

Southeastern University

Amended Annual Security Report and Annual Fire Safety Report

2015

Mission Statement

The mission of Southeastern University (which will be referred to throughout this report as: SEU or University or Campus) is equipping students to discover and develop their divine design to serve Christ and the world through spirit-empowered life, learning, and leadership.

Annual Report

The Campus Security Act requires colleges and universities to:

- Publish an annual report by October 1 that contains three years of campus crime and fire statistics, certain campus security policies and fire prevention statements.
- Disclose crime statistics for campus, public areas immediately adjacent to or running through the campus, non-campus facilities and remote classrooms.
- Issue campus alerts to provide the campus community with information necessary to make informed decisions about their health and safety.
- Publish on-campus housing fire statistics and fire drills from the previous year.
- Compile, prepare and distribute this report by working with local law enforcement and other university officials who have significant responsibility for student and campus activity.

The policies and statistics are compiled in an Annual Security Report prepared by the Director of Safety and Security. Statistical information is gathered from local law enforcement agencies, safety and security reports and campus security authorities.

The Higher Education Opportunity Act (Public Law 110-315) (HEOA) includes the Campus Fire Safety Right-to-Know Act of 2007, which was enacted by Congress and signed into law by the President in August, 2008. This Act requires colleges and universities to:

- Publish an annual fire safety report containing the fire safety practices and standards of the University; and
- Collect fire safety and incident information from all student housing residences owned or controlled by the University; and
- Provide fire safety education and training for all members of the Campus Community.

To keep in compliance with these laws, all criminal and fire incidents occurring on Campus need to be reported to the SEU Department of Safety & Security.

The fire safety report includes all known on-campus fires, date, time, location, causes, number of fire drills, the number of deaths resulting from a fire, the number of people requiring medical treatment as a result of the fire, and an approximate value of property damaged during a fire. This report also defines how a fire shall be reported by the SEU community to the Department of Safety & Security and any fire prevention services and other services which are available to the campus community.

Fire statistics are provided along with descriptions of the fire safety systems installed for all residential buildings belonging to the University. The statistics for the University include cause of fire, property damage, injuries, and deaths. A copy of the report can be picked up at Safety & Security Headquarters (across from South Pointe, beside the Laundromat), Monday to Friday, 8:00 to 4:30 p.m. The report will be posted, can be viewed, and printed from the SEU website.

Authority of the University Security Department

SEU security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at the University. Security officers have the authority to issue parking violations to students, faculty, and staff. Security officers do not have law enforcement authority or possess arrest powers. Criminal incidents are referred to local law enforcement or state agencies that have jurisdiction on campus for investigation. The University Safety & Security Department maintains a good working relationship with the Lakeland Police Department and Polk County Sheriff's Office. The officers often collaborate when the police officers respond to the campus for a report of a crime or other incident requiring a law enforcement response.

The University contracts with the Polk County Sheriff's Office for the provision of one law enforcement officer holding the rank of lieutenant and one law enforcement officer holding the rank of sergeant. The lieutenant oversees SEU security, acts as a liaison between the University and law enforcement agencies, and provides general law enforcement services. The lieutenant and sergeant have full arrest powers and the authority to investigate and enforce all state and local laws.

To Report a Crime or Emergency

To report a crime or emergency on campus, members of the SEU community are encouraged to call the Lakeland Police Department at (863) 834-6900 (non-emergency), the Polk County Sheriff's Office (863) 298-6200 for the North Bethany Apartments, or 911 (emergency). Campus community members should also call the SEU Safety & Security Department at (863) 667-5190, ext. 5990, or emergency cell at (863) 712-3950. All crimes should be reported accurately and promptly. SEU security officers will assist the SEU community and visitors in contacting the Lakeland Police Department or PCSO if requested. Crimes should be reported directly to the Safety & Security Department for the purpose of making timely warning reports and annual statistical disclosure. Any suspicious activity or person seen in the parking lots or loitering around vehicles or inside buildings should be reported immediately to the Safety & Security Department.

Faculty and staff should refer to the University's Mandatory Reporter policy, which is available at <http://www.seu.edu/wp-content/uploads/2016/09/Mandatory-Reporter-Policy-Final.pdf>.

Campus community members can also contact SEU Safety & Security by using the emergency call boxes (blue pole phone) located around campus. By pressing the red button, immediate communications will be established with an officer. Refer to page 12 for locations of emergency call boxes.

Voluntary Confidential Reports

If you are the victim of a crime and do not want to pursue action within the University's disciplinary procedures or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Director of Safety & Security or a designee may file a report on the details of the incident without revealing your identity. Confidential reports are kept on file within the office of Safety & Security. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the Campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

Pastoral and professional counselors, when they deem appropriate, may or may not inform individuals of procedures to report crimes on a voluntary confidential basis.

SEU students and/or guests may also contact Heartland Crime Stoppers at 1-800-226-TIPS(8477) to anonymously report crimes or suspicious activity.

Victims of Crimes of Violence or Non-forcible Sex Offenses

SEU, upon written request, will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the results of any SEU disciplinary proceeding against an alleged perpetrator of the offense/crime. If the alleged victim is deceased as a result of the offense/crime, SEU will release the results to the alleged victim's next of kin if requested.

Response to Reports of Crime and other Emergencies

In response to a call, SEU Security will take appropriate action, either dispatching a security officer or asking the victim to report to the Safety & Security Office to file an incident report. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually the sworn PCSO Lieutenant and Sergeant, the Lakeland Police Department, and the Lakeland Fire Department/EMS, and they typically work together to manage the incident. Depending on the nature of the incident, other local or federal agencies could also be involved in responding to the incident. All incident reports are forwarded to the Vice President for Student Development and the Associate Vice President for Student Development for review and potential action, as deemed appropriate.

While University Safety & Security does not have a written agreement of understanding with the Lakeland Police Department for the investigation of criminal incidents, by virtue of their law enforcement authority and jurisdiction, LPD is responsible for the investigating all criminal activity that occurs on campus (Polk County Sheriff's Office for the North Bethany Apartments and adjacent parking lot).

Drugs and Alcoholic Beverages

Southeastern University is committed to maintaining a Christ-centered and student-focused learning community that is free from alcohol, tobacco, and illegal drugs. In accordance with

the University's Community Covenant as well as the Code of Student Conduct and the Employee Handbook, the possession, use, distribution, or manufacture of alcohol, tobacco, marijuana, illegal drugs, and other intoxicants by students or employees is prohibited both on and off campus. The University also prohibits abuse, misuse, and distribution of legal prescription medications.

The University's position on alcohol, tobacco, and drugs is in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. For more information about the legal consequences of alcohol and drug abuse, the health risks associated with alcohol and drugs, disciplinary consequences for employees and students, and support services available, please refer to the University's Drug-Free School and Campus policy by scrolling to the bottom of the page at <https://www.seu.edu/about/what-we-believe/>.

Timely Notification/Warnings

In the event of a serious ongoing or continuing threat involving a required reported Clery crime occurring on the Clery Act geographical area, a campus wide "timely notification" will be issued. The warning will be issued through the University's e2Campus emergency text system, email, website updates, and social networking sites.

Internal communication released in regard to a campus emergency via text messaging system, e-mail, website updates, and social networking sites shall be approved and/or issued under the direction of the Vice President of Student Development.

External information released in regard to a campus emergency shall be approved and/or issued by the Department of Advancement. (The Emergency Response Plan can be found online at <http://sfnet.seu.edu/docs/emergencyresponseplan2014.pdf>)

Immediate Emergency Notification Procedures

In the event of a significant threat to the safety or health of the campus community, SEU Safety & Security, with the approval of the Director of Safety & Security or the V.P. for Student Development, will immediately notify, without delay, the community upon confirmation of the immediate threat. An "immediate" threat as used here encompasses an imminent or impending threat, such as an active assailant, approaching severe weather, as well as a fire on campus. Other examples of an immediate threat, significant emergency, or dangerous situation are (but not limited to):

- Outbreak of serious illness;
- Approaching tornado, hurricane or other extreme weather conditions;
- Gas leak;
- Terrorist incident;
- Armed intruder;
- Bomb threat;
- Civil unrest or rioting;
- Explosion; and
- Nearby chemical or hazardous waste spill.

SEU Safety & Security will give direction for the response to the threat via some or all of the notification systems available through the University's e2Campus emergency notification system. The e2Campus system enables the school to send urgent news, using a preformatted template, to the Campus community. Threats will be considered confirmed after the facts known at the time are analyzed and determined to be credible. At any time the Lakeland Police Department, Polk County Sheriff's Office, Lakeland Fire Department, Polk County Health Department or other official agency responds to or contacts the University and notifies SEU of an emergency, the threat will be considered confirmed. As soon as SEU has confirmed that a significant emergency or dangerous situation exists, the University will take into account the safety of the Campus community, determine what information to release about the situation, and begin the notification process. The only reason SEU would not immediately issue a notification for a confirmed emergency or dangerous situation is if doing so would compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency.

At the conclusion of the event, adequate follow-up information and/or an "all clear" will be sent via the e2Campus system.

e2Campus is a free service available to all current students, faculty and staff of Southeastern University. To learn more or to sign up, go to <http://myseu.seu.edu/services/safety-and-security/e2-text-alerts/>, and click on Sign up for Text Alerts. The V.P. for Student Development and Director of Safety & Security have the authority to create and distribute messages through this system.

The Director of Safety & Security conducts ongoing assessments to determine the need to widen or restrict the scale of notifications. Based on the type of emergency, campus security will determine how much information is appropriate to disseminate.

In the event of a Campus evacuation, students and employees will be directed to a safe location. Safety & Security officers, working in conjunction with Resident Directors / Resident Assistants (emergencies involving housing), and faculty members (emergencies involving classrooms and educational buildings) will assist in directing SEU community members to the safe location.

In the event of a campus lock down, residence halls and other campus buildings will be secured. Key personnel, including staff, faculty, and resident assistants are provided with campus lockdown training.

Testing Emergency Response and Evacuation

SEU's Emergency Response Plan (ERP) contains information about the SEU Emergency Response Team (SERT) and operational responses and guidelines for incidents occurring on the University's campus. The ERP is available to staff and faculty via http://sfnet.seu.edu/docs/emergency_response_plan2014.pdf.

The University conducts at least one emergency response exercise each year. The exercise, usually conducted in a table top format, is designed to train staff and/or faculty and evaluate the capabilities of the University.

The University tests the e2Campus SMS text messaging and Email messaging system once per month.

An evacuation drill is conducted each semester, in conjunction with Campus Life, for all residential facilities on the SEU campus. Students are directed to use the proper evacuation routes and meet at predetermined safe rally points. Students are not notified prior to the drills.

