non-campus property associated with this campus. An asterisked zero (0**) indicates the zero value has been reviewed and confirmed in the Totals section

Dating Violence, Domestic Violence, Stalking for 2023, 2024, 2025

OFFENSE	YEAR	RESIDENTIAL FACILITIES (Subset of On-Campus)	ON-CAMPUS (INCLUDES RESIDENTIAL)	*NON-CAMPUS LOCATIONS	PUBLIC PROPERTY	TOTAL
DATING VIOLENCE	2023	0**	0**	NA	0**	0**
	2024	0**	0**	NA	0**	0**
	2025	0**	0**	NA	0**	0**
DOMESTIC VIOLENCE	2023	0	0	NA	0	0**

	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**
STALKING	2023	0	0	NA	0	0**
	2024	0	0	NA	0	0**
	2025	0	0	NA	0	0**

*There is no non-campus property associated with this campus.
Dating violence in the State of Missouri meets the definition of Domestic Violence and will be counted in that category. An asterisked zero (0) indicates the zero value has been reviewed and confirmed in the Totals section

Hate Crimes for the SLU Reis Biological Station

- No hate crimes were reported during the calendar year 2023, 2024, or 2025 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 during the calendar year 2023, 2024 or 2025 at the Reis Biological Station campus.

2026 ANNUAL FIRE SAFETY REPORT

This report contains the fire statistics for calendar years 2023, 2024, 2025 and the policies and procedures for the academic year 2026-2027.

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 calendar year 2025-2026, no fire drills were completed.

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 log. If you wish to view logs older than the most recent 60 days, please contact Lt. Joseph Hooper, Clery Compliance Manager, at joseph.hooper@slu.edu or on the main SLU campus at the Wool Center, Room 114E (main campus), or via phone at 314.977.7129. 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.

BUILDING NAME	Fire Alarm (FA) System	Waterflow monitored by fire alarm or fire alarm called in to SLU	Fire Alarm Monitored by SLU via phone lines	Automatic Fire Sprinkler (SP) System	Fire Pump	Standpipe System	Fire Alarm Initiating Smoke Detector	Battery Operated or Single Station Smoke Detection	CO Detection	HVAC Duct Detection	Portable Fire Extinguisher Devices	Kitchen Hood Suppression Systems	Posted Evacuation Plans	Number of fire drills held during prior calendar year
1266 MO 8, Darter Lodge								X			X			0
1266 MO 8, Cabin 1								X			X			0
1266 MO 8, Cabin 2								X			X			0
1266 MO 8, Cabin 3								X			X			0
1266 MO 8, Cabin 4								X			X			0
1266 MO 8, Cabin 5								X			X			0
1266 Mo 8, Cabin 6								X			X			0

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.

2025 Fire Statistics for On-campus Student Housing Facilities

RESIDENCE HALLS	Total # of fires in each bldg.	Fire #	Cause & Category	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Property Damage Value
1266 MO 8, Darter Lodge	0	0		0	0	0
1266 MO 8, Cabin 1	0	0		0	0	0
1266 MO 8, Cabin 2	0	0		0	0	0
1266 MO 8, Cabin 3	0	0		0	0	0
1266 MO 8, Cabin 4	0	0		0	0	0
1266 MO 8, Cabin 5	0	0		0	0	0
1266 Mo 8, Cabin 6	0	0		0	0	0

2024 Fire Statistics for On-campus Student Housing Facilities

RESIDENCE HALLS	Total # of fires in each bldg.	Fire #	Cause & Category	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Property Damage Value
1266 MO 8, Darter Lodge	0	0		0	0	0
1266 MO 8, Cabin 1	0	0		0	0	0
1266 MO 8, Cabin 2	0	0		0	0	0
1266 MO 8, Cabin 3	0	0		0	0	0
1266 MO 8, Cabin 4	0	0		0	0	0
1266 MO 8, Cabin 5	0	0		0	0	0
1266 Mo 8, Cabin 6	0	0		0	0	0

2023 Fire Statistics for On-campus Student Housing Facilities

RESIDENCE HALLS	Total # of fires in each bldg.	Fire #	Cause & Category	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Property Damage Value
1266 MO 8, Darter Lodge	0	0		0	0	0
1266 MO 8, Cabin 1	0	0		0	0	0
1266 MO 8, Cabin 2	0	0		0	0	0
1266 MO 8, Cabin 3	0	0		0	0	0
1266 MO 8, Cabin 4	0	0		0	0	0
1266 MO 8, Cabin 5	0	0		0	0	0
1266 Mo 8, Cabin 6	0	0		0	0	0

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 2026-2027 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.

Manslaughter by Negligence: 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.

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that:

(1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical injury, mental harm, or degradation.

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

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

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

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

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Sex Offenses

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

***Rape*:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances in which the victim is incapable of giving consent.

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

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

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

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

HATE CRIMES

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

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

Vandalism*:* To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

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

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

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

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

Other Offenses

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

(1) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(2) For the purpose of this definition, dating violence includes but is not limited to,

sexual or physical abuse or the threat of such abuse and does not include acts covered under the definition of domestic violence.

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

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

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

(1) Fear for the person's safety or the safety of others; or
(2) Suffer substantial emotional distress.
(3) For the purpose of this definition, Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
(4) Report the location as where a perpetrator engaged in the stalking course of conduct or where a victim first became aware of the stalking.
(5) Report any additional behaviors that meet the above definition of Stalking if they occur or continue to occur after an official intervention has been put in place, including, but not limited to, an institutional disciplinary action or the issuance of a no contact order, restraining order or any warning by the institution or a court.

NOTE: Additions from 2014 VAWA Negotiated Rulemaking Final Consensus Language

Appendix B

Links to additional Resources

- SLU's Title IX Sexual Harassment Policy
  - https://slu.policystat.com/policy/token_access/4723d1ac-92fb-4985-8321-b2dc21d517d3/

- SLU's Investigation and Hearing Procedures for Student Responsibility and Community Standards
  - https://catalog.slu.edu/student-handbook/rights-responsibilities-community-standards/investigation-hearing-procedures/

- U.S Department of Education: Campus Security
  - https://www2.ed.gov/admins/lead/safety/campus.html

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Any questions about this document please contact Lt. Joseph Hooper, Clery Compliance Manager, Saint Louis University, at 314.977.3405 or joseph.hooper@slu.edu