2023 Annual Security and Fire Report

Information for the Joe and Loretta Scott Law Center

SAINT LOUIS UNIVERSITY

This information is provided in compliance with federal law, known as the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. It contains the required crime and fire statistics for the calendar years 2020, 2021, 2022 and the policies and procedures for the academic year 2023-2024. There are no residential halls or non-campus property associated with this campus.

TABLE OF CONTENTS

Introduction 3
Reporting Crimes and Emergencies Promptly 3
Department Authority 6
Monitoring Off Campus Criminal Activity 6
Pastoral and Professional Counselors 7
Preparation of the Annual Disclosure of Crime Statistics Report 7
Reporting Crimes on a Voluntary, Confidential Basis 8
Access to Campus Facilities 8
Timely Warning 9
Emergency Notification 10
General Evacuation Procedures 11
Security Awareness & Crime Prevention Programs 16
Missing Student Protocol 18
Crime Log information 20
Alcohol/Drug Policies and Prevention Programs 20
Information on Sexual Assault, Domestic Violence, Dating Violence, and Stalking 23
Bystander Intervention/Risk Reduction 32
Programs to Prevent VAWA Crimes 34
Procedures You Should Follow if a VAWA Crime Occurs 37
Involvement of Law Enforcement and Campus Authorities 38
Reporting a VAWA Crime 39
Procedures the University will follow if a VAWA Crime is Reported 39
Orders of Protection, No contact Orders 45
Supportive Measures 48, 69
On and Off Campus Resources 49
Confidentiality 52
Adjudication of VAWA Offenses 52
Notification to Victims of Crimes of Violence 70
Adam Walsh Child Protection Act (Sex Offender Registration Website Address) 70
2020-2022 Crime Statistics for the Scott Law Center 70
2020-2022 Hate Crimes for Scott Law Center 72
Appendix A: Clery Act Crime Definitions 73
Appendix B: Additional Resources 77

Hello Billikens and welcome to campus!

The Saint Louis University Department of Public Safety and Emergency Preparedness (DPS) is excited to be part of your journey here at SLU. All of us at DPS are committed to making your experience here at SLU a positive one. The Department of Public Safety works hard to provide a safe and secure environment and believes an informed community is a stronger community. The DPS team strongly believes that communication, information, and trust are key components to this successful collaboration.

One method of providing critical information to the SLU community is the Annual Security Report (ASR). Publication of this report is required by the ***Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Higher Education Opportunity Act of 2008, and the 2013 Reauthorization of the Violence against Women Act*** and includes statistics for the previous three calendar years concerning reported crimes and several campus safety policies and procedures. This report covers the Scott Law Center (SLC) campus and it does not have any residential halls or non-campus properties associated with it.

The Department of Public Safety and Emergency Preparedness (DPS) partners with several other departments and agencies to compile and ensure the accuracy of the information contained in this report. The Office of Institutional Equity and Diversity, Office of Student Responsibility and Community Standards, Student Involvement Center, Athletics, and the Saint Louis Metropolitan Police Department are just a few of the "key players" that assist us in its preparation. I encourage all community members to take a few minutes and review this document. If you have any questions, please feel free to contact, Michael Parkinson, Assistant Director of Emergency Preparedness and Clery Compliance, at 314.977.7129 or email at michael.parkinson@slu.edu.

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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 Annual Security Report in an effort to foster a safe and informed community. This report includes information on crime prevention, crime reporting, and crime 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.

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 "Scott Law Center" Report. Hard copies of the report may be obtained at the Department of Public Safety and Emergency Preparedness office located at the Wool Center Building, room 114 during normal business hours.

THE JOE AND LORETTA SCOTT LAW CENTER

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

REPORTING CRIMES AND EMERGENCIES PROMPTLY

To help provide a safe and secure environment, all members of the SLU community, including campus visitors, are expected, requested, and encouraged to report all crimes, emergencies, and public safety related incidents accurately and promptly to DPS and/or the Saint Louis Metropolitan Police Department (SLMPD). Reporting is strongly encouraged even if the victim of a crime elects to or is unable to (due to physical and mental

incapacitation), make such a report. Reporting may be accomplished by contacting DPS directly at 314.977.3000 or in person at the Wool Center, Room 129 (dispatch center). *If there is an actual emergency requiring police, fire, or medical response, please call 911 or DPS.*

Members of the community are helpful when they immediately report crimes or emergencies to DPS, Title IX, OSRCS, DOS, or the OIED offices. 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. The contact for these offices is listed below.