The testing of the emergency response procedures are designed to evaluate the emergency plans and capabilities of the institution. Any test may be announced or unannounced.

Shelter in Place

Incidents may occur when the safest place for people to be is indoors. During these times, a “shelter in place” may be safer than remaining outside. “Shelter in place” simply means to enter or remain in the nearest building until it is deemed safe to go outside.

To shelter in place:

Regardless of location, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, Campus community members should follow these steps, unless instructed otherwise by local emergency personnel:

1. People inside a building will stay where they are. They will collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If outdoors, they will proceed into the closest building quickly; or follow instructions from emergency personnel on the scene.
2. Once inside, people will locate a room in which to shelter. It should be:
 - a. an interior room;
 - b. above ground level; and
 - c. without windows or with the least number of windows.

If there is a large group of people inside a particular building, several rooms may be necessary.

3. Shut and lock all windows and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as they are able.
6. Turn on a radio or TV and listen for further instructions.
7. Remain calm and make themselves comfortable.

Annual Disclosure of Crime Statistics

The Southeastern University Safety & Security Department prepares the Annual Security and Safety Report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.

The report is prepared in cooperation with the Lakeland Police Department, the Polk County Sheriff's Office, and the appropriate jurisdictions of any/all off-site locations.

Campus crime, arrest, and referral statistics include those reported to SEU's Safety & Security Department and to designated campus officials. Personnel identified as "campus security authorities" include the Title IX Coordinator, Title IX Deputy Coordinator, Dean of Student Services, Assoc. V.P. of Student Development, Director of Safety & Security, any campus security officer, Director of Athletics and coaches, Director of Student Conduct, Club Advisors, as well as campus Resident Directors and Housing Coordinator. In addition, most SEU faculty and staff are Mandatory Reporters. Refer to the Mandatory Reporter Policy at <http://www.seu.edu/wp-content/uploads/2016/09/Mandatory-Reporter-Policy-Final.pdf>.

Each year annual disclosure notification is given to all enrolled students. Notification will be made by e-mail message to each student's SEU e-mail address. Faculty and staff will also receive similar notification through the University's e-mail system. A hard copy of this report may also be obtained on the SEU website under Safety & Security.

Reported crimes may involve individuals not associated with the institution.

Unfounded Crimes

The University may, in very limited circumstances, remove reports of crimes that have been "unfounded" from its Annual Safety Report. In these instances, the University must obtain written notification from the law enforcement agency responsible for conducting the investigation indicating how they concluded the crime did not occur. If the complainant elected to notify the University of a Clery crime and not law enforcement, overwhelming evidence that the crime did not occur must be obtained, documented, and presented to the Director of Safety & Security prior to the crime being deemed "unfounded." The number of "unfounded" crimes will be included in the annual crime report.

General Statement of Southeastern University Owned/Controlled Facilities and Student Housing

Security and Access

Southeastern University is considered an open campus and, with the exception of housing facilities, will be open to students, parents, employees, contractors, guests, and invitees. The main entrance is equipped with a security building that is occupied by security officers at all times. All vehicles entering campus are stopped each night beginning at 10:00 p.m. until 4:45 a.m. the next morning.

Residence dorm rooms are secured 24 hours a day, and security officers frequently check doors to ensure they are locked. If a lock is found to be defective, the Department of Facilities Management is immediately notified.

Security surveys are conducted throughout the year examining security issues such as landscaping, alarms, lighting, and communications. Areas of concern are discussed with the Director of Facilities Management.

Maintenance of Campus Facilities

Facilities and landscaping are maintained in such a way that minimizes hazardous conditions. Facilities Management staff continuously inspects all facilities and grounds and initiates repairs of all unsafe physical conditions. Security officers assist with notifying facilities, via printed work orders, of needed repairs.

Off Campus Student Organizations

SEU does not have any officially recognized student organizations with off-campus locations.

Missing Students

In the event a student who resides in on-campus housing is believed to be missing, the reportee should immediately notify security at 863-667-5190. Security will begin an investigation and attempt to contact the student. If the Security officer is unable to make contact with the student, the Lakeland Police Department (or the Polk County Sheriff's Office for the north Bethany Apartments), will be contacted and notified of the missing person within 24 hours of the determination that the student is missing. Security will assist the law enforcement agency's investigation if requested by that agency.

Upon checking into a housing dorm, students are provided the option to identify emergency contact persons who they wish to be contacted in the event the student is missing for more than 24 hours. This information will be registered confidentially, and the information will only be accessible to authorized campus officials and may not be disclosed except to law enforcement personnel in conjunction with a missing persons investigation. If a student has identified such an individual, SEU will notify that individual no later than 24 hours after the student is determined to be missing. If the student is under 18 years of age, the University *must* notify a custodial parent within 24 hours of a determination that the student is missing.

Fire Safety Report

If a fire is discovered in any of the campus buildings, it is encouraged that the pull station be activated. The building will be evacuated in an orderly fashion. The Department of Safety & Security and the Lakeland Fire Department may be contacted by dialing 911. Safety & Security must also be notified immediately after Lakeland Fire Department at 863-667-5190 or 863-712-3950. The fire alarm, when activated, will be audible. In the event of a fire-related evacuation, doors must be closed and left unlocked. All members of the Campus community must remain at least 500 feet away from the building, meeting in the designated area established by the Residence Director, for residence halls, or the Director of Safety & Security, for all non-residence hall buildings, at the beginning of each school semester.

Types of Building Fire Systems for SEU Residence Halls:

Direct Wire Ionization Smoke Alarms, HD Supply Part #126707, Brand: BRK Electronics are installed in all residence halls. The Buttercup and Parkside residences have smoke detectors only. Batteries are changed as needed by the Department of Facilities Management. Valencia and South Pointe residences have wireless, monitored, smoke detectors that are monitored through Hartline Alarm Company.

All other residence halls are monitored through Hartline Alarm Company, and they are: Aventura, Bauer, Bethany, Destino, and Esperanza. Fire alarms are inspected on a yearly basis, and maintained by The Hartline Alarm Company. Inspection reports are available in the Security Headquarters office.

All residence halls are equipped with working fire extinguishers that are maintained and inspected yearly by State Fire, Inc. Inspection reports are available in the Security Headquarters office. All residence halls, with the exception of the Buttercup houses, are equipped with fire suppression sprinklers. Hartline Alarm Company inspects the sprinklers annually.

Building Fire Equipment Maintenance

Any mechanical problems with locks, doors, or other security or fire equipment should be reported to Facilities Management or Safety & Security.

Fire Safety Procedures/Fire Drills

All residence halls are equipped with fire detection and prevention equipment. Residence hall staff will conduct periodic fire drills to acquaint residents with emergency evacuation procedures. A fire drill checklist is completed by each Residence Director, and submitted to the Director of Safety & Security. Fire or suspicion of fire in a building should be reported immediately to a Student Development staff member, a Security officer, or 911 if no University staff member is immediately locatable. Unlawful obstruction of doors, windows, and building exits is prohibited and may result in disciplinary action, up to and including suspension from the University. Any unauthorized use or destruction of fire safety equipment or alarms will be documented and reported and may also be grounds for discipline.

Fire Education and Training

It is the policy of Southeastern University to reduce risk and protect all members of the Campus community, to include students living in on-campus student housing, against injury or death due to fire. Fire Safety education and training is provided in Southeastern University's Emergency Response Plan which can be found online at:

http://sfnet.seu.edu/docs/emergency_response_plan2014.pdf.

Additionally, all on-campus residential dorm facilities are equipped with a map of the facility outlining evacuation routes. Evacuation of residential facilities during fire drills are mandatory for all persons inside at the time of the drill.

If a small fire occurs, SEU community members may, but are not required to attempt to extinguish the fire using a fire extinguisher. This practice is only authorized if the fire is small and it is safe to do so. Even if the fire is successfully extinguished, the Resident Director or Safety & Security Department must be notified of the fire.

During “all other fires,” all building occupants are instructed to leave all personal belongings behind and exit the building using the nearest safe exit. While remaining at least 500 feet away from the building, notify 911 and call the Safety & Security Department. No person may return to the building until instructed by the Facilities Management Department, Campus Life (if the fire is in a dorm), or the Safety & Security Department.

The Safety & Security Department created a flyer detailing SEU’s fire policy and safety tips. The flyers are posted in common areas of on-campus residential halls. The flyer is also distributed to all students, staff, and faculty via email.

Appliances/Cooking/ and Electronic Equipment

Residence halls are not equipped for excessive use of electrical appliances; therefore, most appliances are considered to be cooking devices are not permitted in student rooms. Small electrical appliances and electronic equipment, such as coffee makers, mini-refrigerators (4 cubic feet or less), small microwaves, slow cookers, stereos, televisions, computers, clothes irons, and fans are permitted. Cooking appliances with open burners or appliances with grease runoff, such as toaster ovens and Forman-type grills are prohibited in residence halls. Electrical power strips should be used only for computer configurations. All other items (such as microwaves and mini-refrigerators) must be plugged directly into the wall outlets (See SEU Student Handbook). A “Wattage List of Commonly Used Items” is provided in each residence hall/home.

Open Flames/Candle/Incense and Flammable Materials

Oil-based deodorizers that plug into electrical outlets are not permitted in the residence halls. Unauthorized use of an open-flame, such as fires, candles, lighters, barbeque grills, etc., is prohibited on Campus and may result in disciplinary action.

Decorations

If window treatments are used, they must be lightweight and breathable for air circulation within the room. Blackout material, blankets, and other heavy fabrics are not permitted. Window screens may not be removed from windows for safety reasons. All balcony ledges must be kept clear of all objects, including potted plants.

Students are to make no repairs or alterations of any kind to a campus residence hall including, but not limited to the following: electrical fixtures and outlets, windows and window screens, plumbing, walls, doors, and ceilings. Contact the Facilities Management Department or Student Development to request needed repairs.

Smoking

SEU is a non-smoking campus. No smoking is permitted on campus.

Fireworks/Weapons Policy

Weapons such as, but not limited to, firearms/guns, BB guns, pellet guns, paint-ball guns, airsoft guns, throwing knives, knives with blades longer than three inches, martial arts weapons are not permitted on campus. The manufacturing, possession, or use of explosive devices or fireworks is prohibited.

Crime Statistics

Crime statistics are available for viewing and printing on the SEU website. These statistics are updated and published in October of the calendar year. Please see pages 43 to 48 for the statistics.

