



Wells College

2021 Annual Security and Fire Safety Report

October 1, 2021

Campus Safety Authority & Working Relationships

Wells College Campus Safety Officers are duly licensed through the New York State Department of State and derive their authority from the New York State General Business Law, Article 7-A, commonly referred to as the Security Guard Act. Campus Safety Officers do not have police or arrest authority, but do possess “citizen” arrest powers and have the ability to detain individuals on the property of Wells College pending the release to local law enforcement.

Campus Safety is empowered to enforce Wells College institutional rules and regulations as outlined in the College’s Student Handbook and to investigate and report on any alleged community standards violations. The Office of Campus Safety performs these duties at all “On Campus” and “Non-Campus” locations owned or controlled by Wells College.

Local law enforcement agencies include, the Cayuga County Sheriff’s Office and the New York State Police. All required criminal incidents and motor vehicle accidents are reported to these agencies. Wells College is currently developing a memorandum of understanding with the Cayuga County Sheriff’s Office regarding the investigation of alleged criminal offenses. Wells College currently has a memorandum of understanding in place with the Cayuga County Sheriff’s Office for the investigation of Dating Violence, Domestic Violence, Stalking and Sex Offense complaints.

Any complaints of missing students or any violent felony offenses committed on campus, as defined in section 70.02 section

one of the New York State Penal Law, are reported to the Cayuga County Sheriff’s Office.

Reporting Crimes and Other Emergencies

Wells College community members are strongly encouraged to promptly and accurately report all criminal action, safety related incidents and emergencies to the Office of Campus Safety, when the victim of a crime elects to, or is unable to, make such report. Campus Safety Officers are available 24 hours a day and carry a cell phone on them at all times that receives calls made to the Office of Campus Safety. When a complaint is received, Campus Safety Officers will respond promptly to the location of the incident and assess the situation.

Crimes should be reported to the Office of Campus Safety immediately for the inclusion in the annual security and fire safety report and to evaluate the need to issue a “timely warning” or “emergency mass notification” to the campus community.

Campus Safety

(315) 364 – 3229

securityofficers@wells.edu

Crimes can also be reported to the Cayuga County Sheriff’s Office or the New York State Police by dialing 911.

Blue Light Emergency Phones

In addition, nine (9) blue light emergency phones have been strategically placed

throughout the campus along commonly used walk ways and parking lots and outside of every residence hall. These emergency phones dial directly to the Office of Campus Safety and detail the caller's exact location. Members of the community are encouraged to use the blue light phones to report crimes, suspicious conditions and emergencies.

Reporting to Other Campus Security Authorities

In addition to the Office of Campus Safety, crimes can be reported to:

- Any faculty or staff member
- Any Residential Assistant (RA)

Voluntary, Confidential Reporting

If you would like to report a crime, but do not want to pursue action within the College or criminal justice systems, we ask that you consider filing a voluntary, confidential report. Depending on the circumstances of the crime you are reporting, you may be able to file a report while maintaining your confidentiality. However, the Office of Campus Safety cannot guarantee confidentiality in all cases. The purpose of a confidential report is to comply with your wish to keep your personal identifying information confidential while taking steps to ensure your safety and the safety of others. Confidential reports allow the College to compile accurate records on the number and types of incidents occurring on campus.

Professional Counselors

Confidential crime reports, which allow a person to maintain their confidentiality, may be made to any counselor or psychologist in the Medical Center.

Wells College encourages professional psychologists assigned to the Medical Center to regularly provide those they counsel, and who are victims or witnesses of crime on campus, written notice of their rights and options. This notification outlines both confidential and non-confidential crime reporting options.

The Medical Center professional psychologists regularly provide crime information anonymously to the Office of Campus Safety. This anonymous reporting option allows those criminal incidents to be included in the daily crime log and the Wells College Annual Security and Fire Safety Report which must be provided to the Department of Education for statistical reporting purposes without disclosing any personally identifying information.

Timely Warning Procedures

Timely Warnings will be issued for any Clery reported crime occurring on or off campus that is considered to represent a serious or continuing threat to students or employees.

The purpose of a Timely Warning is to notify the community in a manner that is timely, that a Clery crime has been committed, the perpetrator has not been apprehended and there is a substantial risk to the physical safety of other members of the campus community because of this crime. Timely Warnings withhold names of victims as confidential and provide information that will aid in the prevention of similar occurrences.

The Dean of Students and Director of Campus Safety make the determination that a Timely Warning is necessary,

compose the message and issue the message to the community via Wells College email system and other means of communicating with the campus community as appropriate.

Emergency Response and Evacuation Procedures

The Office of Campus Safety will immediately respond to any reports of emergencies on campus. Campus Safety Officers, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of the students or employees, will activate the following emergency response protocols. The Campus Safety Officer will notify the Director of Campus Safety and the Dean of Students of the emergency.

The Dean of Students and Director of Campus Safety will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the emergency mass notification system, unless issuing a notification will, in their professional judgement, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

When the Dean of Students and Director of Campus Safety receive a report of a confirmed emergency or dangerous situation, they will:

- Determine the appropriate segment or segments of the campus community to receive the notification
- Determine the content of the notification

- Initiate the Wells Express Alert notification system, and
- Mobilize the Critical Incident Response Team (CIRT)

Wells College has partnered with Omnilert (formerly known as e2Campus) to implement an emergency notification system.

Omnilert Emergency Notifications

Omnilert is a patent pending universal notification system that allows designated administrators to send time-sensitive messages to the mobile phones, email, and/or pagers of their subscribers (students, faculty, staff, and others). In the event of an emergency, subscribers can get notified immediately of the situation, wherever they are geographically.

All student and employees of the College may sign up for and modify their notification settings with Omnilert. Email addresses for all students and employees are automatically added to Omnilert, however it is strongly advised that students and employees add their current cell phone number to the system so that they can get immediate notification via text message and phone call when the system is activated.

Once you are currently logged into the Globe by visiting: <http://global.wells.edu/> you may then navigate [to this link](#), or you can access Omnilert directly at <https://wells.omnilert.net>. It is here that you may enter your cell phone information and modify current information.

This system is not only utilized for emergency mass notification of a current emergency on campus but it is also how the

College notifies the community if the College must close business during severe weather-related events such as snowstorms.

Evacuation Procedures

When the fire alarm sounds, act immediately:

- Close the windows.
- For protection, put on a coat and wear hard-soled shoes.
- Feel the door for heat to determine that it is safe to enter the corridor.
- Turn off the lights in your room when you leave.
- Close the door to your room when you leave.
- Do not rush. Continued order and quiet is essential.
- Go to your designated assembly area as quickly as possible.
- Do not leave the designated assembly area until cleared to do so, so that you may be accounted for.