Crimes can be reported to the following departments on campus:

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

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

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

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

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

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

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

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

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

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

IMPORTANT RESOURCES – DEPARTMENT PHONE NUMBERS

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
Institutional Equity and Diversity	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

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

DEPARTMENT AUTHORITY

Although DPS officers are not sworn police officers, they are granted very limited arrest powers through the St. Louis Board of Police Commissioners issuance of a Missouri Private Security License. This license allows officers to make an arrest (detain only and not a full custody arrest) and to search and seize evidence related to an arrest as long as the crime was committed in their presence and on University property. Officers can make arrests for felonies that did not occur in their presence if reasonable grounds exist that the offense was committed by the person the officer is arresting and it occurred on University property. The Missouri Private Security License requirement limits the jurisdiction of DPS officers to only having authority on University owned and controlled property.

Additionally, SLU contracts with an outside security company (AUS) to monitor some of our administrative facilities, including the front desk at the Scott Law Center. A contract officer works the main lobby entrance from 7a.m to 4p.m and a contract officer or DPS officer covers the lobby from 4 p.m. to midnight, seven days a week. Contract security officers are required to have a Missouri Private Security License but are only expected to observe and report all crimes immediately to DPS. They are restricted to working their assigned post only on SLU property. DPS officers will respond from the main campus to the SLC when needed as well as provide additional patrols when available.

Although DPS does not have any written "memorandum of understanding" (MOU) agreements with local and state law enforcement agencies for response to or investigation of alleged criminal offenses, they maintain a strong working relationship with the St. Louis Metropolitan Police Department, Missouri Highway Patrol, and other regional, state, and federal law enforcement authorities.

MONITORING CRIMINAL ACTIVITY AT NON-CAMPUS LOCATIONS

During the calendar year 2022, the University had no off-campus student organization facilities or other non-campus property associated with this campus.

PASTORAL AND PROFESSIONAL COUNSELORS (CRIME REPORTING)

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

The final rule defines counselors as:

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

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

PREPARATION OF THE ANNUAL DISCLOSURE OF CAMPUS CRIME STATISTICS

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

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

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

VOLUNTARY CONFIDENTIAL REPORTING

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

SECURITY OF AND ACCESS TO CAMPUS FACILITIES /MAINTENANCE CONSIDERATIONS FOR CAMPUS FACILITIES AND RESIDENCE

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and visitors. The University encourages an open environment with limited constraints to ensure reasonable protection of all members of the community. The academic and administrative buildings are open, at a minimum, during normal business hours. Most facilities have individual hours, and the hours may vary at different times of the year. Access to some of these buildings is controlled by card access after normal business hours, and these buildings have varied levels of access. For information about the access protocol for the SLC, see the building manager, a department head, or contact public safety at 314.977.3000. The SLC is currently scheduled to be open from 7 a.m. to Midnight, seven days a week.

SLU is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. Members of Facilities Services and DPS periodically survey the campus to ensure campus lighting is adequate and the landscape appropriately controlled. Officer's conduct routine checks of lighting on campus during regular assigned patrol duties. If they observe that lights are out or very dim, they will initiate a service request for facilities to repair the problem. We encourage community members to report any deficiency in lighting to facilities at 314.977.2955 or DPS at 314.977.3000. Facilities personnel are also available to respond to calls for service regarding unsafe facility conditions. These conditions may include unsafe steps and handrails, unsecured equipment, etc. Public safety officers and facilities personnel, on a scheduled basis, check the

University's emergency blue light phones, fire extinguishers, sprinkler valves, panic alarms, ADA doors, CCTV systems, AED's etc., and document their findings by completing a work order for any problems they find while checking the equipment.

TIMELY WARNING

The Timely Warning and Emergency Notification protocol on the main campus applies to the SLC campus. At this time, the University is unable to segment a timely warning or emergency notification strictly to the SLC, 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	Assistant Director of Public Safety	Assistant VP of Public Safety or designee	Assistant VP of Public Safety or designee	Assistant 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. Representative from MARCOM, Title IX and General Counsel may assist with creation of the message	Assistant 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. Representative from MARCOM, Title IX and General Counsel may assist with creation of the message	Assistant 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.

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

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 Assistant Director of Emergency Management and Clery Compliance. Students and employees are provided the locations of the emergency exits in their buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The 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 the physically impaired. 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." If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors. To "shelter-in-place" means to make a shelter of the building that you are in until it is safe to go outside. This means that if an incident occurs and the building you are in is not damaged; stay inside in an interior room until you are told it is safe to come out.

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

required to provide adequate follow-up information to the community as needed.

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, employee and visitors.