Emergency Telephone Numbers

Fire & Police: Dial 911

Lakeland Police Department (non-emergency): 863-834-6900

Polk County Sheriff's Office (non-emergency): 863-298-6200

Safety & Security: 863-667-5190

Safety & Security Emergency Cell: 863-712-3950

Crime Prevention and Security Awareness Services

SEU encourages the campus community to be responsible for their security and that of others.

At least once during the academic year, security awareness and crime prevention presentations are provided to students, faculty, and staff. The presentations are organized through several groups and organizations including: Polk County Sheriff's Office, SEU Safety & Security, and Student Services.

At least annually, the Safety & Security Department sends safety tips to students, and staff and faculty members via e-mail. The department also provides safety and security information on the website (www.seu.edu).

During orientation, incoming freshmen are notified of services provided by SEU Safety & Security. A video presentation, which can be found at www.myseu.edu, details protective services and strategies used as well as outlines safety tips for students.

A printed flyer detailing security services and safety tips is also distributed to students throughout the year. SEU emphasizes and encourages students to be aware of their surroundings and their responsibility to enhance their safety as well as the safety of others.

Our highest commitment is toward protecting life and property - that's the mission statement of the Southeastern University Safety & Security Department. The department works to provide a secure and safe environment for students, faculty, and staff through protective services, strategies, and tools. They include:

24-hour travel-with-a-guard service - Students can call from any place on campus to get a ride to their destination on campus-or to their car-if they are concerned about their safety.

Students calling from cars are instructed to stay in their car with the doors locked until the Safety & Security officer arrives.

Orientation and Crime Prevention Programs

The SEU Safety & Security Department partners with the Department of Student Experience to speak to students and their families about situational awareness, safety and the services offered by the Safety & Security Department. This is conducted during new student orientation. Students and parents receive information and then have the ability to ask questions to officers.

24-hour patrol of campus - Safety & Security officers patrol and inspect campus areas around the clock. The department also keeps a record of all incidences reported to the department or observed firsthand by officers.

Closed-circuit television cameras - Closed-circuit television cameras are strategically located throughout campus to aid the Safety and Security Department.

24-hour staffing at the main campus entrance - Students, staff and faculty members, and visitors must check in with a Security officer at SEU main entrance to enter campus after dark.

The relationships with local law enforcement agencies – The Director and Assistant Director of Safety & Security are sworn law enforcement officers contracted through the Polk County Sheriff's Office. Additionally, the [Lakeland Police Department](#) and other agencies support SEU Safety & Security Department by visiting campus and monitoring the neighborhood surrounding SEU as well as assisting in large scale on-campus events. The Lakeland Police Department is the primary law enforcement agency that responds to and investigates criminal offenses occurring on campus.

911 alert systems - A computer system immediately notifies the Safety & Security Department when someone makes a 911 call from a land line on campus. After being alerted, Safety & Security calls the phone from which the 911 call was made to investigate the reason for the emergency call. If a person doesn't answer the phone, a Safety & Security officer will check the room.

Emergency Text message alert system - SEU sends text messages to all registered cell phones and e-mail accounts to inform students of emergencies and give them instructions to follow. Students may register for text message alerts through the student Intranet, MySEU.

Emergency Call Station (Blue Poles) and Camera – Contact Safety & Security by using the emergency call boxes located in the West Lot, North Bethany Lot, Faculty Lot north of Bolin, East side of Destino Hall, East side of Smith Hall, North faculty lot and northeast corner of B&E building. Press the button on the call box and direct communication with Security will be accessed.

Encouragement of community policing - The Safety & Security Department encourages the campus community to report behavior and language that is inconsistent with the respectful values promoted on campus.

Bicycle Impoundment

Bicycles are popular at SEU. The SEU Safety & Security Department tries to keep the number of abandoned or non-working bicycles to a minimum so that students who ride their bicycles have a place to park. Throughout the year, the SEU Safety and Security Department may tag a bicycle that appears to be abandoned (e.g. rusted chains, flat tire, left after semester end, etc.) for a minimum of five days. If the tagged bicycles are not removed/repared within five days, the bicycle may be impounded. Once a bicycle is impounded it may be auctioned or disposed of after 30 days. Proceeds from bicycle auctions are used for student development activities.

Bicycles that are illegally parked (locked to anything other than a bicycle rack) can be impounded at any time. If you think your bicycle has been impounded, contact security headquarters at 863-667-5779 within 30 days of the bicycle being impounded.

SEXUAL AND GENDER-BASED MISCONDUCT POLICY: IN COMPLIANCE WITH THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013 (VAWA)

Southeastern University (“SEU”) is anchored by Spirit-empowered education in a Christ-centered, student-focused learning community. Within this community, there is a commitment obligating each believer to a code of scriptural and civilized community behavior. Each member is responsible to reflect a genuine love of God and a desire to please Him in every aspect of his or her life, attitudes, and conduct by showing respect for the dignity and rights of all persons. A core value in this community is to maintain a safe and respectful environment for all individuals that is free of sexual and gender-based misconduct. This policy contains specific procedures for the prevention of and response to violations involving sexual and gender-based misconduct, as defined herein. In addition, the SEU Statement on Human Sexuality holds all community members to standards of behavior based on the understanding that, in God’s design, human sexuality is to occur between one genetic male and one genetic female within the covenant of marriage.

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is a federal law that prohibits discrimination on the basis of sex of students and employees of educational institutions that receive federal financial assistance.

Title IX reads: “No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance...” Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX).

Members of the SEU community, guests, and visitors all have the right to be free from Sexual Misconduct. Further, SEU has a responsibility to respond quickly and effectively when the University becomes aware of Sexual Misconduct. SEU is committed to prevention of all forms of Sexual Misconduct as well as to the protection and rehabilitation of victims of such acts. Investigations by SEU of reported Sexual Misconduct will be impartial and strive for reliability, with responses to reported misconduct aimed at adequately stopping the behavior, preventing its

recurrence, and addressing its effects. Therefore, when a Responding Party is found to have engaged in Sexual Misconduct, serious disciplinary sanctions will be assigned with the goal of ensuring the misconduct stops and is not repeated. Additionally, individuals who engage in such behavior who are not students (including visitors to campus and/or individuals engaged in University-affiliated programs or services) are subject to sanctions which may include loss of privileges, limitations on University access, and reports to appropriate law enforcement agencies.

This policy applies to all members of the SEU community. The SEU community includes current undergraduate and graduate students, staff and faculty, administration, and any third parties interacting with students, staff, faculty, or administration of SEU. The policy covers members of the SEU community regardless of age, race, or gender.

This policy covers all activities that occur on SEU's campus or at its facilities and regional campuses or extension sites, as well as activities off campus where members of the SEU community are involved. It covers all relationships, including but not limited to: student with student, student with staff and faculty, student with administration, student with third parties, staff and faculty with staff and faculty, staff and faculty with administration, staff and faculty with third parties, administration with administration, administration with third parties. It covers all SEU related programs and events, both on and off campus, including international programs.

A. Definitions

Sexual and gender-based misconduct ("Sexual Misconduct") is any non-consensual sexually coercive behavior. **It is a spectrum** that includes everything from actual physical acts, such as non-consensual sexual contact and non-consensual intercourse to unwelcome or offensive sexual advances, requests for sexual favors, unwanted or uninvited verbal suggestions or comments of a sexual nature. Additionally, coercive behavior, including suggestions that academic or employment reprisals or rewards will follow the refusal or granting of sexual favors, or conduct that unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive work environment are considered Sexual Misconduct.

The following descriptions provide context about the various forms in which Sexual Misconduct can manifest. This list is not intended to be exhaustive, and acts that are not necessarily on this list may still constitute behaviors prohibited by SEU's honor code, community standards, and this policy.

- A. Relationship Violence is any violence, including but not limited to physical, sexual, emotional, or monetary abuse or threat of abuse, between two people who are or have been in a social relationship of a romantic or intimate nature. Relationship violence includes dating violence, domestic violence, and intimate partner violence and may result from one act or an ongoing pattern of behavior. Relationship violence can encompass a broad range of behavior including, but not limited to, persistent attempts to unreasonably control or isolate, threats, assault, property damage, violence or threat of violence to one's self, one's romantic or sexual partner, or to the family member or friends of the sexual or romantic partner.

Specifically, Florida law defines Domestic Violence as any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or

household member by another family or household member, which includes spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in past as if a family, and persons who are parent of child in common regardless of whether they have been married. Fl. Stat. §741.28

Florida law defines Dating Violence as violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:

1. A dating relationship must have existed within the past 6 months;
2. The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties; and
3. The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship.

The term does not include violence in a casual acquaintanceship or violence between individuals who only have engaged in ordinary fraternization in a business or social context. Fl. Stat. §784.046(1)(d).

- B. Non-Consensual Sexual Contact is any intentional sexual contact with an intimate body part, however slight, with any body part or object, without effective consent. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts without effective consent. It also includes any intentional bodily contact done in a sexual manner, as well as disrobing another individual, or exposing oneself to another without effective consent.
- C. Non-Consensual Sexual Intercourse is any sexual intercourse (anal, oral, or vaginal, including any contact between mouth and genitals), however slight, using any body part or object, by a person upon another person without effective consent. Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

Florida law defines non-consensual contact and non-consensual intercourse together as sexual battery, meaning any oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object, except for acts done for a bona fide medical purpose. Fl. Stat. §794.011(1)(h).

- D. Sexual Exploitation occurs when an individual takes non-consensual, unfair, or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses. As an example, sexual exploitation includes, but is not limited to voyeurism. Voyeurism is an invasion of sexual privacy whereby an individual engages in secretive observation of another engaging in sexual acts or disrobing, or engages in non-consensual video or audio taping of sexual acts or disrobing, or disseminating photographs or recordings of someone involved in sexual activity without his or her knowledge or consent.
- E. Sexual Harassment is unwelcome conduct of a sexual nature (including, but not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical sexual conduct) when: (i) submission to or rejection of such conduct or communication is made a term or condition of educational benefits, academic evaluations, or programs and opportunities

offered by the University, sometimes referred to a “quid pro quo” or (ii) such conduct is serious or pervasive (repetitious) enough to substantially interfere with or limit a reasonable person’s ability to participate in or benefit from the University’s educational programs or services, sometimes referred to as “hostile environment”.