Everyone must respond to the alarm and leave the building. Do not use an elevator. Think clearly about all the available exits from the building, in case one exit is blocked, so that you can alter your route without causing delay or panic. If you are in the study or social areas, leave by the nearest exit without returning to your room. If you are not in your room at the time, make sure you are accounted for as soon as possible.

WHEN THE EVACUATION ALARM SOUNDS - YOU MUST LEAVE THE BUILDING!

It is a violation of New York State Law to fail to leave a building when the fire alarm is sounding. Always assume it is a real emergency and leave the building. It is also unlawful for any person to prevent another person from leaving the building when the

alarm is sounding. Failure or refusal to evacuate any building when a fire alarm sounds will result in a \$50.00 fine for the first instance an individual fails to evacuate a building, and a \$100.00 fine and referral for disciplinary action for each additional occurrence.

Evacuation Locations

Evacuation Locations		
Residence Hall	Primary Evacuation Point	Secondary Evacuation Point
Dodge House	Leach House	Schwartz Athletic Center
Fairlane Apartments	Dodge House	Leach House
Glen Park	Leach House	Dodge House
Leach House	Main Building	Schwartz Athletic Center
Main Building	Sommer Center	Schwartz Athletic Center
Mandell House	Main Building	Sommer Center
Weld House	Main Building	Leach House

In the event of an actual fire or extended fire alarm, individuals living or working in the residence halls shown below will go to their assigned primary evacuation location, unless directed to go to another location by a college official.

Students should locate and report to their Resident Advisor (RA) or other College Official upon arriving at a designated

evacuation location. RA's/College Officials will maintain rosters of students arriving at the evacuation point(s) to assist in accounting for the residents/staff of the affected building(s).

What to do if you are trapped by fire:

- If all exits are blocked, go back to your room.
- Keep your door closed.
- Pack the space under the door with towels or other materials to keep smoke out. Open the windows from the top, if possible, to let fresh air in.
- Let people know you are trapped. Wave a towel or pillowcase out the window, yell, or if possible, call 911 or Campus Safety at x3229.
- Stay low, on the floor, near the window, and wait for help to arrive.

If notification is necessary for the larger community outside of the Wells College Campus, local law enforcement agencies will be notified so that they can assist with community awareness of the emergency or dangerous situation.

The Dean of Students and Director of Campus Safety will ensure that the community receives prompt follow-up information via the Wells Express Alert System when the information becomes available. These follow-up notifications will include when the emergency or dangerous situation has been remediated.

Testing Emergency Response Procedures and Systems

Consistent with New York Education Law, Section 807 - Fire Drills, Wells College will conduct fire drills four (4) times during each academic year in each residence hall to

familiarize students with emergency procedures. Fire drills will be conducted four (4) times per academic year in all classroom and administrative buildings. It is imperative that all members of the campus community take fire drills seriously and react accordingly when the alarm sounds.

It is important that all members of the campus community:

- Learn the location of fire exits in your residence hall or your classroom/office building.
- Do not tamper with or damage fire safety equipment.
- Do not assume that an alarm is a fire drill or false alarm.
- Do not congregate in or near walkways or roadways that lead to the building as this may impede emergency response personnel.

The Wells Express Alert System is also tested at least once per semester, twice per year, to ensure that all subscribers receive the alert properly. The Wells Express Alert System test and Fire Drill information documents, for each test, a description of the exercise, the date, time, and whether it was announced or not. This testing information can be viewed at the Office of Campus Safety.

Monitoring and Recording Non-Campus Criminal Activity

Wells College does not have any officially recognized student organizations that have non-campus location or non-campus residential facilities. Wells College, Office of Campus Safety does not provide campus safety services to non-campus locations not owned or controlled by the College. Criminal activity at non-campus locations

are monitored by local, county, state and federal law enforcement agencies. These agencies provide Wells College with information of non-campus criminal activity involving students. The Wells College Student handbook is applicable to all students while at non-campus and off campus locations and the College may enforce its policies through judicial sanctions.

Security of and Access to Campus Facilities

It is the policy of the Wells College Office of Campus Safety to provide the members of the college community a safe and secure environment to work and learn by ensuring access to specific buildings is limited to authorized individuals.

Residential Buildings

The exterior doors of all residential buildings are secured 24 hours a day while students are in residence. Campus Safety personnel will conduct regular inspections of the residential buildings to ensure the exterior doors are secured. If personnel receive requests to grant access to a residential building from an individual, the individual will be asked to provide identification prior to being allowed access to the specific residential building and the information will be properly documented.

Academic/Administrative Buildings

During business hours, Wells College, excluding residential buildings, will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours, access to all Wells College facilities is by key, if issued, or by admittance by a Campus Safety Officer. During extended breaks, or between

scheduled semesters, admittance to any facility will be limited to individuals who possess keys to specific buildings and to those on established access lists.

All academic/office buildings will be secured and opened according to established schedules. The unlock/lock up schedules for each building will be reviewed with the faculty and staff of each building to ensure the academic, business, and security needs of the facility are being met.

Security Considerations in the Maintenance of Facilities

Campus lighting is another important part of the Wells College commitment to safety and security. Lighting problems or inefficiencies are immediately reported to Facilities for repair. A comprehensive survey of lighting is conducted annually by members of Campus Safety and Facilities evaluating parking lots, walkways and building exteriors. Members of the student body, faculty and staff are invited to attend and make suggestions for improvement. Landscaping on campus is maintained by trimming shrubbery and trees to enhance the safety through visibility of walkways, roadways, parking lots and building exteriors. All members of the campus community are encouraged to report all door hardware problems to Facilities or Campus Safety for repair. The maintenance of facilities also encompasses broken windows for which access may be gained along with life safety equipment such as fire detection and suppression systems. The Office of Campus Safety is available 24 hours a day to respond and evaluate any facility condition which is reported as unsafe. The Office of Campus Safety works

closely with Facilities to resolve any condition deemed unsafe.

For emergent concerns please contact Campus Safety so that officer's may evaluate the concern and request Facilities staff to respond or file a work order for repair for non-emergent issues. If students, faculty or staff would like to complete their own work order request for non-emergent concerns you can do so by logging into the globe single sign on and filling out a SchoolDude work order.