If DPS, in conjunction with other campus officials (Facilities, Student Health Center, Student Development, etc.) or local first responders (Saint Louis Metropolitan Police Department, St. Louis City Fire Department, MO Highway Patrol, etc.) confirm there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of our community, DPS and/or designees, will collaborate, if needed, to determine the content of the message and they will initiate some or all of the systems listed below to communicate the threat to the University community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. Since SLU is an active and open campus, isolating notification to a particular building or part of campus may not be practical unless doing so could be done without jeopardizing the safety of the community. For example, if a serious gas leak can be contained to 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 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	Assistant 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	Assistant Director of Public Safety
Postings in Residence Halls	Assistant VP of Public Safety or designee	Assistant 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	Assistant 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 (DPS, Saint Louis Metropolitan Police Department, City of Saint Louis, etc.), compromise the efforts to assist a victim or to contain, respond to, or

otherwise mitigate the emergency.

ANNUAL NOTIFICATION & TESTING

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

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

During orientation in August and throughout the year, students are informed about a variety of programs offered by DPS and other key campus departments. These programs include Run, Hide, Fight, SLU 101, Self-Defense, Alcohol & Drug Awareness, AED/CPR, etc.

DPS, Title IX, Office of Student Responsibility and Community Standards, and the Campus Wellness & Recreation departments, provide a variety of programs dealing with sexual assault, alcohol and drug education, stalking, domestic and dating violence, bystander intervention, risk reduction strategies, etc.

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

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

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

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

- Transportation Services offers the SLU-RIDE safety escort program. Rides can be requested via an online request or by downloading the Tap Ride app and selecting "SLURide-Saint Louis University" from the list. The hours for the SLU-RIDE program during the semester are subject to change but generally are:
    - Monday through Wednesday: 6 p.m. to 1 a.m.
    - Thursday: 6 p.m. to 2 a.m.
    - Friday: 6 p.m. to 3 a.m.
    - Saturday: 7 a.m.. - 3 a.m.
    - Sunday: 12:00 p.m. to 1 a.m.
    - Break Hours: 6 p.m. to 12 a.m. daily

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

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

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

- During the 2022-2023 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 2022-2023, SLU offered 25 SLU 101sessions to over 2,550 attendees.

    - Self-Defense training – Open to students and employees, this course is a basic self-defense course. In 2022-2023, SLU offered 1 class for 40 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. In 2022-2023, SLU provided 2,398 sessions on-line. All new employees are provided a link to watch the training video.

    - AED/CPR training – Available to students and employees, SLU uses the American Heart Association's BLS Provider Training to teach individuals how to perform CPR and utilize and AED on adults, children, and infants.

In 2022-2023, SLU offered 11 CPR/AED classes for 80 attendees.

- Alcohol and drug awareness – Available to students and employees, this course examines how alcohol and drugs can affect careers and personal life. In 2022-2023, 2,922 students participated in an Alcohol educational seminar (Alcohol Edu). SLU offered 12 Alcohol and drug awareness workshops to members of student organizations. SLU offered biweekly Alcohol and Drug Awareness classes (SLU Harm and Alcohol Reduction Program) for 137.

- 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 2022-2023, SLU offered 5 sessions for 75 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 2022-2023, SLU offered 1 fire safety class for 140 attendees.

- General Safety – Open to students and employees, this program can be tailored to a specific crime prevention or safety topic. In 2022-2023, SLU offered 9 General Safety programs for 1,080 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 2022-2023, DPS conducted 49 Fire Drills.

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

MISSING STUDENTS WHO RESIDE IN ON-CAMPUS HOUSING

Although SLC does not have on-campus housing, since many of our students live on the main campus that is only 2 miles from the SLC, this information was included.

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

- **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**
  Wuller Hall, 2nd Floor North
  314.977.7326

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

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.

CRIME LOG

Public safety maintains a daily crime log at the SLC that records all crimes reported by Campus Security Authorities and local law enforcement that occurr on SLC property and on the public property that borders the building and parking structure. The Crime Log is open for public inspection and is available in the lobby of the SLC during normal business hours at 100 North Tucker, Saint Louis, MO 63101. Our process for maintaining and posting the daily crime log complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (as amended in October 1998).

The crime log includes:

- The date and time the crime was reported, the date and time the crime occurred, its nature, the general location where it occurred, and the disposition of the complaint, if the disposition is known at the time the log is created.

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

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

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

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

ALCOHOL AND DRUG POLICIES

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:

- 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, 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, Wuller Hall, 2nd Floor or on-line at https://www.slu.edu/student-development/dean-of-students/drug-free-schools.php.

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

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

ALCOHOL AND DRUG PREVENTION PROGRAMS

The SLU Harm and Alcohol Reduction Program (SHARP) was created to help students make better decisions regarding alcohol and other substance abuse. The SHARP 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 Standards 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 the inaugural Alcohol and Other Drug Awareness Week, February 6-10, 2023, which included programming on recognizing alcohol problems, a SHARP 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.