Some examples of behaviors that might constitute sexual harassment include:

- Use of a position of power or authority to threaten or punish another individual for refusing to submit to sexual activity or to promise rewards in exchange for sexual favors, such as a professor proposing that a student have sex with him/her in exchange for a good grade.
 - Display or circulation of written materials or pictures which are degrading on the basis of sex or gender or which contain unwanted or unwelcome sexual innuendo, suggestive comments, symbols, jokes, slurs, insults, threats, or derogatory language based on sex or gender. An illustration would be a student repeatedly sending sexually oriented jokes around on an email list s/he created, even when asked to stop, causing one recipient to avoid the sender on campus and in the residence hall in which they both live.
 - Acts of verbal, non-verbal, or physical aggression, intimidation or hostility based on sex, gender, or stereotyping of sex or gender, such as when two supervisors frequently ‘rate’ other employees’ or students’ bodies and sex appeal, commenting suggestively about their clothing and appearance.
- F. Stalking is an intentional course of repeated conduct, directed at a specific person, which would cause a reasonable person to feel fear for their safety or the safety of others or to suffer substantial emotional distress, and which does cause the victim to feel alarm, fear, annoyance, or emotional distress.

Florida law defines stalking as willful, malicious, and repeated following, harassing, cyberstalking of or making a credible threat to another person. This includes engaging in a series of acts over a period of time, either in person or through use of electronic mail or electronic communication, with the purpose of causing substantial emotional distress to the other person and which serves no legitimate purpose. Fl. Stat. §784.048

Examples of conduct that may constitute stalking include, but are not limited to:

- Persistent, non-consensual communication, including face-to-face communication, telephone calls, voice messages, emails, written letters, gifts, or any other communications that are undesired or use of online, electronic, or digital technologies for similar objectives, such as posting of pictures online, sending unwanted/unsolicited email or chat requests, posting private or public messages on social media sites, installing spyware of someone’s computer, and using GPS to monitor a person.
- Pursuing or following someone or waiting uninvited near the place where a person frequents
- Gathering information about an individual from friends, family, or co-workers.

Consent: All forms of Sexual Misconduct involve the absence of affirmative consent on the part of the victim. Affirmative consent is an unambiguous agreement between all parties to engage in a particular activity. The following guidelines are listed to assist all members of the SEU community to understand the basis for and parameters of effective consent:

- A. Consent is clear, knowing and voluntary.

- B. Consent is active, not passive.
- C. Silence or an absence of resistance does not imply consent.
- D. A prior sexual history between the complainant and respondent does not constitute consent. Past consent does not imply future consent.
- E. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- F. Consent can be withdrawn at any time.
- G. Effective consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity -- who, what, when, where, why and how sexual activity will take place.
- H. It is the responsibility of the initiator of the sexual activity to obtain consent.
- I. Consent cannot be procured by use of physical force, threats, intimidating behavior, or coercion.
- J. Physical force includes but is not limited to hitting, punching, kicking, scratching, shoving, and restraining. Coercion means exerting unreasonable pressure on a person to engage in any activity by putting that person in fear of negative consequences in order to compel the person to act against his or her will. Use of one or either such tactics to obtain consent will invalidate any consent given.
- K. An individual under the legal age cannot give effective consent.
- L. An individual who is asleep, who is mentally disabled, or who is incapacitated by reason of impairment from voluntary or involuntary consumption of alcohol, drugs, or any other substance cannot give effective consent.
- M. Any time sexual activity takes place between individuals, those individuals must be capable of controlling their physical actions and be capable of making rational, reasonable decisions about their sexual behavior.

Florida law defines consent as intelligent, knowing, and voluntary consent that does not include coerced submission. Consent does not mean the failure of the alleged victim to offer physical resistance to the offender. Fl. Stat. §794.011(1)(a)

B. Education and Prevention Programs

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

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

SEU's 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:

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

- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking under both federal and Florida law;
- Defines what behavior and actions constitute consent to sexual activity per Florida statutes and the Student Code of Conduct;
- Provides a description of safe and positive options for bystander intervention; and
- Includes information on risk reduction to help individuals feel empowered to promote safety and address conditions that facilitate Sexual Misconduct.

SEU offered the following primary prevention and awareness programs for all incoming students in 2015:

The University has developed and implemented ongoing prevention and awareness campaigns that include the primary prevention program “Let’s Talk” which brings dating violence, domestic violence, sexual assault, and stalking awareness to students, faculty, staff, and other community members. The program is promoted with flyers, and postings around campus. The Director of Title IX Compliance is working with Campus Life to help deliver the information during residence hall meetings. For additional information, please visit the website at <https://www.seu.edu/about/title-ix/>.

A pamphlet is distributed to all students, faculty, staff, and campus community members who alleged to have been a victim of domestic violence, dating violence, sexual assault, or stalking. The pamphlet outlines the rights and remedies of such victims, provides the State of Florida’s definition of domestic violence, dating violence, sexual violence and stalking. The pamphlet provides on and off campus services available to victims as well as information regarding injunctions for protection. Information regarding safe and positive options for bystander intervention is detailed in the pamphlet.

The University is in the process of implementing the “Step Up” program which is a bystander intervention program. Step Up covers training topics including alcohol awareness, dating violence, and suicide prevention. Please visit the following website for additional details at <https://www.seu.edu/about/title-ix/>.

SEU offered the following primary prevention and awareness programs for students in 2015:

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Which Prohibited Behavior Covered?</u>
Break the Silence Event	April 23	SEU Main Campus	Sexual Assault, Domestic Violence, Dating Violence, Stalking

SEU offered the following primary prevention and awareness programs for all new employees in 2015:

The University has developed and implemented ongoing prevention and awareness campaigns that include the primary prevention program “Let’s Talk” which brings dating violence, domestic violence, sexual assault, and stalking awareness to students, faculty, staff, and other community

members. The program is promoted with flyers, and postings around campus. For additional information, please visit the website at <https://www.seu.edu/about/title-ix/>.

A pamphlet is distributed to all students, faculty, staff, and campus community members who alleged to have been a victim of domestic violence, dating violence, sexual assault, or stalking. The pamphlet outlines the rights and remedies of such victims, provides the State of Florida's definition of domestic violence, dating violence, sexual violence and stalking. The pamphlet provides on and off campus services available to victims as well as information regarding injunctions for protection. Information regarding safe and positive options for bystander intervention is detailed in the pamphlet.

The University is in the process of implementing the "Step Up" program which is a bystander intervention program. Step Up covers training topics including alcohol awareness, dating violence, and suicide prevention. Please visit the following website for additional details at <https://www.seu.edu/about/title-ix/>.

The Employee Assistance Program (EAP) provides guidance for personal issues employees may be facing. The program focuses in five areas:

- 1) Lifestyle and fitness encouragement (including anxiety, depression, divorce and separation, drug and alcohol),
- 2) Education,
- 3) Dependent care and care giving ,
- 4) Career development guidance, and
- 5) Legal and financial guidance.

Many additional services are the responsibility of other areas of the institution. These include:

Counseling Services: Director of Counseling, Health and Wellness (licensed psychologist), on-campus licensed mental health counselors, on-campus nurse, Employee Assistance Program (EAP).

Referral Services: Director of Counseling, Health and Wellness (licensed psychologist), on-campus licensed mental health counselors, and on campus nurse works with connecting campus community members with outside organizations.

Referrals are made to community based substances abuse programs (AA, NA, Peace River, Lakeland Regional Health, Winter Haven Behavioral, TriCounty).

College Disciplinary Action: Department of Student Conduct, Department of Title IX Compliance.

SEU offered the following primary prevention and awareness programs for employees in 2015:

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Which Prohibited Behavior Covered?</u>
Faculty Seminar	January 12	SEU Main Campus	Sexual Assault, Stalking, Domestic Violence, Dating Violence
Resident Director Title IX Reporting Training	February 25	SEU Main Campus	Sexual Assault, Stalking, Domestic Violence, Dating Violence
Extension Site Coordinators Title IX Reporting Training	March 4	SEU Main Campus	Sexual Assault, Stalking, Domestic Violence, Dating Violence
Break the Silence Event	April 23	SEU Main Campus	Sexual Assault, Domestic Violence, Dating Violence, Stalking

SEU future prevention and awareness programs

Southeastern University has scheduled mandatory Title IX training hosted by a Title IX educator on September 1, 2016. All employees and student leaders are required to attend this session.

The University is planning on launching online training through Workplace Answers in the Fall of 2016. The training will require all employees and students to complete courses including:

- Required Student Courses
 - Positive Relationships
 - Positive body images and good self-esteem and how it relates to health and wellness
 - Red flags of stalking
 - Danger signs of a possible abusive relationship
 - How to assist someone in an abusive relationship
 - What to do if you are being violent, abusive, or having trouble with anger
 - Alcohol and Drugs
 - What alcohol abuse can lead to
 - Non-medical use of prescription medication
 - Illegal Drugs
 - Watching your drink and know that if you've been drugged there is help
 - What to do if you see someone in danger of sexual assault
 - Sexual violence

- Understanding Consent with link to state definition
 - Coercion vs. Non-Coercion
 - Alcohol and Assault
 - Assault statistics
 - Prevention – Men as Allies
 - Response to rape victims and what they can do
 - Sex trafficking
 - Bullying Prevention
 - Bystander Awareness
 - Knowing Your Rights
 - Title IX
 - Pregnancy protections
 - Sexual Harassment
 - Electronic Harassment
 - Reporting Discrimination, Harassment, and Violence
 - Responsible Employee
 - Campus Security Authorities
 - Bystander Pledge
- Optional Student Courses
 - Dangers of Alcohol Abuse
 - Signs of Alcohol Abuse
 - Preventing Alcohol Abuse
- Required Employee Courses
 - Preventing Discrimination and Sexual Violence: Title IX, VAWA, and Clery Act

Southeastern University is partnering with Mothers Against Drunk Driving (MADD) and Foundation for a Drug Free World in the fall of 2016 for a continual awareness campaign on the campus where literature is provided to students and employees.

C. Rights of SEU Community Members in Instances of Reported Sexual Misconduct

Anyone who experiences any Sexual Misconduct or who reports such misconduct to the University can expect the following:

- A. All allegations of such behaviors will be treated seriously.
- B. The individual will be treated with dignity and respect and in a non-judgmental manner.
- C. The University will conduct an investigation and implement appropriate resolution of all credible complaints of Sexual Misconduct made in good faith.
- D. All parties will be given timely notice of any required meetings, and will have the opportunity to review any investigative report after the investigation has concluded.
- E. Whenever the University investigates a complaint or allegation of Sexual Misconduct, every reasonable attempt will be made to process the case according to the wishes of the Reported Victim or the Reporting Party. This effort will be balanced with the University's obligation to ensure the safety of the community and its federal reporting obligations.