Crime Prevention

The Office of Campus Safety takes a proactive approach to preventing crimes and providing crime prevention services. A primary goal of crime prevention programming is to eliminate or minimize the opportunity for criminal activities whenever possible by seeking community involvement and diligence. Following the institutional mission to educate, crime prevention programming encourages students, faculty and staff to be responsible, proactive and aware of their own safety and the safety of others within the campus community. Crime prevention and the safety of others is a responsibility shared by all members of the Wells College community.

Personal Safety

Make it a habit to be cautious around campus, in buildings, and in transit. Campus Safety hopes you will make the following steps part of your daily routine.

Around Campus

- **Walk safely:** Don't walk alone at night, especially in dark, vacant areas. Avoid shortcuts. If you must

walk alone, proceed directly to your destination on well-lit paths. Look alert; be aware of your surroundings.

- **Use safety escorts:** Campus Safety will transport students at night from any of our parking lots to their residence hall when safety is a concern. Student may use the blue light phone in the lots, or at other locations on campus to call for a ride or walking escort.

Note: Campus emergency response and investigations have priority over escorts and therefore delays are possible.

- Don't jog alone in remote areas during the day and never jog alone at night.
- Carry a whistle or other device that makes noise and keep it ready to use.
- Report suspicious people or circumstances to Campus Safety.
- Carry your cell phone. Pre-program Campus Safety's phone number (315) 364-3229.

In Buildings

- Always leave room doors and windows locked. Draw shades/close curtains at night.
- Never prop open doors outside residence halls or other buildings.
- Don't allow strangers into the residence hall. Sometimes people you don't know will try to enter with you after you open the door. Ask them to use the access phone to have their guest meet them. If they continue into the building, call Campus Safety.

- If you are comfortable doing so, make it your business to ask a stranger in your building if you may be of any assistance. If the answer is hostile, evasive, or otherwise unsatisfactory, call Campus Safety.
- Don't leave valuables visible.
- Lock your door. This is the best deterrent to the casual thief. It takes only about eight seconds for someone to walk into an open room and take something. Even if you are only going to the bathroom or into the room next door, lock your door.
- Keep your keys and ID Card safe. Don't lend your keys or ID Card to anyone; others may not be as careful with them as you are or may forget to lock your room.

Safety Services

Safe Ride Program

The safe ride program provides safe transportation for students who may feel unsafe or uncomfortable walking after dark. Students are advised to call the Office of Campus Safety from a safe location and wait there until picked up by a uniformed Campus Safety Officer. Campus Safety considers this to be an important service and will respond to all requests as quickly as possible while also meeting our responsibility to respond to emergency calls as a priority.

Escorts and Medical Transports

Students who require special needs assistance to get around campus due to a medical condition may receive an escort by a member of the Office of Campus Safety.

Blue Light Emergency Phones

Wells College has a series of outdoor emergency telephones that are marked by blue lights. The blue light phones are located throughout the campus along commonly used routes. Pushing the button on an emergency phone connects you to Campus Safety. Campus Safety immediately responds to any blue light phone based on a visual readout of the phone that was activated. Additional emergency telephones are located at the entrance of many residence halls.

Prevention Programs

First-Year Student Orientation

This presentation is provided annually to all incoming first-year and transfer students by Campus Safety personnel. Techniques to provide a safe and secure residence hall by students in conjunction with the Office of Campus Safety are discussed. Students are also made aware of safety and security programs that prevent crime such as blue light phones and their operation; safe rides and what to do when you feel unsafe; and the reporting of criminal activity or suspicious activity to the Office of Campus Safety. Students are also trained about the potential of a serious emergency on campus and what they can expect from a Timely Warning or Emergency Notification.

RA Training

This training is provided annually to student Resident Assistants (RAs) by the Office of Campus Safety. The RAs are trained by Campus Safety personnel on how to protect themselves when handling an incident and procedures for notifying the Office of Campus Safety. This training educates RAs about how to handle incidents that they can manage, as well as emergency response

protocols. Among the topics discussed are incident management in conjunction with Campus Safety for several types of crimes, and crime prevention techniques to protect the resident students within their residence halls.

Alcohol and Drug Policies - *Alcohol*

Overview

Wells College includes among its goals the education of students to think critically, reason wisely, and act humanely as they cultivate meaningful lives. As part of this education, Wells College promotes informed choices about the consumption of alcohol by all members of the Wells community. Members of the Wells community are subject to all federal, state, county and municipal laws and ordinances as well as College regulations and policies regulating the possession, use, sale, and purchase of alcohol.

For the purposes of this policy, the term "Alcohol" means any beverage or food item containing alcohol intended or prepared for consumption.

New York State Laws Governing Alcohol

Under New York State law it is illegal:

- For a person under the age of 21 to consume alcohol or to possess alcohol with the intent to consume it.
- To sell, deliver, or give away alcoholic beverages to any person actually or apparently under the age of 21.
- To sell, deliver, or give away any alcoholic beverage to any

intoxicated person or any person under the influence of alcohol.

- To sell, deliver, or give away any alcoholic beverage to any habitual drunkard known to be such to the person authorized to dispense any alcoholic beverage.
- To sell alcohol, including charging admission at the door of an event where alcohol is distributed free of charge, without an Alcoholic Beverage Control license.
- For any person under the age of 21 to present or offer identification of age which is false, fraudulent, or not his or her own, for the purpose of purchasing alcohol or attempting to purchase alcoholic beverages. It is also illegal for another person to misrepresent the age of someone under 21 for the purpose of helping the person under 21 obtain alcohol.
- To operate a motor vehicle with the blood alcohol content between .05 and .07 percent. This is known as "Driving While Ability Impaired," or DWAI. "Driving While Intoxicate" (DWI) is defined by a blood alcohol content of .08 percent or greater, and is also illegal.
- For any person under the age of 21 who operates a motor vehicle while having a blood alcohol content of .02 percent or greater (a very low threshold).

Civil Liabilities

Dram Shop Liability

Any person who is injured by an intoxicated person has a legal right of action against anyone who has unlawfully sold alcohol to the intoxicated person or unlawfully assisted the intoxicated person in obtaining

liquor. In any such legal action, the injured person has a right to recover both actual and punitive damages.

Social Host Liability

Any person who furnishes alcoholic beverages to an individual under the age of 21 is at risk of civil liability if the intoxication of the person under the age of 21 results in injury or damages to a third party.

Additional College Policies Governing Alcohol

A. Students must be 21 years of age or older to consume or possess alcohol on any property owned or operated by Wells College. As the use of alcohol by those of legal drinking age is permitted on campus, the responsibility for complying with all policies and procedures applying to the possession, use, sale, purchase, and service of alcohol on any property owned or operated by Wells College lies solely with each individual community member.