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

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

SLU prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the University community. Toward that end, SLU issues this statement of policy to inform the campus community of our programs to address dating violence, domestic violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking. Institutional disciplinary procedures will depend on whether an incident occurs under the jurisdiction of the 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 complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  ii. For the purposes of this definition—
    A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    B) Dating violence does not include acts covered under the definition of domestic violence.
  iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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

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

  - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim,

including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

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

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

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

- **Domestic Violence:** The state of Missouri defines domestic violence as follows:

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

  - **Domestic Assault-Second degree as defined in Missouri State Code RSMo. 565.073 (Class C Felony)**

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

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

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

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

- **Dating Violence:** The state of Missouri does not have a definition of dating violence.

- **Sexual Assault:** The state of Missouri defines sexual assault as follows:
    - **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

- S**exual abuse in the first degree. RSMo. 566.100** (Fondling under MO statutes)
    1. A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.
    2. The offense of sexual abuse in the first degree is a class C felony unless the victim is less than fourteen years of age, or it is an aggravated sexual offense, in which case it is a class B felony.
- **Sexual abuse in the second degree, penalties: RSMo 566.101**
    1. A person commits the offense of sexual abuse in the second degree if they purposely subject another person to sexual contact without that person's consent.
    2. The offense of sexual abuse in the second degree is a class A misdemeanor, unless it is an aggravated sexual offense, in which case it is a class E felony.
- **566.032. Statutory rape and attempt to commit, first degree, penalties.**
    1. A person commits the offense of statutory rape in the first degree if they have sexual intercourse with another person who is less than fourteen years of age.
    2. The offense of statutory rape in the first degree or an attempt to commit statutory rape in the first degree is a felony for which the authorized term of imprisonment is life imprisonment or a term of years not less than five years, unless:
        (1) The offense is an aggravated sexual offense, or the victim is less than twelve years of age in which case the authorized term of imprisonment is life imprisonment or a term of years not less than ten years; or
        (2) The person is a persistent or predatory sexual offender as defined in section 566.125 and subjected to an extended term of imprisonment under said section.
- **568.020. Incest — penalty.**
    1. A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her:
        (1) Ancestor or descendant by blood or adoption; or
        (2) Stepchild, while the marriage creating that relationship exists; or
        (3) Brother or sister of the whole or half-blood; or
        (4) Uncle, aunt, nephew, or niece of the whole blood.

2. The offense of incest is a class E felony.
3. The court shall not grant probation to a person who has previously been found guilty of an offense under this section.

- **Stalking:** The state of Missouri defines stalking as follows:
  - **Stalking as defined in Missouri State Code 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 they purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and:
       (1) Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or
       (2) At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or
       (3) At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or
       (4) At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or
       (5) They have previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or
       (6) At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.
    3. Any law enforcement officer may arrest, without a warrant, any person they have probable cause to believe has violated the provisions of this section.
    4. This section shall not apply to activities of federal, state, county, or

municipal law enforcement officers conducting investigations of any violation of federal, state, county, or municipal law.

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

- **Consent:** The state of Missouri defines consent, in relation to sexual activity, as follows:
    - **Consent as defined in Missouri State Code as RSMo. 556.061(14)**

  Consent or lack of consent may be expressed or implied.

  Assent does not constitute consent if:

  a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or
  b) It is given by a person who by reason of youth, mental disease or defect, or intoxication, is manifestly unable to (or known by the actor to be unable to) make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or
  c) It is induced by force, duress, or deception.

SLU'S DEFINITION OF CONSENT AS IT RELATES TO SEXUAL ACTIVITY

What is Effective Consent:

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

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

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

What is NOT Effective Consent:

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

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

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

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

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

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

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

- A verbal "no," even if perceived to be indecisive constitutes a lack of consent.

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

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

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

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

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

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 the SLU's Title IX Sexual Harassment Policy governing sexual misconduct that occurs within the scope of Title IX, visit https://slu.policystat.com/policy/token_access/4723d1ac-92fb-4985-8321-b2dc21d517d3/

HOW TO BE AN ACTIVE BYSTANDER

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

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

Risk reduction refers to options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence. **With no intent to place blame on those who have experienced any form of abuse and recognizing that only abusers are responsible for their abuse**, the following are some strategies to reduce one's risk of

[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

sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you do not 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. **Do not allow yourself to be isolated** with someone you do not trust or someone you do not 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. **Do not leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you have left your drink alone, just get a new one.
11. **Do not accept drinks from people you do not 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, do not 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.** Do not feel obligated to do anything you do not 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 do not 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, on what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
C. Defines what behavior and actions constitute consent to sexual activity in the State of Missouri as well as at Saint Louis University;
D. Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to

intervening, identifying safe and effective intervention options, and acting to intervene;

E. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.
F. Information regarding:
    a) Procedures the individual impacted by sexual violence or abuse should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs".
    b) How the University will protect the confidentiality and privacy 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.