- F. All parties to an investigation will have the same opportunity to have an advisor accompany them. For more information about the role of an advisor, see Advisor section, below.
- G. The University will notify Reporting Parties and Reported Victims about options to notify proper law enforcement, including local police. Additionally, if the Reporting Party or Reported Victim chooses to notify such authorities, the University will assist the individual in making such contacts. The University will not discourage anyone from reporting an assault to law enforcement authorities.
- H. All parties will be informed of the outcome and sanction of any investigation conducted pursuant to this policy.
- I. The University will provide written notification of available counseling, health, mental health, victim advocacy, legal assistance, or other services for victims of Sexual Misconduct, both on and off campus.
- J. The individual is entitled to seek and the University will provide appropriate interim measures to protect a Reported Victim or Reporting Party. The University will provide written notification of options for and University assistance in procuring protective measures.
- K. Irrelevant prior sexual experience of a party will not be admitted as evidence in a campus investigation.
- L. No complaint of sexual assault will be mediated.
- M. Any party may appeal the decision of the investigation, in accordance with the standards for appeal established by the University in this policy.
- N. All parties will be informed of the names of all witness, except in cases where a witness' identity will not be revealed to the Responding Party for compelling safety reasons (this does not include the name of the Reported Victim, which will always be revealed).
- O. All parties may petition that any member of the investigation team be removed from the case on the basis of demonstrated bias.
- P. All parties will be informed of the investigation procedures as well as the extent and nature of the alleged violation.
- Q. The University will allow Reporting Parties or Reported Victims to give testimony during the investigation by means other than being in the same room with the Responding Party.
- R. Investigators and appeals officers assigned by the University will have received annual sexual misconduct training.
- S. All parties will be informed in advance of any public release by the University of information regarding the alleged misconduct.
- T. The University will not release to the public any personally identifiable information about the alleged misconduct, without consent of the Reported Victim or Reporting Party.

Reporting Sexual Misconduct

All members of the SEU community are encouraged to contact an appropriate official as soon as possible after any alleged act of Sexual Misconduct has occurred, whether in the form of an assault, discrimination, harassment, or retaliation, to discuss the available options for reporting. In addition, all University employees (faculty, staff, and administrators) are expected to

immediately report actual or suspected Sexual Misconduct, regardless of the form in which it occurs, though there are some limited exceptions for University employees who are confidential resources.

SEU is committed to encouraging and protecting those who come forward about any incident they may have experienced or witnessed. As a community, SEU is committed to protecting all students, staff, faculty, administration, and third parties, and to provide all individuals in our community with the ability to speak out against all victimizing acts. **The sooner you contact us, the sooner we can help.**

It is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality – meaning they are not required to report actual or suspected Sexual Misconduct to appropriate University officials – thereby offering options and advice without any obligation to inform an outside agency or individual unless a victim has requested information to be shared. Other resources exist for a Reporting Party to report crimes and policy violations, and these resources will take action when an incident is reported.

Any individual reporting Sexual Misconduct may decide whether and how they want to proceed with any formal investigation or resolution process. A Reporting Party may choose to pursue resolution through the University conduct system, the criminal or civil courts, both, or neither. Any Reporting Party may always initiate or withdraw from the formal resolution process at any time. No University employee should minimize or downplay any report or pressure any Reporting Party to proceed in a way that makes the Reporting Party uncomfortable.

Reporting Parties are advised, however, that in some limited circumstances, the Title IX Deputy Coordinator may be required to take action through the University conduct process and/or report incidents to the legal authorities regardless of the Reporting Party's wishes. In such instances, however, strong consideration will still be given to the Reporting Party's preferences.

Notwithstanding any other information in this policy, in instances where there is an imminent and severe threat to the safety of the University community, University administrators, in private consultation with Campus Safety and Security, may issue immediate timely warnings or otherwise pursue disciplinary action to protect the University community. Such measures are required for SEU to comply with its obligations under the Clery Act. In such instances, the Title IX Deputy Coordinator will make a reasonable attempt to notify the Reporting Party and/or Reported Victim(s) beforehand. No personally identifiable information about the Reporting Party or Reported Victim(s) will be included in any warning issued. Confidential resources are also available to discuss incidents that have occurred without a report being submitted to the Title IX Deputy Coordinator. The following are on-campus resources where such confidentiality can be assured:

1) Mental Health Professionals in the Counseling Center
Smith Hall; Health Services
863-667-5205

2) Health Professionals in Health Services
Smith Hall
863-667-5205
healthservices@seu.edu

3) Campus Pastor:
Phil Urdiales, Campus Pastor
Pansler U232
863-667-5064
purdiales@seu.edu

All of the above employees will maintain confidentiality except in cases of imminent and severe threat or danger to the campus, or abuse of a minor. Campus counselors are available to help free of charge and can be seen on an emergency basis during normal business hours. These employees will submit anonymous, aggregate statistical information for Clery Act purposes unless they believe it would be harmful to a specific client, patient, or parishioner.

Other than these three resources, all other faculty and staff are required to report incidents to the Title IX Deputy Coordinator. If a Reporting Party is unsure how private or confidential a staff or faculty member can keep a report, the Reporting Party should ask prior to disclosure. Faculty and staff are expected to respond honestly and identify alternative resources if needed.

The following are other confidential support resources off-campus:

Peace River Rape Crisis Services	863-413-2707 (Confidential)
<i>1806 S. Crystal Lake Drive Lakeland, FL</i>	877-688-5077
24/7 confidential counseling and forensic examinations	
National Sexual Assault Hotline	800-656-4673
Florida Sexual Violence Hotline	888-956-7273
National Stalking Resource Center	800-FYI- CALL
Florida Coalition Against Domestic Violence	800-500-1119

How to get help following an act of Sexual Misconduct

If you are the victim of a recent sexual assault:

- 1) **Get to a safe place as soon as you can.**
- 2) **Seek medical attention.** It is important to seek immediate and follow-up medical attention in an emergency room for several reasons:
 - a) To assess and treat any physical injuries you may have sustained.
 - b) To determine the risk of sexually transmitted infections or pregnancy.
 - c) If you choose, you may have evidence collected to aid criminal prosecution if you later decide to file criminal charges.
- 3) **Consider reporting the assault.** You may report the assault to the University or local police. Going to the hospital to seek medical attention does not obligate you to report the crime. The decision to report is very personal and one only you can make.
- 4) **Try to preserve all physical evidence.** It is best for any physical evidence to be collected immediately, ideally within the first twenty-four (24) hours. However, evidence can be

collected up to one week after an assault. Avoid washing, douching, brushing your teeth, or changing your clothes. This could be difficult, but if you wash you may destroy evidence that will be needed should you decide to press criminal charges. If you do change your clothes, put all clothing you were wearing at the time of the assault in individual paper bags (not plastic).

Formal Reporting

A variety of formal reporting options are available to any individual who believes Sexual Misconduct has occurred and who wishes to bring it to the attention of the University. Once the University receives a report of alleged Sexual Misconduct, the University is obligated to assess the situation to determine if the incident poses an imminent and severe campus threat.

- 1) *Online Reporting Option:* All members of the SEU community are encouraged to report incidents directly through the online reporting form at <http://www.seu.edu/about/title-ix/reporting/> . Reports submitted through the online reporting form go directly to the Deputy Title IX Coordinators. Reporters can expect follow up within three (3) business days of filing a report, if they indicated that they wish to be contacted.
- 2) *Reporting to Faculty or Staff:* Students may also report Sexual Misconduct to any University faculty or staff member directly. As all faculty and staff at SEU are mandatory reporters (except those who are explicitly designated as confidential resources in Section VII. B. of this policy) within 24 hours of being notified, all faculty and staff are expected to report alleged Sexual Misconduct to the appropriate Title IX Deputy Coordinator.

Reporting Parties may want to consider carefully whether they share personally identifiable details with non-confidential employees, as those details must be shared by the employee with the Title IX Coordinator and/or Deputy Coordinators. Employees must share all details of the reports they receive. Generally, climate surveys, classroom writing assignment, human subjects research, or events such as Take Back the Night marches or speak-outs do not provide notice that must be reported to the Coordinator by employees. Resources may be offered by the University even in the event of no formal investigation.

Failure of a non-confidential employee, as described in this section, to report an incident or incidents of Sexual Misconduct of which they become aware, is a violation of University policy and can be subject to disciplinary action.

3) *Title IX Officers:*

Southeastern University's Title IX Coordinator is:

Chris Owen

Vice President for Student Development; Pansler 2nd Floor

1000 Longfellow Blvd, Lakeland, FL 33801

(t) 863-667-5146

(email) jcowen@seu.edu

Duties & Responsibilities of the Title IX Coordinator:

The Title IX Coordinator is responsible for monitoring, oversight, and overall implementation of Title IX Compliance practices and the prevention of Sexual Misconduct and discrimination at the University, including coordination of training, education, communications, and administration of grievance procedures for faculty, staff, students and other members of the University community.

If you have questions or concerns related to Title IX, you should contact Southeastern University's Title IX Coordinator.

Deputy Coordinator: For Students – The Title IX Deputy Coordinator for Students is responsible for Title IX compliance in matters involving students, including training, education, communication, and investigation of complaints.

Stephanie Powell
Director of Title IX Compliance
Pansler U225
(t) 863-667-5236
(email) smpowell@seu.edu

Deputy Coordinator: For Faculty, Staff, and Visitors – The Title IX Deputy Coordinator for Faculty, Staff and Visitors is responsible for Title IX compliance in matters involving faculty, staff and visitors, including training, education, communication, and investigation of complaints.

Betty Kelley
Human Resources Director
Smith Hall
(t) 863-667-5182
(Email) bakelley@seu.edu

If a Reported Victim or Reporting Party does not wish for their name to be shared, does not wish for an investigation to take place, or does not want a formal resolution to be pursued, the Reported Victim or Reporting Party may make such a request to the Title IX Coordinator or Deputy Coordinators, who will evaluate that request in light of the University's duty to ensure the safety of the campus and comply with federal law. In cases indicating pattern, predation, threat, weapons and/or violence, the University will likely be unable to honor a request for confidentiality. In cases where the Reported Victim or Reporting Party requests confidentiality and the circumstances allow the University to honor that request, the University will offer interim supports and remedies to the Reported Victim and the community, but will not otherwise pursue formal action. A Reporting Party has the right, and can expect, to have reports taken seriously by the University when formally reported, and to have those incidents investigated and properly resolved through these procedures.

Formal reporting still affords privacy to the reporter, and only a small group of officials who need to know may be told about the particulars of the report. Those individuals who may need to know include, but are not limited to: Office of Student Development, University Campus Safety & Security, and the Care Team. Information will be shared as necessary with investigators, witnesses and the Responding Party. The circle of people with this knowledge will be kept as tight as possible to preserve a Reporting Party's rights and privacy.