B. The following actions/activities are prohibited, and are considered violations of the Wells College Alcohol Policy:

1. The possession or consumption of alcohol by any student under the age of 21 on any property owned or operated by Wells College.

a. Any Wells college student who permits an underage guest or other individual they are responsible for to possess or consume alcohol on property owned or operated by Wells College is in violation of the alcohol policy.

b. Any room on campus that is assigned to a student under the age of 21 is considered an "underage room," therefore, no alcohol should

be present in that room, regardless of the age(s) of guest(s) in that room.

c. If one resident assigned to a room is over the age of 21 and any other is not, the following applies:

1. The resident over the age of 21 may possess and consume alcohol in the room, as long as it is clear that the over 21 year old is the sole person consuming/possessing alcohol. The resident may store alcohol in their own refrigerator. If the residents share a refrigerator, alcohol may not be stored in it, as possession would be unclear.
2. No one else may consume or possess alcohol in a room where underage individuals are present.

2. Possession and/or use of false identification for the purpose of obtaining alcohol or gaining access to an establishment that serves alcohol;

3. Providing alcoholic beverages to any person who is under 21 years of age;

4. Engaging in activities, whether alcohol is present or not, that promote irresponsible or binge drinking (e.g. drinking games, chugging contests, or any means where alcohol is consumed as part of a competition)

5. Public intoxication and/or drunken behavior, which result in the destruction of property, or conduct that is disorderly, disruptive, and/or disrespectful to any member of the campus community;

6. Possession or transportation of open alcohol containers in public areas of the College;

7. Possession of alcohol is prohibited at any College function in which students are in attendance, including (but not limited to) dances, concerts, athletic events, and dinners, without proper submission of an Event Request Form and Alcohol Exemption Form signed by the appropriate college officials;

8. The possession or consumption of alcohol on any college owned, leased, or contracted van, bus, or other vehicle.

9. Possession of large quantities/bulk containers of alcohol, including, but not limited to, beer balls, kegs, and alcoholic punch in excess of one gallon, in any residence hall room, college-owned or operated apartment, or other college property; and

a. All students present in a room or area where large quantities/bulk containers of alcohol are present are in violation of this policy.

10. Socially irresponsible or illegal alcohol-related conduct that occurs off campus (e.g., off-campus arrest for underage drinking, or alcohol-related conduct, etc.);

11. All students must be able to show a valid form of identification showing their date of birth at any time they possess or consume alcohol;

a. If proof of age cannot be established, the alcohol may be confiscated and disposed of.

12. Empty containers of alcohol will be considered the same as full/partially full containers of alcohol and are not allowed in bulk quantities, or in any quantity with students that are not 21 years of age or older.

Capacity

The allowable amount of alcohol allowed in any college-owned or operated residence hall room or apartment by a single student who is of legal drinking age is limited to:

- thirty (30) 12-ounce containers of beer/malted beverage, OR
- two (2) one-liter bottles of wine, OR
- one (1) one-liter of distilled spirits, OR
- a reasonable combination of these types. Any alcohol possessed in violation of any provision of this policy may be confiscated and disposed of by Campus Safety personnel or other college officials.

Display of Alcohol

Students may not display advertisements or items (i.e. signs, posters, photographs, bottles) that promote illegal drug use and or alcohol products in the public spaces on campus (i.e. hallways, lounges, bathrooms, exterior bedroom doors, exterior windows of residence halls). Alcohol bottles and containers (full or empty) are not permitted as decorations either, and may be confiscated at the discretion of Residence Life and/or Campus Safety.

Being in the Presence of Alcohol

If a student is underage and in the presence of alcohol, but not consuming or possessing alcohol themselves, the student still may be found responsible for violating the alcohol policy.

Alcohol and Drug Policies – Drugs

Overview

Wells College believes that students have the right to live and work in an environment

free from the effects of drugs and drug abuse. Accountability and shared responsibility serve as the overarching principles that shape this policy. In that spirit the policy aims to clarify the responsibilities of community members, define appropriate behaviors, describe the College's response to hazardous, illegal or disruptive behavior, and inform community members about the resources available for addressing drug-related concerns and problems. In accordance with state and federal laws, Wells College has established these priorities:

1. To provide an atmosphere free from the manufacture, sale, distribution, use or abuse of illegal or prescription drugs;
2. To stress safety, and individual accountability for all Wells College students;
3. To establish clear penalties for violating the College's drug policy; and
4. To provide students with information about confidential on- and off-campus resources to address issues related to drug use and abuse.

All Wells College students are expected to comply with federal, state, and local laws, to follow the requirements of the College's drug policy and to respect the right to a drug free environment shared by all members of the campus community. Violations of the Wells College Drug Policy or of any of the state laws of New York are subject to disciplinary action.

Federal and New York State Laws Governing Drugs

Existing federal and state laws prohibit the possession, use, manufacture, and

distribution of controlled substances. Degree and penalties vary depending upon the type of substance, amount of substance, prior record of individual and age of individual. For more information, please visit the Federal Trafficking Penalties table at

<http://www.dea.gov/druginfo/ftp3.shtml>.

Penalties for violating state laws can include substantial fines and imprisonment ranging from a few months to life. Violation of federal laws can also result in substantial fines and imprisonment as well as forfeiture of property and denial of federal benefits, including financial aid.

Among the relevant laws are the following:

- Unlawful possession of any controlled substance is a crime.
- Giving another person an illegal drug or prescription controlled substance is the same as selling it.
- The sale (or giving) of any controlled substance is a felony. This statute also includes legally possessed prescription drugs that are controlled substances. Possession of marijuana is against the law; the charges and sanctions vary according to the amount possessed.
- The sale of marijuana is a more serious crime than simple possession.
- Possession of gelatin caps, glassine envelopes, other packaging materials, or scales under circumstances evincing intent to use is a crime.

Wells College is an educational institution. Wells College does not apply sanction of the law, but they do not ignore the law nor stand between the student and the law.