The following **primary prevention and awareness programs for all incoming students** offered during the 2022-2023 academic year (including summer 2023) 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
Vector-Sexual Assault Prevention	Various/Start of the Semester	On-Line	SA, DV, DAV, S, BI	All Incoming Students Required to Complete
CP1 Sessions	Various times in the fall semester	Online/Zoom	SA, DV, DAV, S, BI	All CP1 Sections

SLU 101 Sessions	Various dates and times during June and July 2023	Busch Student Center	SA, DV, DAV, S, BI	22 Sessions
Fall Welcome Resource Fair	8/22/22	Busch Student Center	SA, DV, DAV, S, BI	1 Program

The **primary prevention and awareness programs for all new employees** offered during the 2022-2023 academic year (including summer 2023) include:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS
New Employee Orientation	On-going	Wool Center/On-Line	SA, DV, DAV, S	Ongoing
Vector-Preventing Harassment and Discrimination for Non-Supervisors with Title IX and Clery	On-going	On-Line	SA, DV, DAV, S, BI	All New Employees are Required to Complete
New Faculty Resource Fair	8/17/22	Busch Student Center	Title IX/BI	1 Program
SLU 101 Sessions	Various dates and times during June and July 2023	Busch Student Center	SA, DV, DAV, S, BI	22 Sessions

The **ongoing prevention and awareness campaigns for students** offered during the 2022-2023 academic year (including summer 2023) include:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS/Attendees
Vector- Sexual Assault Prevention for Undergraduate, Graduate, and Adult Learners	Throughout the year	Online	SA, DV, DAV, S, BI	Ongoing
SHARP for Community Standards	Aug 22 - July 23	Wuller Hall	BI	32 Programs
Title IX for HRL	8/05/22	Busch Student Center	SA, DV, DAV, S, BI	1 Program
Title IX for HRL	8/10/22	Busch Student Center	SA, DV, DAV, S, BI	1 Program
Health and Promotion-HRL	8/10/22	Zoom/On-Line	BI	1 Program
Title IX for SLU Law	8/17/22	Scott Law Center	SA, DV, DAV, S, BI	1 Program
Title IX for Oriflamme	8/15/22	Busch Student Center	SA, DV, DAV, S, BI	1 Program
Title IX for Graduate Students	8/17/22	DuBourg Hall	SA, DV, DAV, S, BI	1 Program
Title IX for HRL (Make-up)	8/22/22	Zoom	SA, DV, DAV, S, BI	1 Program
Speak About it Event	8/22/22	Busch Student Center	SA, DV, DAV, S, BI	1 Program
Title IX for Athletes	Aug-Oct 2022	Chaifetz	SA, DV, DAV, S, BI	9 Program
Fall 2022 Pride Reception	8/29/22	CGC	SA, DV, DAV, S, BI	1 Program
SHARP for PHA	September 2022	Morrissey Hall	BI	6 Programs
SHARP for IFC	Sept. 22, Oct 22	Busch Student Center	BI	3 Programs
Fresh Check Fair	9/07/22	Wuller Hall	SA, DV, DAV, S, BI	1 Program
Title IX for Campus Ministry	9/14/22	Wuller Hall	SA, DV, DAV, S, BI	1 Program
Title IX for Griesedieck (9th fl)	9/26/22	Griesedieck Hall	SA, DV, DAV, S, BI	1 Program

Title IX for Grand Hall (9th fl)	10/07/22	Grand Hall	SA, DV, DAV, S, BI	1 Program
Title IX for ISA	10/20/22, 11/16/22, 12/01/22	Lee Lecture Hall	SA, DV, DAV, S, BI	1 Program
Title IX for CJ Class	11/03/22	DuBourg Hall	SA, DV, DAV, S, BI	1 Program
Heat Training for Peer Educators	11/18/22	DuBourg Hall	SA, DV, DAV, S, BI	1 Program
SHARP for ISA	12/2/22	Morrissey Hall	BI	1 Program
Title IX for Kappa Alpha Theta	3/27/23	ISE Building	SA, DV, DAV, S, BI	1 Program
Can I Kiss You	4/3/23	Busch Student Center	SA	1 Program
Title IX Resource Fair	4/3/23,5/30/23	Busch Student Center	SA, DV, DAV, S, BI	1 Program
Title IX SGA Wellness Fair	5/9/23	North Campus-Quad	SA, DV, DAV, S, BI	1 Program