Disciplinary Amnesty for Reporting Parties, Victims and Witnesses

SEU encourages the reporting of Sexual Misconduct by victims and witnesses. Sometimes, victims or witnesses of Sexual Misconduct may be hesitant to report such conduct because they fear that they themselves will be accused of or disciplined for violations of the SEU code of conduct, Community Covenant, or other policies. It is in the best interests of our community that as many victims as possible choose to report to University officials, and that all witnesses come forward to share what they know. To encourage reporting, SEU has a policy of offering victims, witnesses, and Reporting Parties who report Sexual Misconduct, in good faith, with amnesty from minor policy violations related to the incident.

Pressing Charges

Alleged violations of the Sexual Misconduct Policy should be reported to the appropriate Title IX Deputy Coordinator identified above. In addition to contacting the Title IX Deputy Coordinator, a person who has experienced a sexual assault or other act of sexual violence may contact proper local law enforcement authorities (e.g., by calling 911) about possibly filing a criminal complaint. The Title IX Deputy Coordinators are available to assist individuals in making contact with any of the following appropriate law enforcement authorities upon request.

- Lakeland Police Department Victim Assistance 863-834-6914
219 N. Massachusetts Avenue Lakeland, FL

- Polk County Clerk of Court, Domestic Violence Department
To file civil Domestic Violence reports and obtain “Injunctions for Protection Against Domestic Violence”

Lakeland Branch:

930 E. Parker Street, Lakeland, FL 863-603-6412

Bartow Branch (Polk County Courthouse):

255 N. Broadway Street Bartow, FL 863-534-4184

- Clerk of the 10th Judicial Court of Polk County Florida

To file Injunctions (“Order of Protection” or “Restraining Orders”) in response to reported Dating/Domestic Violence, Stalking, or Sexual Violence.

Polk County Courthouse:

255 N. Broadway Street Bartow, FL 863-534-4000

Any pending criminal investigation or criminal proceeding may have some impact on the timing of the University’s investigation, but the University will commence its own investigation as soon as is practicable under the circumstances. The University reserves the right to commence and/or complete its own investigation prior to the completion of any criminal investigation or criminal proceeding.

An employee or student may also file a complaint of Sexual Misconduct with:

- Florida Department of Human Relations 850-488-7082
800-342-8170
- U.S. Department of Education Office for Civil Rights 800-421-3481
- Office of Civil Rights 800-368-1019

D. Attempted Violations

In most circumstances, the University will treat attempts to commit any of the violations listed in the Sexual Misconduct Policy as if those attempts had been completed.

Investigation and Grievance Procedures

Southeastern University is committed to the prompt and equitable resolution of all alleged or suspected Sexual Misconduct about which the University knows or reasonably should know, regardless of whether a complaint alleging a violation of this policy has been filed and regardless of where the conduct at issue occurred. SEU's ability to investigate in a particular situation, or the extent of the investigation in any given situation, may be affected by any number of factors, including whether the victim is willing to file a complaint or to consent to an investigation, the location where the alleged conduct occurred, and the University's access to information relevant to the alleged or suspected Sexual Misconduct. SEU is nonetheless committed to investigating all alleged and suspected violations of this policy to the fullest extent possible under the circumstances.

These Investigation & Grievance Procedures apply to all suspected or alleged violations of this policy and will be used in place of any "Student Grievance Policy" that may be contained in any University catalog, handbook, or other publication or appear on the University's web site. In addition, any sanctions or other corrective actions imposed against students shall be imposed pursuant to these Investigation & Grievance Procedures, rather than pursuant to any "Student Code of Conduct Policy" or other set of policies and procedures governing student conduct, unless the University determines in its discretion that a Student Code of Conduct or other similar policy governing student conduct should be used to resolve a particular matter. In addition, the University may modify these Investigation & Resolution Procedures in the interests of promoting full and fair resolution of suspected or alleged incidents of Sexual Misconduct in accordance with applicable law.

Initial Informational Meeting with Title IX Deputy Coordinator

Within three (3) business days of the Title IX Deputy Coordinator receiving a report or notification of alleged Sexual Misconduct involving a currently enrolled student or faculty or staff member, the Deputy Coordinator will request to meet individually with the Reported Victim. This initial meeting will usually occur within five (5) business days. At the meeting, the Deputy Coordinator will review the University's procedures, the rights of the Reported Victim or Reporting Party, and will share information about available resources and support services. The Deputy Coordinator may also explain any interim measures (see Section D) that will be in place while the investigation proceeds.

Once it has been determined that a formal investigation has been opened, based on the information gathered in the initial report as well as the Reported Victim's desires, or the University's determination of an immediate threat to the campus community, the Deputy Coordinator will contact the alleged perpetrator, referred to as a "Responding Party." The Responding Party will be given a Notification of Investigation Notice, and will be expected to follow up by attending an informational meeting with the Deputy Coordinator. At such meeting, the Deputy Coordinator will review the University's procedures, process, and the Responding Party's rights.

E. Investigation Process

The Title IX Coordinator will designate at least one investigator to conduct a prompt, thorough, fair, and impartial investigation of the reported conduct and prepare a report of Investigative Findings and Recommended Sanctions. The investigator may be an individual employed by SEU or an external party, in SEU's sole discretion. The University may also designate more than one investigator, in its sole discretion. Regardless of whether internal or external, the investigator will be selected from a group of qualified individuals and who are trained by the University for the purpose of conducting investigations under this policy.

The Title IX Coordinator will provide all of the parties with the name of the person(s) assigned to investigate the report. Any party having a conflict or potential conflict of interest with the investigator should inform the Title IX Deputy Coordinator as soon as practicable, but not more than three (3) days after receiving the names of the investigator(s). The Title IX Deputy Coordinator will consider the nature of the conflict and determine whether different individuals should be assigned to investigate. The Title IX Deputy Coordinator's determination regarding conflicts of interest is final.

Depending upon the nature of the alleged or suspected Sexual Misconduct, the relevant official (or his or her designee) will conduct an investigation either alone or with one or more other University officials as deemed appropriate by the University. The nature and extent of the investigation will vary depending upon the circumstances. Once a formal investigation of Sexual Misconduct begins investigations will generally include:

- Separate meetings with the Reported Victim(s), Responding Party(ies), and relevant witnesses (if applicable).
- Collection of all relevant information, including written statements by the Responding Party(ies), Reported Victim(s), and/or witnesses and physical evidence (if applicable).
- Preparation and delivery of a Final Investigative Report, summarizing the investigation and recommendations, to the Title IX Coordinator.

To help ensure a prompt and thorough investigation, Reporting Parties are asked to provide as much information as possible including, but not limited to:

- The name, department, and position of the person or persons allegedly involved in the Sexual Misconduct.
- A description of any relevant incident(s), including the date(s), location(s), and the presence of any witnesses.
- The effect of the incident(s) on the Reported Victim's opportunity to benefit from the University's programs or activities.
- The names of other individuals who might have been subject to the same or similar acts of Sexual Misconduct.
- Although it is not required, any steps the Reported Victim or Reporting Party has taken to try to stop the Sexual Misconduct.
- Any other information the Reporting Party believes to be relevant.

Any Responding Parties are also expected to provide as much information as possible in connection with the investigation. Any party providing information relevant to an investigation may do so by e-mail, hardcopy, or in any other form convenient to the party and by delivery to the appropriate Deputy Title IX Coordinator.

Both Reporting and Responding Parties in any investigation will be provided with the following opportunities in connection with the resolution of suspected or alleged violations of this policy:

1. The opportunity to speak on their own behalf.
2. The opportunity to identify witnesses who can provide information about the alleged conduct at issue.
3. The opportunity to submit other evidence on their behalf.
4. The opportunity to review any information that will be offered by the other party in support of the other party's position (to the greatest extent possible and consistent with FERPA or other applicable law).
5. The right to simultaneously (to the greatest extent possible and consistent with FERPA or other applicable law) be informed in writing of the outcome of the investigation, any sanctions imposed, and the rationale for the decision and sanctions.
6. The opportunity to appeal the outcome of the investigation.

The investigation of any suspected or alleged Sexual Misconduct will be completed within sixty (60) days of the filing of a complaint or the date on which the University becomes aware of a suspected violation of this policy unless the University determines in its discretion that more time is required to complete the investigation. But the University will notify all parties involved, in writing, in the event that the investigation needs to be extended past the sixty (60) day timeframe.

Interim Measures

The University reserves the right to take any interim measures the University deems appropriate to protect the rights, interests, and personal safety of the Reported Victim, Reporting Party, and the University community pending the outcome of an investigation or grievance. Such interim measures can include, but are not limited to:

- 1) Change of an on-campus student's housing to a different on-campus location.
- 2) Assistance from University support staff in completing the relocation.
- 3) Arranging to dissolve a housing contract and pro-rating a refund.
- 4) Exam (paper, assignment) rescheduling.
- 5) Taking an incomplete in a class.
- 6) Transferring class sections.
- 7) Temporary withdrawal.
- 8) Alternative course completion options.
- 9) Removing a student from campus housing.
- 10) Issuing a "no contact" order and/or restricting or prohibiting contact with persons on campus.
- 11) Suspending any member of the SEU community, implementing interim removal from or restriction from particular areas of the campus.

SEU will maintain as confidential any interim or permanent measures put in place to protect the Reported Victim, to the extent that maintaining such confidentiality does not impair SEU's ability to provide the protective measure.

Advisors

Any Reporting Party, Reported Victim or Responding Party involved in the conduct process may be accompanied by one advisor of their choosing throughout the investigation process. The role of an advisor is to provide a comforting and familiar presence for a student. The choice whether or not to invite an advisor is solely that of the student(s) involved. The Title IX office must be notified with an “Advisors in the Conduct Process” form that an advisor will be present at least two business days before the scheduled meeting, unless circumstances call for an expedited meeting.

An advisor may not speak in a hearing unless asked a direct question by the investigative officer. Advisors may not ask questions, interject, coach, advocate for, or otherwise speak on behalf of a Reporting Party, Responding Party, or witness. An advisor may not function as legal counsel or “represent” a participant in the investigation process. Advisors may not also serve as witnesses in a hearing about the same matter.

If an advisor is an attorney, or is acting under the supervision and direction of an attorney hired by a participant in the Investigation process, this information must be disclosed to the University, and the University reserves the right to have its own legal counsel present for the meeting. If any advisor conducts themselves in a manner inconsistent with these guidelines, then the individual will no longer be considered an advisor and the investigative officer may excuse the individual from the conduct process.

A student may also request that the University assign an advisor to them, who will be either a student or staff member to serve in such a capacity. Such requests do not guarantee that an advisor will be available, and should be made as soon as possible.