Additional College Policies Governing Drugs

It is a violation of the Wells College Drug Policy for students to:

1. Possess, manufacture, sell, distribute, use, or participate in the use of illegal drugs. Prohibited drugs include all illegal drugs such as marijuana, cocaine, heroin, LSD and other hallucinogens, designer drugs and prescription drugs or other illegal drugs. **[Note: although marijuana (cannabis) was legalized by the New York State Legislature statewide in 2021, it is still illegal to possess or consume it on the College's campus. Under the NYS Clean Air Act, smoking of both tobacco and cannabis is banned at all public and private colleges and universities. Cannabis remains a federal Schedule I drug, and any institution that knowingly permits possession, use, or distribution of cannabis is at risk of losing its Title IV (federal financial aid) funding.]**
2. The use, possession, or distribution of synthetic cannabinoid (marijuana) products.
3. Have drug paraphernalia, such as bongs, pipes, or other devices possessed for drug use, in their residence hall rooms or apartments, in their possession, or in any area under their immediate control.
4. Provide illegal or prescription drugs to another individual or use prescription drugs for purposes other than those for which they are prescribed.
5. Violate state, federal or local laws concerning drug use, distribution, sale or manufacture.

Education and Counseling Programs for Alcohol and Other Drugs:

Wells College provides educational programs and counseling services to address the issues of alcohol and other drug use. The College's goals are to increase awareness, and to assist those in need of help, as in those potential instances of addiction, chemical dependency, and other negative consequences resulting from use or abuse of alcohol and other drugs.

Educational outreach is offered throughout the school year by Residential Education, the Community Medical Center, and various offices and organizations including athletics, and Student Activities. Courses in a variety of disciplines (e.g., biology, chemistry, philosophy) also provide academic discussion of alcohol or other drug use.

The following resources are available to students and/ or employees:

Wells College Employee Assistance Program (EAP)

The Wells College EAP is administered by the Office of Human Resources. All employees, faculty members and their dependents are eligible to participate in the drug and alcohol abuse programming offered through the EAP. Additional information about the EAP program can be obtained by calling (315) 364-3317 or by visiting the Director of Human Resources and Business Services, Kit Van Orman in Macmillan Hall.

Counseling at the Community Medical Center

The Counseling Center provides free, confidential services for students, including

individual and group counseling and outreach and educational programming. The Counseling Center also offers psychological consultation to students. For more information, please call (315) 364-3273

EverFi Alcohol EDU

EverFi Alcohol EDU is an interactive online program designed to reduce the negative consequences of alcohol amongst students. It is the most widely used alcohol prevention program in higher education. The online programs deliver a personalized experience to all types of students, dependent on their current drinking choices.

Off Campus Resources

Confidential Help for Alcohol & Drugs, Inc. in Auburn (315) 253-9786

Unity House of Cayuga County, Inc. in Auburn (315) 253-6227

Missing Student Policy

If anyone has reason to believe that a student who resides in an on-campus housing facility is missing, he or she should immediately notify the Office of Campus Safety at (315) 364-3229. The Office of Campus Safety will respond and conduct a preliminary investigation to verify the report. Upon verification of the report, the Office of Campus Safety will immediately notify the Cayuga County Sheriff's Office.

In addition to registering a general emergency contact, all students may identify one or more individuals as confidential missing person contacts to be contacted only by authorized officials of the College within 24 hours of the

determination that a student is missing. Authorized officials of the College may disclose the confidential missing person contact information only to law enforcement officials and only for the purpose of furthering the missing person investigation. If a missing student is under the age of 18 and is not emancipated, Wells College will notify the student's custodial parent or guardian in addition to notifying any additional contact person designated by the student, within 24 hours of the determination that the student is missing.

To identify a confidential contact(s), students may do so through the Dean of Students Office. The confidential contact should be someone who will be likely to know your location and who you wish to be contacted if you are missing.

Disclosure of Disciplinary Results

Wells College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Sex Offender Registry

In the State of New York, individuals convicted of certain sex offenses must be registered in the sex offender registry maintained by the New York State Division of Criminal Justice Services.

Information about sexual offenders registered in New York State is available from the following source:

- New York State Division of Criminal Justice Services online at http://www.criminaljustice.ny.gov/SomsSUBDirectory/search_index.jsp

Policies and Procedures Related to Dating Violence, Domestic Violence, Sexual Assault and Stalking

Introduction

All members of the Wells College community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The behavioral expectations set forth in this policy apply to all members of the Wells College community and also apply to non-community members (e.g., visitors to campus). Sexual Misconduct, as defined by Wells College, includes but is not limited to sex and/or gender-based harassment, discrimination or misconduct, including sexual violence, sexual assault, stalking, domestic violence, and dating violence.

Wells College is committed to maintaining a positive emotional and physical environment in which all students, faculty, staff, administrators, and guests have an equal opportunity to achieve success. The College will not tolerate any acts of sexual misconduct as is outlined in this policy. These acts are inconsistent with the Wells College mission, Community Standards, Honor Code, state and federal law, and with maintaining social responsibility and

academic freedom on campus. Any individual who is found to have violated this policy may face disciplinary sanctions up to and including expulsion or termination of employment.

Wells College encourages prompt reporting of any incident of sexual or gender-based misconduct to the College and to local law enforcement or civil rights enforcement agencies. Upon receipt of a report, the College will take prompt and effective action by: providing interim remedies and support for individuals who make a report or seek assistance under this policy (referred to as the “Complainant”); conducting a review of the conduct under Title IX of the Education Amendments of 1972; addressing the safety of individuals and the campus community, and as warranted, pursuing resolution through informal measures or formal disciplinary action against the accused individual (referred to as the “Respondent”).

All Wells College community members are strongly encouraged to report information regarding any incident of sexual misconduct directly to a member of the Title IX team. Wells College is able to respond only to those incidents that come to its attention.

This policy has been developed to reaffirm Wells College’s institutional values, to define community expectations, to provide recourse for those individuals whose rights have been violated, and to provide fair and equitable procedures for determining when this policy has been violated. Retaliation against any person or group who makes a complaint, cooperates with an investigation, or participates in a grievance procedure is a violation of College policy. Retaliation should be reported promptly to

the Title IX Coordinator, Title IX Deputies, or a member of the Title IX team for investigation, which may result in disciplinary action.

All members of the Wells College community are encouraged to participate in the process of creating a welcoming, safe, and respectful atmosphere and environment. It is an expectation of this College that all Wells College community members will take reasonable and prudent actions to prevent and stop an act of sexual misconduct. As a bystander, taking action may include direct intervention in a situation and setting that allows a bystander to do so safely, enlisting assistance from peers, contacting Campus Safety, or seeking assistance from a person in authority. Members of the College community who choose to exercise this positive moral obligation will be supported by Wells College and protected from retaliation.

Scope of Policy

The policy applies to all Wells community members, including students, faculty, administrators, staff, volunteers, vendors, independent contractors, visitors and any individuals regularly or temporarily employed, studying, living, visiting, conducting business or having any official capacity with the College or on College property.