The following **on-going awareness and prevention campaigns for employees** offered during the 2022-2023 academic year (including summer 2023) include:

NAME OF PROGRAM	DATE HELD	LOCATION HELD	TOPIC	NUMBER OF PROGRAMS
Everfi-Preventing Harassment and Discrimination for Non-Supervisors with Title IX and Clery	All employees have to complete it.	Online/Zoom	SA, DV, DAV, S, BI	1 Program
Title IX for HRL	8/5/22	Online/Zoom	SA, DV, DAV, S, BI	1 Program
Title IX for HRL	8/10/22	Spring Hall	SA, DV, DAV, S, BI	1 Program
Title IX for Sodexo Employees	08/10/22, 1/10/23	Video/Zoom	A, DV, DAV, S, BI	1 Program
Title IX for Campus Ministry	9/14/22, 10/18/22	Wuller Hall	SA, DV, DAV, S, BI	1 Program
Title IX for Athletic Training/PT	9/19/22	Allied Health	SA, DV, DAV, S, BI	1 Program
Fall 2022 Pride Reception	8/29/22	CGC	SA, DV, DAV, S, BI	1 Program
Title IX for Campus Ministry	9/14/22	Wuller Hall	SA, DV, DAV, S, BI	1 Program
Title IX for CJ Class	11/03/22	DuBourg Hall	SA, DV, DAV, S, BI	1 Program
Title IX for ODEI	1/24/23	Beaumont Conf Room	SA, DV, DAV, S, BI	1 Program
Title IX for Faculty	2/22/23, 4/3/23	Scott Law Center	SA, DV, DAV, S, BI	1 Program
Title IX Resource Fair	4/3/23,5/30/23	Busch Student Center	SA, DV, DAV, S, BI	1 Program
Title IX SGA Wellness Fair	5/9/23	North Campus-Quad	SA, DV, DAV, S, BI	1 Program
Title IX for SLU 101 Leadership	05/22/23	Busch Student Center	SA, DV, DAV, S, BI	1 Program

PROCEDURES COMPLAINANT SHOULD FOLLOW IF A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING OCCURS

After an incident of sexual assault, dating violence, domestic violence, or stalking, the complainant should consider seeking medical attention as soon as possible at St. Louis University Hospital located at 1201 South Grand Avenue, St. Louis, MO 63110. 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 regard to the testing of the evidence:

1. Report the incident to the police and have the kit tested.
2. Have the hospital keep the test on file at the hospital to be tested later (may be required to provide 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 an order of protection. In circumstances of sexual assault, if the complainant does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

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

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a complainant chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with DPS or other law enforcement to preserve evidence. If the complainant decides to report the incident to law enforcement or the University at a later date, it will assist in the investigation 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 an incident involving a sexual assault, domestic violence, stalking, and dating violence, to the police please contact the St. Louis Metropolitan Police Department by calling 314.231.1212 or 911 in an emergency. An officer will respond to your location to take the

[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."

initial report. In most cases, the incident will be referred to the appropriate department for further investigation, e.g. sex crimes for incidents of rape, fondling, etc. or the Domestic Violence Unit for incidents of dating and domestic violence, stalking, etc. You may also report crimes in person at SLMPD Police Station at 919 North Jefferson Street. If you need assistance notifying the police department, please contact DPS or the Title IX Coordinator and they will assist you with contacting the appropriate law enforcement agency. Additional information about the St. Louis Metropolitan Police department may be found online at: http://www.slmpd.org/.

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

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident immediately to Anna Kratky, Title IX Coordinator, in person by visiting DuBourg Hall, Room 36, via phone at 314.977.3886 or 314. 580.8730 (after hours), or via email at anna.kratky@slu.edu. A report can also be made to the Department of Public Safety and Emergency Preparedness in person at the Wool Center, Room 114 or via phone at 314.977.3000 (if the complainant so desires.) Reports of all domestic violence, dating violence, sexual assault and stalking made to DPS will be referred to the Title IX Coordinator whether or not the complainant chooses to pursue criminal charges.