Witnesses

Witnesses are permitted in the investigation process and may be invited by anyone involved in the investigation, including but not limited to the Reporting Party, the Reported Victim, the Responding Party, and the investigative officer. A witness is someone who can provide a firsthand account of something seen, heard, or experienced relating to the alleged incident. “Character witnesses” and other witnesses deemed to be irrelevant by the investigative officer are not permitted.

A list of witnesses must be submitted prior to the investigation meeting. The list should include contact information and a brief description of each witness’s contribution.

Authorized Audio and Video Recording

In some cases, at the discretion of the University, audio or video of hearings may be recorded. Deliberations by investigative officers are never recorded. Any recording becomes property of the University and may be retained in the Title IX office. Recordings may be reviewed in deciding an appeal, or may be used internally for documentation or training purposes.

The Resolution Process

The resolution process applies to matters involving alleged or suspected sexual assault or sexual violence. The University may also elect to use the formal resolution process in any matter when the University deems it appropriate. As part of the formal resolution process, the University may determine that further steps are required to complete the University's investigation. The following are the various attributes of the Resolution Process, and all must be present in order to insure the protection of the complainant and the completion of the University's investigation:

A. Standard for Determining Responsibility.

The standard used to determine whether Sexual Misconduct has occurred is a whether it is "more likely than not" that the Responding Party violated this policy. This is often referred to as a "preponderance of the evidence" standard.

B. Sanctions; Corrective Actions.

The official conducting the investigation will, in collaboration from the Title IX Coordinator, determine whether a violation of this policy has occurred and what, if any, corrective action is appropriate. The University will take reasonable steps to prevent the recurrence of any violations of this policy and to correct the discriminatory effects on the Reported Victim (and others, if appropriate).

Sanctions for such violations will vary depending on the circumstances, and may include but not be limited to any of the following:

Student Sanctions:

- 1) Written or verbal apology.
- 2) Discrimination or harassment education.
- 3) Verbal or written warning.
- 4) Withholding diploma.
- 5) Revocation of degree.
- 6) Transcript notation.
- 7) Probation.
- 8) Suspension.
- 9) Dismissal from the University.

Employee Sanctions:

- 1) Verbal or written warning.
- 2) Performance Improvement Plan.
- 3) Required counseling.
- 4) Required training or education.
- 5) Demotion.
- 6) Loss of any applicable pay increase.
- 7) Suspension without pay.
- 8) Suspension with pay.
- 9) Revocation of tenure.
- 10) Termination.

Notwithstanding the foregoing, any person found responsible for Non-Consensual Sexual Contact or Non-Consensual Sexual Intercourse will likely receive a sanction ranging from probation to expulsion, if a student, or from suspension to termination, if an employee, depending on the severity of the incident, and taking into account any previous disciplinary violations. Any person found responsible for Sexual Exploitation or Sexual Harassment will likely receive a recommended sanction ranging from warning to expulsion or termination, depending on the severity of the incident, and taking into account any previous disciplinary violations.

The University reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the investigating officers nor any appeals officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.

The University will consider the safety and concerns of the Reporting Party, the Responding Party, all witnesses, and the entire SEU community in determining appropriate sanctions.

Employees who are found to have violated this policy may be terminated or subjected to other disciplinary action. Guests and other third parties who are found to have violated this policy are subject to corrective action deemed appropriate by the University, which may include removal from the University and termination of any applicable contractual or other arrangements. In instances where the University is unable to take disciplinary or other corrective action in response to a violation of this policy because a Reporting Party insists on confidentiality or for some other reason, the University will nonetheless pursue other steps to limit the effects of the conduct at issue and prevent its recurrence.

Notification of Outcome.

After the conclusion of the investigation, the University will provide written notification of the outcome to the Reporting Party, the Reported Victim, and the Responding Party. This notice shall be issued contemporaneously to all parties, to the extent practicable. The University may also disclose to the Reported Victim information about any sanctions or corrective actions taken that relate directly to the Reported Victim (e.g., the issuance of a “no contact” order). The University will maintain documentation of all investigations or other proceedings undertaken pursuant to this policy. In no event will the Reported Victim in matters involving an alleged violation of the Sexual Misconduct Policy be required to abide by a nondisclosure agreement that would prevent disclosure of the outcome.

Right to Appeal

Once written notification of the resolution has been provided, all parties have the opportunity to appeal the all or part of the decision. An appeal is not a re-hearing of the case. The Associate Vice President for Student Development or designee will review all appeal requests to determine if there are sufficient grounds for the appeal.

All sanctions imposed by the original investigators will be in effect during the appeal. A request may be made to the Title IX Coordinator to delay implementation of the sanctions until the appeal is decided, but the presumptive stance of the University is that the sanctions will go

into effect immediately. Graduation, study abroad, internships/ externships, etc. do NOT in and of themselves constitute exigent circumstances, and students may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to the university or resumption of privileges, all reasonable attempts will be made to restore the student to their prior status, recognizing that some opportunities lost may be irreparable.

Grounds for Appeal

Any request for appeal must be based on one or more of the following grounds:

- New Information Forthcoming - New substantive information available that could not have been discovered by a diligent party at the time of the investigation and that would have likely changed the outcome of the case.
- Gross Violation of Process - A substantive procedural error or error in the interpretation of University policy occurred that denied the party the right to a fair investigation and decision.
- Punishment inconsistent with the University norm – The finding was manifestly contrary to the information presented in the investigation or to established Community Standards. In other words, the decision was clearly unreasonable and unsupported by the great weight of information.

Timeline and Format

Any appeal must be submitted in writing to the Title IX Coordinator within four (4) business days of receiving the written decision. Failure to submit a request in this period of time waives the right to appeal and renders the decision final.

No party is entitled to a hearing in connection with any appeal, but the Associate Vice President for Student Development may request written submissions from the parties or consider any other information as deemed appropriate.

Content

Requests for appeals must include the grounds for appeal, a personal statement explaining in detail why the party is contesting the results of the investigation, and any relevant documentation available that substantiates or clarifies the request for appeal. Such additional documentation may be submitted as well.

Review and Final Decision

All requests for appeals will be considered by the Associate Vice President for Student Development or designee, who will determine whether there is sufficient basis for modifying the original decision.

Responsibility lies with the appealing student to provide clear and convincing information demonstrating that the original process or decision was substantively flawed.

The Associate Vice President of Student Development or designee will choose one of four possible outcomes for all appeals:

- 1) Affirm the original decision and uphold the original sanction(s).
- 2) Affirm the original decision but modify the original sanction(s).

- 3) Overturn all or part of the original decision and uphold, modify, or remove the sanction(s) appropriately.
- 4) Remand the case to be re-reviewed by different investigative officer(s).

Both parties will be informed in writing of the outcome of any appeal within fourteen (14) days of the date by which all requested information is received unless the Associate Vice President for Student Development determines that additional time is required.

Parental Involvement

Title IX investigations are a process designed for the protection those within our SEU community. Because of their sensitive nature, only those who are directly involved with the situation may participate in the investigation. Outside involvement in the investigation hinders the University's ability to successfully complete the process.

However, as described above, any Reported Victim or Responding Party involved in a Title IX investigation may be accompanied by one advisor of their choice. The role of an advisor is to provide a comforting and familiar presence for a student or student organization. If a student so wishes, they may choose a parent to serve as their advisor during the investigation. Any parent interested in becoming an advisor must fill out the Advisor Application Form and submit the form prior to the scheduled meeting.

Prohibition against Retaliation

It is critically important that everyone in the SEU community feels free to report information that helps to ensure the safety and well-being of the community. The University will make every effort to ensure that no person will be subject to any adverse action (either by the University or by another person or group) because they report what they honestly believe to be Sexual Misconduct.

No individual who makes a complaint alleging a violation of this policy or who participates in the investigation or resolution of such a complaint will be subject to retaliation as a result of such activity or participation. Retaliation exists when action is taken against a participant in the investigation and resolution process that:

- 1) Adversely affects the individual's opportunity to benefit from the University's programs or activities.
- 2) Is motivated in whole or in part by the individual's participation in the investigation and resolution process.

In addition, any acts of retaliation by any faculty, staff, administrator, or student taken against a Reporting Party, Reported Victim, witness, or other individual following and in response to the reporting or investigation of an allegation of Sexual Misconduct will be considered a serious violation of the Community Standards and will result in appropriate disciplinary action, up to and including dismissal for students and termination of employment for faculty and staff. Retaliation may constitute a violation of this policy even when the initial report does not result in a finding of responsibility.

Also, no officer, employee, or agent of the University, may retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for reporting an incident to the University or otherwise exercising their rights or responsibilities in the conduct process in good faith. Any individual who experiences retaliation by a member of the University community is encouraged to report such conduct directly to the appropriate Title IX Deputy Coordinator.

Fabricated Allegation

Any allegations of Sexual Misconduct that are suspected to be fabricated for the purpose of harassing the Responding Party or disrupting the University's operations are subject to these investigation and resolution procedures and could result in disciplinary action, up to and including dismissal for students and termination of employment for faculty and staff.

Media Involvement

Sexual Misconduct is simultaneously a Title IX violation and an abuse of power. Consequently, it is desirable that all communication regarding incidents of Sexual Misconduct involving a University community member be handled with sensitivity toward the privacy of the victim and the rights of the Responding Party. It is possible that improper communication concerning such a violation may result in further harm to the victim or violate the rights of the Responding Party. As a result, the following guidelines for media communication are suggested:

- 1) All communication to the University community and public must be coordinated through the Vice President for Student Development.
- 2) Any public communication or media concerning an incident of Sexual Misconduct should be shown to the victim by the Vice President of Student Development to ensure the anonymity of the victim.

How to be an Active Bystander

SEU expects all members of the community to take reasonable and prudent actions to prevent or stop an act of Sexual Misconduct. Taking action may include direct non-violent intervention, calling law enforcement, and seeking assistance from a person in authority. Any individual choosing to exercise this positive moral obligation in good faith and a reasonable manner will be supported by the University and protected from retaliation for his or her actions. Sometimes, students are hesitant to offer assistance to others for fear that they may get themselves in trouble. The University has a policy of amnesty from minor policy violations for all individuals who offer help to others in the event of Sexual Misconduct.

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 people who seclude, hit on, and try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this guide for support in health, counseling, or with financial or legal assistance.

Risk Reduction

To empower all SEU community members to actively pursue a safe and secure environment for themselves and others, following are some strategies to reduce the risk of becoming a victim of crime or Sexual Misconduct: :

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

Injunctions

SEU complies with Florida law in recognizing orders of protection, which are called injunctions in Florida. There are five types of injunctions that differ based on the nature of the threat and the victim's relationship to the abuser. Injunctions are issued throughout the State of Florida.