This policy is intended to protect and guide individuals who have been affected by sexual misconduct, whether as a Complainant, a Respondent, or a third party, and to provide fair and equitable procedures for investigation and resolution of reports.

When used in this policy, Complainant refers to the individual who identifies themselves as being a victim or survivor of sexual misconduct. A Respondent refers to the individual who has been accused of prohibited conduct under this policy. A third party refers to any other participant in the process, including a witness to the incident or an individual who makes a report on behalf of someone else.

This policy applies to conduct occurring on Wells College property and/or at Wells College sanctioned events or programs that take place off campus, including study abroad and internship programs. In addition, off campus conduct that is likely to have a substantial adverse effect on, or may pose a threat of danger to, any member of the Wells College community or Wells College may also be covered under this policy.

A Complainant is encouraged to report misconduct regardless of where the incident occurred, or who committed it. Even if the College does not have jurisdiction over the Respondent, the College will still take prompt action to provide for the safety and well-being of the Complainant and the broader campus community.

Student Bill of Rights

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal

- justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and meaningful opportunity to be heard;
 5. Be treated with dignity and to receive from the institution courteous, fair and respectful health care and counseling services, where available;
 6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes and violations;
 7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
 8. Be protected from any retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
 9. Access to at least one level of appeal of a determination;
 10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
 11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

Prohibited Conduct and Definitions

The College prohibits all forms of sexual and gender-based harassment, sexual violence, domestic violence, dating violence and stalking. Wells College must recognize the definitions of Dating Violence, Domestic Violence, Sexual Assault and Stalking as given by the Violence Against Women’s Act (VAWA), New York State Penal Law, New York State Education Law 129B “Enough is Enough” and any additional College definitions.

Dating Violence – VAWA

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Dating Violence – NYS Penal Law

New York State does not specifically define “dating violence.” However, under New York Law, intimate relationships are covered by the definition of domestic violence when the act constitutes a crime listed elsewhere in this document and is committed by a person in an “intimate relationship” with the victim. See “Family or Household Member” for definition of “intimate relationship.”

Dating Violence – NYS Education Law 129B

Dating violence refers to a pattern of violent behavior (including, but not limited to, sexual or physical abuse or the threat of such abuse) that is committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship is determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence – VAWA

A felony or misdemeanor crime of violence committed—

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

Domestic Violence – NYS Penal Law

An act which would constitute a violation of the penal law, including, but not limited to acts constituting disorderly conduct, harassment, aggravated harassment, sexual misconduct, forcible touching, sexual abuse,

stalking, criminal mischief, menacing, reckless endangerment, kidnapping, assault, attempted murder, criminal obstruction or breaching or blood circulation, or strangulation; and such acts have created a substantial risk of physical or emotional harm to a person or a person's child. Such acts are alleged to have been committed by a family member. The victim can be anyone over the age of sixteen, any married person or any parent accompanied by his or her minor child or children in situations in which such person or such person's child is a victim of the act.

FAMILY OR HOUSEHOLD MEMBER: Persons related by consanguinity or affinity; persons legally married to one another; persons formerly married to one another regardless of whether they still reside in the same household; persons who have a child in common regardless of whether such persons are married or have lived together at any time; unrelated persons who are continually or at regular intervals living in the same household or who have in the past continually or at regular intervals lived in the same household; persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. Factors that may be considered in determining whether a relationship is an "intimate relationship" include, but are not limited to: the nature or type of relationship regardless of whether the relationship is sexual in nature; the frequency of interaction between the persons; and the duration of the relationship. Neither a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be deemed to constitute an "intimate relationship."

Any other category of individuals deemed to be a victim of domestic violence as defined by the office of children and family services in regulation. Intimate relationship status shall be applied to teens, lesbian/gay/bisexual/ transgender, and elderly individuals, current and formerly married and/or dating heterosexual individuals who were, or are in an intimate relationship.

PARENT: means natural or adoptive parent or any individual lawfully charged with a minor child's care or custody.

Domestic Violence – NYS Education Law 129B

Domestic violence refers to physical violence, threats of violence or acts of physical intimidation between spouses, former spouses or intimate partners, cohabitating romantic partners or individuals who were formerly cohabitating romantic partners, individuals who share a child in common, individuals who are similarly situated to spouses and/or individuals who are protected from the other person's acts under the domestic or family violence laws of the jurisdiction in which the act of violence occurs.

Sexual Assault – VAWA

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

- a. Rape: The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral

penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

- b. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- c. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent

Sexual Assault – NYS Penal Law

New York State Penal Law does not specifically define Sexual Assault. However, it does define varying degrees of Rape, Forcible Touching, Criminal Sexual Act, Sexual Abuse and Aggravated Sexual Abuse.

S 130.25 Rape in the third degree.

A person is guilty of rape in the third degree when:

1. He or she engages in sexual intercourse with another person who is incapable of consent by reason of some factor other than being less than seventeen years old;
2. Being twenty-one years old or more, he or she engages in sexual intercourse with another person less than seventeen years old; or
3. He or she engages in sexual intercourse with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.

S 130.30 Rape in the second degree.

A person is guilty of rape in the second degree when:

1. being eighteen years old or more, he or she engages in sexual intercourse with another person less than fifteen years old; or
2. he or she engages in sexual intercourse with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated.

It shall be an affirmative defense to the crime of rape in the second degree as defined in subdivision one of this section that the defendant was less than four years older than the victim at the time of the act.

S 130.35 Rape in the first degree.

A person is guilty of rape in the first degree when he or she engages in sexual intercourse with another person:

1. By forcible compulsion; or
2. Who is incapable of consent by reason of being physically helpless; or
3. Who is less than eleven years old; or
4. Who is less than thirteen years old and the actor is eighteen years old or more.

S 130.40 Criminal sexual act in the third degree.

A person is guilty of criminal sexual act in the third degree when:

1. He or she engages in oral sexual conduct or anal sexual conduct with a person who is incapable of consent by reason of some factor other than being less than seventeen years old;
2. Being twenty-one years old or more, he or she engages in oral sexual conduct or anal sexual conduct with a person less than seventeen years old; or

3. He or she engages in oral sexual conduct or anal sexual conduct with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.

S 130.45 Criminal sexual act in the second degree.

A person is guilty of criminal sexual act in the second degree when:

1. being eighteen years old or more, he or she engages in oral sexual conduct or anal sexual conduct with another person less than fifteen years old; or
2. he or she engages in oral sexual conduct or anal sexual conduct with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated.