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

The University has procedures in place that serve to be sensitive to the complainant who reports a sexual assault, domestic violence, dating violence, and stalking. This includes 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. This includes services both on and/or off campus as well as additional remedies to prevent contact between a complainant and a respondent such as housing, academic, transportation and working accommodations, if reasonably available. The University will implement such Supportive Measures, if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to DPS, local law enforcement, or initiate a university investigation through a Formal Complaint. To get further assistance, students and employees should contact Anna Kratky, Title IX Coordinator, by visiting in person at the Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, via phone at 314.977.3886 or 314.580.8730 (after hours), or via email at anna.kratky@slu.edu to get further assistance.
If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

Incident Being Reported:	Procedure SLU will Follow:	Evidentiary Standard
SEXUAL ASSAULT	1. Upon request, SLU will provide the complainant with access to medical	Saint Louis University uses the preponderance of the evidence

	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 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	standard.

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

	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 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	
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 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	Saint Louis University uses the preponderance of the evidence standard.

	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.

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

SLU complies with Missouri law in recognizing orders of protection. In Missouri, a person can receive an ex parte order, which is a temporary order quickly issued by the court and

subsequently, a full order of protection, which is granted after a court hearing is held. A complainant can petition to receive an ex-parte order by going to the Adult Abuse Office, 9th floor, Civil Court Building, 10 North Tucker, St. Louis, MO 63101. Police can also issue a temporary ex-parte order at the police department after hours if needed. 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 **https://ago.mo.gov/docs/default-source/publications/domesticviolence.pdf?sfvrsn=4**

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 may 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 be subject to arrest for trespassing.

SUPPORTIVE MEASURES AVAILABLE FOR VICTIMS

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, SLU will provide written notification to students and employees about supportive measures available to them, including academic, living, transportation, protective orders, and working situations. The written notification will include information regarding the supportive 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 Institutional Equity and Diversity, DuBourg Hall, Room 36, via phone at 314.977.3886 or 314.580.8730 (after hours), or via email at anna.kratky@slu.edu to get further assistance.

At the complainant's request, and to the extent of the complainant's cooperation and consent, University offices will work cooperatively to assist the complainant in obtaining supportive measures. If reasonably available, a complainant may be offered changes to academic, living, working, 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

(Additional Resources located in the Title IX/Sexual Harassment Policy link located in Appendix B)

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

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 Institutional Equity and Diversity	DuBourg Hall, Room 36 221 N. Grand Blvd. 314.977.3886 SLU Integrity Hotline Submission on-line (https://www.slu.edu/compliance-ethics/hotline.php) or by calling 1-877-525-5669. (24 hours)
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	Dir. of the Office of Institutional Equity and Diversity: Resource for employees and students regarding diversity, EEO, and harassment policies.	Office of Institutional Equity and Diversity	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 a 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, Sexual Assault Nurse Examiner available	St. Louis University Hospital	3635 Vista Avenue St. Louis, MO 63110 314.577.8000
	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
	Thirty-nine bed domestic violence program for abused women and their children.	Kathy J. Weinman Shelter	www.co.stlouis.mo.us/dhs/kjweinmanshelter.html 314-423-1117
Legal Assistance	Providing legal help to low-income and disadvantaged in Missouri.	Legal Services of Missouri	4232 Forest Park Avenue Saint Louis, MO 63108 314-535-4200
Visa and Immigration Assistance	Government agency that oversees lawful immigration to the United States.	ISCIS Office	Robert A. Young Federal Building, 1222 Spruce Street, Room 2205 Saint Louis, MO 63103-2815 1-800-375-5283
Student Financial Aid	Student financial aid resource	Department of Education	https://studentaid.ed.gov/sa/
Law Enforcement	Law enforcement services	St. Louis Metropolitan Police Department	919 N. Jefferson Street Saint Louis, MO 63106 314-231-1212

*SANE nurses have received specialized training to conduct sexual assault forensic examinations for the collection of evidence.

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 the specific location where an incident is

reported to have occurred when reporting the location could inadvertently identify the victim.