Domestic Violence Injunctions

You may file a Domestic Violence Injunction if there has been an incident of violence and the Respondent is your spouse, former spouse, related to you by blood or marriage, living with you or has lived with you in the past or is the other parent of your child(ren) whether you have been married or lived together.

Repeat Violence Injunctions

You may file a Repeat Violence Injunction if two or more incidents of violence, threats of violence, or stalking have been committed against you or a member of your immediate family by another person. At least one of those acts of violence must have occurred within the last six months of filing a petition.

Sexual Violence Injunctions

You may file a Sexual Violence Injunction if there has been an incident of violence wherein a sexual battery or other unlawful sexual act is committed or attempted. In order to receive an injunction, you must have reported the sexual violence to law enforcement and be cooperating in any resulting criminal proceeding or the other person has been incarcerated for sexual violence against you and the term of the imprisonment expires within the next ninety (90) days.

Dating Violence Injunctions

You may file a Dating Violence Injunction if there has been an incident of violence between individuals who have had a continuing relationship of a romantic and intimate nature. The relationship must have existed within the past six months.

Stalking Violence Injunctions

You may file a Stalking Violence Injunction if someone purposely follows or harasses you repeatedly over a period of time for no legitimate reason.

Please refer to the Polk County Clerk of Court webpage for more information on the types of injunctions and the requirements for filing <http://www.polkcountyclerk.net/Domestic-Violence/>

Any person who obtains an order of protection from Florida or any U.S. State should provide a copy to the Safety & Security Department and the Title IX Coordinator. A victim may then meet with the Safety & Security Department and/or the Title IX Coordinator to develop a safety action plan, which is a plan for the Safety & Security Department and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, different parking arrangements, providing a different telephone number or email address, changing classroom or working locations, and/or allowing a student to complete assignments from home. SEU examines, on a case-by-case basis, what specific needs are present and how best to accommodate those needs.

SEU cannot apply for a legal order of protection (injunction) for a victim from the applicable jurisdiction(s). The victim must apply directly for these services and may obtain assistance in doing so from the Safety and Security Department, another local law enforcement agency, or may go directly to the Polk County Courthouse located at 255 North Broadway Avenue Bartow, FL 33830 863-534-4000. Hours of operation are Monday through Friday from 8:00 am to 5:00 pm. If you are the victim of dating violence, domestic violence, sexual assault, or stalking and need an emergency injunction after hours, contact your local police department or if on campus, the Safety and Security Department.

SEU may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused.

SEU does not publish the name of crime victims nor house identifiable information regarding victims in Safety & Security Department's Daily Crime and Fire Logs or online. Victims may request that directory information on file be removed from public sources by going to the Registrar's Office and making the request. Employees should contact Human Resources for assistance.

F. Glossary of Related Terms

The following list contains working definitions of terms commonly used in an SEU discrimination or sexual misconduct procedures.

Coercion: unreasonable pressure for any activity.

Force: the use of physical violence, threats, intimidation (implied threats), and/or coercion to overcome resistance or objection. Consent cannot be gained using force.

Incapacitation: a "state" where an individual is temporarily or permanently impaired by mental and/or physical deficiency (such as when sleeping or blacked out), disability, illness, or by the use of alcohol or other drugs to the extent that the person lacks sufficient understanding to make rational decisions or engage in responsible actions. A person who does not comprehend the "who, what, where, when, why, or how" of a sexual interaction may be incapacitated.

Intimidation: implied threats or acts that cause an unreasonable fear of harm in another

Report Findings: Statements believed to be true given the best evidence available, made within the investigation report.

Reporting Party: any person who reports Sexual Misconduct, whether the person is the victim or a witness, and whether or not the person chooses to pursue an investigation into the incident.

Reported Victim: If the Reporting Party is not the victim or survivor of the alleged Sexual Misconduct, the University will refer to the victim as the Reported Victim.

Responding Party: any person who is alleged to have engaged in a form of Sexual Misconduct and becomes subject to the University's investigation process.

Threats: threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person.

Reports of all domestic violence, dating violence, sexual assault, and stalking made to the Safety and Security Department will automatically be referred to the Title IX Coordinator for investigation regardless if the Reported Victim chooses to pursue criminal charges.

When a Reported Victim does not consent to the disclosure of his or her name or other identifiable information to the alleged perpetrator, SEU's ability to respond to the report may be limited.

Campus Sex Crimes Prevention Act

SEU is required to issue a statement advising the Campus community where law enforcement agency information concerning registered sex offenders may be obtained. It also requires sex offenders, already required to register in a state, to provide notice of each institution of higher education in that state where the person is employed, carries on a vocation, or is a student. The Web site address for securing registered sex offender information in Florida is: www.fdle.state.fl.us.

Residential Facilities	CAUSE	DATE/TIME	TOTAL NUMBER OF FIRES IN EACH BUILDING 2012	TOTAL NUMBER OF FIRES IN EACH BUILDING 2013	TOTAL NUMBER OF FIRES IN EACH BUILDING 2014	Number of Fire Drills Conducted
Aventura Residence Hall			0	0	0	2
Bauer Residence Hall			0	0	0	2
Bethany Residence Hall			0	0	0	2
Destino Residence Hall			0	0	0	2
Smith Hall Apartments			0	0	0	2
Valencia Residence Halls			0	0	0	2
South Pointe Residence Halls			0	0	0	2
North Bethany Apartment			0	0	0	2
Buttercup Homes						
949 Buttercup Dr			0	0	0	0
955 Buttercup Dr			0	0	0	0
961 Buttercup Dr			0	0	0	0
967 Buttercup Dr			0	0	0	0
973 Buttercup Dr			0	0	0	0
985 Buttercup Dr			0	0	0	0
991 Buttercup Dr	Stove Fire while Cooking	1/12/13 1:52pm	0	1	0	0
1007 Buttercup Dr			0	0	0	0
1013 Buttercup Dr			0	0	0	0
1031 Buttercup Dr			0	0	0	0
1037 Buttercup Dr			0	0	0	0
1043 Buttercup Dr			0	0	0	0
1049 Buttercup Dr	Oil in cooking pan	5/20/13 6:22pm	0	1	0	0
1055 Buttercup Dr			0	0	0	0
1061 Buttercup Dr			0	0	0	0
1067 Buttercup Dr			0	0	0	0

Residential Facilities	INJURIES REQUIRING TREATMENT AT MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO A FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE
Aventura Residence Hall	0	0	0
Bauer Residence Hall	0	0	0
Bethany Residence Hall	0	0	0
Destino Residence Hall	0	0	0
Smith Hall Apartments	0	0	0
Valencia Residence Halls	0	0	0
South Pointe Residence Halls	0	0	0
North Bethany Apartment	0	0	0
Buttercup Homes			
949 Buttercup Dr	0	0	0
955 Buttercup Dr	0	0	0
961 Buttercup Dr	0	0	0
967 Buttercup Dr	0	0	0
973 Buttercup Dr	0	0	0
985 Buttercup Dr	0	0	0
991 Buttercup Dr	0	0	\$200-\$400
1007 Buttercup Dr	0	0	0
1013 Buttercup Dr	0	0	0
1031 Buttercup Dr	0	0	0
1037 Buttercup Dr	0	0	0
1043 Buttercup Dr	0	0	0
1049 Buttercup Dr	0	0	\$10
1055 Buttercup Dr	0	0	0
1061 Buttercup Dr	0	0	0
1067 Buttercup Dr	0	0	0
There were no fires in	2012		
There were 2 fires in	2013		
There were no fires in	2014		

	On Campus			Off-Campus (SEU Property)			Public Property			On-campus Residential		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	1	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	3	4	2	0	0	1	0	0	0	3	4	2
Motor Vehicle Theft	1	1	2	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offense - Forcible Rape	0	0	1	0	1	0	0	0	0	0	0	1
Forcible Sex Offense- Forcible Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Non-forcible Sex Offense Incest	0	0	0	0	0	0	0	0	0	0	0	0
Non-forcible Sex Offenses Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
Dating Violence	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
Stalking	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
Liquor Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Referral	8	6	6	0	0	10	0	0	0	4	6	6
Illegal Drug Arrest	0	1	0	0	0	0	0	0	0	0	1	0
Illegal Drug Law Referral	6	8	3	0	0	0	0	0	0	4	5	3
Illegal Weapons Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Referral	0	0	1	0	0	0	0	0	0	0	0	1
Unfounded Clery Crime Reports	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0

Reported crimes may involve individuals not associated with the institution.

UNFOUNDED CRIMES REPORTED AT MAIN CAMPUS											
	On Campus			Non-campus			Public Property			On-campus resi	
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0
Sexual Offense	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrest	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Referral	0	0	0	0	0	0	0	0	0	0	0
Drug Law Arrest	0	0	0	0	0	0	0	0	0	0	0
Drug Law Referral	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Arrest	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Referral	0	0	0	0	0	0	0	0	0	0	0

REPORTING HATE CRIMES

A hate/bias crime is a crime that shows evidence that the victim was intentionally selected due to the perpetrator’s bias against the victim. All CSAs are required to report hate crimes by category of prejudice, geographic location, year the incident was reported, and category of crime, including any crime perpetrated on the basis of prejudice that results in bodily injury.

The following categories of crime statistics for the campus, non-campus properties, and public property areas that are reported to the SEU Safety and Security Department and Campus Security Authorities must be disclosed for the most recent three calendar years.

- Homicide: Murder/Non-negligent Manslaughter
- Sex Offenses
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Domestic Violence
- Dating Violence
- Stalking
- Larceny-theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism

Hate crimes must be reported by category of prejudice:

- Race
- Gender
- Sexual Orientation
- Ethnicity

- Gender Identity
- Religion
- National Origin
- Disability

OC = ON CAMPUS
 NC = NON-CAMPUS
 PP = PUBLIC PROPERTY
 CR = CAMPUS RESIDENTIAL FACILITY

2014	Race				Gender				Gender Identify				Religion				Sexual Orientation				Ethnicity				National Origin				Disability			
	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Carjacking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Armed Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	Race				Gender				Gender Identify				Religion				Sexual Orientation				Ethnicity				National Origin				Disability			
	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Armed Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	Race				Gender				Gender Identify				Religion				Sexual Orientation				Ethnicity				National Origin				Disability			
	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	CR	OC	NC	PP	
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
egligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
obbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
urglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
rson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
ape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
ondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
ncest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
tutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
omestic Violence	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ating Violence	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
talking	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
arceny Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
imple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
ntimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
estruction/Damage/Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	0	0	0	

If you have additional questions concerning this or any other safety issue, please contact our safety and campus security office at (863) 667-5190 or (863) 712-3950.