It shall be an affirmative defense to the crime of criminal sexual act in the second degree as defined in subdivision one of this section that the defendant was less than four years older than the victim at the time of the act.

S 130.50 Criminal sexual act in the first degree.

A person is guilty of criminal sexual act in the first degree when he or she engages in oral sexual conduct or anal sexual conduct with another person:

1. By forcible compulsion; or
2. Who is incapable of consent by reason of being physically helpless; or
3. Who is less than eleven years old; or
4. Who is less than thirteen years old and the actor is eighteen years old or more.

S 130.52 Forcible touching.

A person is guilty of forcible touching when such person intentionally, and for no legitimate purpose:

1. forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person, or for the purpose of gratifying the actor's sexual desire; or

2. subjects another person to sexual contact for the purpose of gratifying the actor's sexual desire and with intent to degrade or abuse such other person while such other person is a passenger on a bus, train, or subway car operated by any transit agency, authority or company, public or private, whose operation is authorized by New York state or any of its political subdivisions.

For the purposes of this section, forcible touching includes squeezing, grabbing or pinching.

S 130.55 Sexual abuse in the third degree.

A person is guilty of sexual abuse in the third degree when he or she subjects another person to sexual contact without the latter's consent; except that in any prosecution under this section, it is an affirmative defense that

- (a) such other person's lack of consent was due solely to incapacity to consent by reason of being less than seventeen years old, and
- (b) such other person was more than fourteen years old, and
- (c) the defendant was less than five years older than such other person.

S 130.60 Sexual abuse in the second degree.

A person is guilty of sexual abuse in the second degree when he or she subjects another person to sexual contact and when such other person is:

- 1. Incapable of consent by reason of some factor other than being less than seventeen years old; or

- 2. Less than fourteen years old.

S 130.65 Sexual abuse in the first degree.

A person is guilty of sexual abuse in the first degree when he or she subjects another person to sexual contact:

- 1. By forcible compulsion; or
- 2. When the other person is incapable of consent by reason of being physically helpless; or
- 3. When the other person is less than eleven years old; or
- 4. When the other person is less than thirteen years old and the actor is twenty-one years old or older.

S 130.65-a Aggravated sexual abuse in the fourth degree.

1. A person is guilty of aggravated sexual abuse in the fourth degree when:

(a) He or she inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person and the other person is incapable of consent by reason of some factor other than being less than seventeen years old; or

(b) He or she inserts a finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person and such person is incapable of consent by reason of some factor other than being less than seventeen years old.

2. Conduct performed for a valid medical purpose does not violate the provisions of this section.

S 130.66 Aggravated sexual abuse in the third degree.

1. A person is guilty of aggravated sexual abuse in the third degree when he or she inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person:

- (a) By forcible compulsion; or
- (b) When the other person is incapable of consent by reason of being physically helpless; or
- (c) When the other person is less than eleven years old.

2. A person is guilty of aggravated sexual abuse in the third degree when he or she inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

3. Conduct performed for a valid medical purpose does not violate the provisions of this section.

S 130.67 Aggravated sexual abuse in the second degree.

1. A person is guilty of aggravated sexual abuse in the second degree when he or she inserts a finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person:

- (a) By forcible compulsion; or
- (b) When the other person is incapable of consent by reason of being physically helpless; or
- (c) When the other person is less than eleven years old.

2. Conduct performed for a valid medical purpose does not violate the provisions of this section.

S 130.70 Aggravated sexual abuse in the first degree.

1. A person is guilty of aggravated sexual abuse in the first degree when he or she inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person:

- (a) By forcible compulsion; or

(b) When the other person is incapable of consent by reason of being physically helpless; or

(c) When the other person is less than eleven years old.

2. Conduct performed for a valid medical purpose does not violate the provisions of this section.

Sexual Assault – NYS Education Law 129B

Consistent with federal law, Wells College defines sexual assault as including non-consensual sexual intercourse and non-consensual sexual contact which can be further defined as follows:

Non-consensual sexual intercourse- is any sexual penetration (anal, oral, or vaginal), however slight, with any body part (e.g., penis, tongue, finger, hand) or object, by a person upon another person that is without affirmative consent. Nonconsensual sexual acts can include the following: Rape: Consistent with the definition in the FBI's Uniform Crime Report definition, rape is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent. In New York, the statutory age of consent is 17 years old.

Non-Consensual Sexual Contact is any intentional sexual touching, however slight, with the intimate parts of another (including over clothing), causing another to touch one's intimate parts, or disrobing or exposure of another without permission. Intimate parts may include the breasts, genitals, buttocks, groin, mouth or any

other part of the body that is touched in a sexual manner.

Sexual Exploitation: Occurs when, without affirmative consent, an individual takes sexual advantage of another. Examples of sexual exploitation include, but are not limited to:

- surreptitiously observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
- non-consensual sharing or streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved;
- exposing one's genitals or inducing another to expose their own genitals in nonconsensual circumstances;
- knowingly exposing another individual to a sexually transmitted disease or virus without his or her knowledge;
- acts of incest;
- sexually-based stalking and/or bullying; and
- inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

Sexual Harassment: Any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature when:

(1) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, evaluation of

academic work, or participation in any aspect of a College program or activity; or

(2) Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, i.e. it is sufficiently serious, pervasive or persistent as to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment under both a subjective and objective standard.

A single isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

The fact that a person is offended is not alone enough to establish a violation of this policy. The College evaluates complaint based on a "reasonable person" standard, taking into account the totality of the circumstances, including the context of the interaction. Wells College is an academic institution, and freedom of intellectual thought and expression is valued. The College will not construe this policy to prevent or penalize a statement, opinion, theory, or idea offered within the bounds of legitimate, relevant, and responsible teaching, learning, working, or discussion.

Sexual harassment also includes gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex

stereotyping, even if those acts do not involve conduct of a sexual nature.

Sexual harassment:

- May be blatant and intentional and involve an overt action, a threat or reprisal, or may be subtle and indirect, with a coercive aspect that is unstated.
- Does NOT have to include intent to harm, be directed at a specific target, or involve repeated incidents.
- May be committed by anyone, regardless of gender, age, position or authority. While there is often a power differential between two persons, perhaps due to differences in age, social, educational or employment relationships, harassment can occur in any context.
- May be committed by a stranger, an acquaintance, or someone with whom the complainant has an intimate or sexual relationship.
- May be committed by or against an individual or may be a result of the actions of an organization or group.
- May occur by or against an individual of any sex, gender identity, gender expression or sexual orientation.
- May occur in the classroom, in the workplace, in residential settings, or in any other setting.
- May be a one-time event or can be part of a pattern of behavior.
- May be committed in the presence of others or when the parties are alone.