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

The following statements apply to all procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, regardless of whether the alleged conduct will be resolved in accordance with the 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, Wuller Hall, 2nd Floor North, 314.977.7326; conduct@slu.edu ● Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, 314.977.3838 ● SLU Integrity Hotline as a reporting option 1-877-525-5669 or https://www.lighthouse-services.com/_StandardCustomURL/LHILandingPage.asp
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 Institutional Equity and Diversity, the Division of Human Resources, or other appropriate office. ● Once the Title IX Coordinator has confirmed that the Formal Complaint will not be dismissed, the Complainant and Respondent will be notified in writing of the following: o The allegations include the date, time, location, parties involved, and the conduct alleged to have occurred. o The corresponding policy violations under this policy and/or other relevant University policy. o An explanation of the Grievance Process and their rights under this policy. o 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. o The right to an advisor. o The use of the preponderance of the evidence standard throughout the Grievance Process. o 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 Institutional Equity and Diversity, or her designee, within three (3) University business days following receipt of the Notice of Outcome. If a request is not received within three (3) business days, the Hearing Panel's determination is final. The appeal shall consist of a plain, concise, and complete written statement outlining the basis for appeal and all relevant information to substantiate the grounds. The appeal will be decided by a panel of three members comprised of faculty or staff who receive, at a minimum, annual training. The members of the appeal panel will be appointed by the Title IX Coordinator.
The anticipated timelines are:	Investigation will be prompt, thorough, and impartial. Except for good cause, the University will conclude its investigation, hearing, and appeal process within ninety (90) calendar days following receipt of a report. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and impartiality. The University may extend this time frame for good cause and will communicate any delay in the process in writing to the Parties, including an updated timeframe for completion and the reason(s) for any delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each allegation, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for University breaks or vacations, or to address other legitimate reasons.
The decision-making process includes:	A fair, thorough, and impartial investigation will be conducted by a trained investigator. The hearing panel will conduct a live hearing and will make the final determination, using the preponderance of evidence, as to whether the respondent is or is not responsible for a policy violation and if a finding of responsibility is made, will impose sanctions. Both parties have the right to appeal the decision.
Resolution options and how the University decides which process to use:	Resolutions will be determined utilizing the 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	X	X	X	X

education programs, etc.				
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

	Student Handbook **(Sexual Harassment that is addressed by the Student Code of Conduct and falls outside of the 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, Wuller Hall, 2nd Floor North, 314.977.7326; conduct@slu.edu • Office of Institutional Equity and Diversity, DuBourg Hall, Room 36, 314.977.3838 • SLU Integrity Hotline as a reporting option 1-877-525-5669 or

	https://www.lighthouseservices.com/_StandardCustomURL/LHILandingPage.aspOr 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. 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.
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 Outcome Letter that has the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

ADAM WALSH CHILD PROTECTION AND SAFETY ACT

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

CRIMES STATISTICS 2020, 2021, 2022 - SCOTT LAW CENTER (SLC)*

OFFENSE	YEAR	RESIDENTIAL FACILITIES ON-CAMPUS	ON-CAMPUS	NON-CAMPUS LOCATIONS	PUBLIC PROPERTY	TOTAL
MURDER, NON-NEGLIGENT MANSLAUGHTER	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
MANSLAUGHTER BY NEGLIGENCE	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
RAPE	2020	n/a	0	n/a	0	0

	2021	n/a	1	n/a	0	1
	2022	n/a	0	n/a	0	0
FONDLING	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
INCEST	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
STATUTORY RAPE	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
ROBBERY	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
AGGRAVATED ASSAULT	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	2	2
	2022	n/a	0	n/a	0	0
BURGLARY	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
MOTOR VEHICLE THEFT	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	1	1
	2022	n/a	0	n/a	1	1
ARSON	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0

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

ARRESTS AND REFERRALS FOR DISCIPLINARY ACTION FOR 2020, 2021, 2022

OFFENSE	YEAR	RESIDENTIAL FACILITIES ON-CAMPUS	ON-CAMPUS	NON-CAMPUS LOCATIONS	PUBLIC PROPERTY	TOTAL
ARRESTS: WEAPONS: POSSESSING, ETC.	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	1	1
DISCIPLINARY REFERRALS: WEAPONS: POSSESSING, ETC.	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
ARRESTS: DRUGS	2020	n/a	0	n/a	0	0

	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
DISCIPLINARY ACTION: DRUGS	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0
DISCIPLINARY ACTION: LIQUOR LAW VIOLATIONS	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0

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

DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING FOR 2020, 2021, 2022

OFFENSE	YEAR	RESIDENTIAL FACILITIES ON-CAMPUS	ON-CAMPUS	NON-CAMPUS LOCATIONS	PUBLIC PROPERTY	TOTAL
DATING VIOLENCE	2020	n/a	0	n/a	0	0**
	2021	n/a	0	n/a	0	0**
	2022	n/a	0	n/a	0	0**
DOMESTIC VIOLENCE	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	1	1
STALKING	2020	n/a	0	n/a	0	0
	2021	n/a	0	n/a	0	0
	2022	n/a	0	n/a	0	0

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

HATE CRIMES FOR SCOTT LAW CENTER

- No reported hate crimes at the SLC for calendar years 2020, 2021, and 2022.

UNFOUNDED CRIMES: Crimes can only be unfounded by a sworn law enforcement agency based on crimes that were "false or baseless."

- No crimes were unfounded at the SLC for calendar years 2020, 2021, and 2022.

APPENDIX A

CLERY ACT CRIME DEFINITIONS

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

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.

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

SAINT LOUIS UNIVERSITY

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