- May affect the Complainant and/or third parties who witness or observe harassment and are affected by it.

Examples of conduct that may constitute sexual harassment as defined above may include a severe, persistent or pervasive pattern of unwelcome conduct that includes one or more of the following:

- Physical conduct:
 - Unwelcome touching, sexual/physical assault, impeding, restraining, or blocking movements
 - Unwanted sexual advances within the employment context
- Verbal conduct:
 - Making or using derogatory comments, epithets, slurs or humor
 - Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations
 - Objectively offensive comments of a sexual nature, including persistent or pervasive sexually explicit statements, questions, jokes, or anecdotes
- Visual conduct:
 - Leering, making sexual gestures, displaying of suggestive objects or pictures, cartoon or posters in a public space or forum if deemed severe, persistent, or pervasive by a reasonable party

- Severe, persistent, or pervasive visual displays of suggestive, erotic, or degrading sexually oriented images that are not pedagogically appropriate
- Written conduct: letters, notes or electronic communications containing comments, words, or images described above
- Quid pro quo conduct:
 - Direct propositions of a sexual nature between those for whom a power imbalance or supervisory or other authority relationship exists
 - Offering employment benefits in exchange for sexual favors
 - Making submission to sexual advances an actual or implied condition of employment, work status, promotion, grades, or letters of recommendation, including subtle pressure for sexual activity, an element of which may be repeated requests for private meetings with no academic or work purpose
 - Making or threatening reprisals after a negative response to sexual advances

Stalking – VAWA

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person’s safety or the safety of others; or

- Suffer substantial emotional distress.

For the purposes of this definition—

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

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

Stalking – NYS Penal Law

STALKING IN THE FOURTH DEGREE: When a person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct (1) is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person’s immediate family or a third party with whom such person is acquainted; or

(2) causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of such person’s immediate family or a third party with whom such person is acquainted, and the actor was previously clearly informed to cease that conduct; or

(3) is likely to cause such person to reasonably fear that his or her employment, business or career is threatened, where such conduct consists of appearing, telephoning or initiating communication or contact at such person's place of employment or business, and the actor was previously clearly informed to cease that conduct. (Effective October 21, 2014: For purposes of subdivision two (2), "following" includes the unauthorized tracking of such person's movements or location through the use of global positions system or other device.)

STALKING IN THE THIRD DEGREE: When a person

- (1) commits the crime of stalking in the fourth degree against any person in three or more separate transactions, for which the actor has not been previously convicted; or
- (2) commits the crime of stalking in the fourth degree against any person, and has previously been convicted, within the preceding ten years of a specified predicate crime and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or
- (3) with an intent to harass, annoy or alarm a specific person, intentionally engages in a course of conduct directed at such person which is likely to cause such person to reasonably fear physical injury or serious physical injury, the commission of a sex offense against, or the kidnapping, unlawful imprisonment or death of such person or a member of such person's immediate family; or
- (4) commits the crime of stalking in the fourth degree and has previously been convicted within the preceding ten years of stalking in the fourth degree.

STALKING IN THE SECOND DEGREE: When a person:

- (1) commits the crime of stalking in the third degree and in the course of and furtherance of the commission of such offense:
 - (a) displays, or possesses and threatens the use of, a firearm, pistol, revolver, rifle, sword, billy, blackjack, bludgeon, plastic knuckles, metal knuckles, chuka stick, sand bag, sandclub, slingshot, slungshot, shirken, "Kung Fu Star," dagger, dangerous knife, dirk, razor, stiletto, imitation pistol, dangerous instrument, deadly instrument or deadly weapons; or
 - (b) displays what appears to be a pistol, revolver, rifle, shotgun, machine gun or other firearm; or
- (2) commits the crime of stalking in the third against any person, and has previously been convicted, within the preceding five years, of a specified predicate crime, and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or
- (3) commits the crime of stalking in the fourth degree and has previously been convicted of stalking in the third degree; or
- (4) being 21 years of age or older, repeatedly follows a person under the age of 14 or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of 14 in reasonable fear of physical injury, serious physical injury or death; or
- (5) commits the crime of stalking in the third degree, against ten or more persons, in ten or more separate transactions, for which

the actor has not been previously convicted.

STALKING IN THE FIRST DEGREE: When a person commits the crime of stalking in the third degree or stalking in the second degree and, in the course and furtherance thereof, he or she intentionally or recklessly causes physical injury to the victim of such crime.

Stalking – NYS Education Law 129B

A course of physical or verbal conduct directed at another individual that could be reasonably regarded as likely to alarm, harass, or cause fear of harm or injury to that person or to a third party. A course of conduct consists of at least two acts. The feared harm or injury may be physical, emotional, or psychological, or related to the personal safety, property, education, or employment of that individual. Stalking includes cyber-stalking, a particular form of stalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

Consent – NYS Penal Law

Lack of consent results from: forcible compulsion; or incapacity to consent; or where the offense charged is sexual abuse or forcible touching, any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct. Where the offense charged is rape in the third degree, a criminal sexual act in the third degree, or forcible compulsion in circumstances under

which, at the time of the act of intercourse, oral sexual conduct or anal sexual conduct, the victim clearly expressed that he or she did not consent to engage in such act, and a reasonable person in the actor's situation would have understood such person's words and acts as an expression of lack of consent to such act under all the circumstances.

A person is incapable of consent when he or she is:

- (a) less than 17 years old; or
- (b) mentally disabled; or
- (c) mentally incapacitated; or
- (d) physically helpless; or
- (e) committed to the care and custody or supervision of the state department of correctional services, or a hospital,
- (f) committed to the care and custody of a local correctional facility, or
- (g) or committed to the office of children and family services and is in residential care, or
- (h) a client or patient of a health care provider or mental health care provider, or
- (i) a resident or inpatient of a residential facility operated by the office of mental health, the office for people with development disabilities, or the office of alcoholism and substance abuse services, and the actor is an employee, not married to such person, who knows or reasonably should know that such person is committed to the care and custody of such department or hospital.

CONSENT, ABBREVIATED: Clear, unambiguous, and voluntary agreement between the participating persons who are capable of consent to engage in specific sexual activity.

Consent – NYS Education Law 129B and Wells College Definition

Affirmative Consent: Wells College expects that any sexual activity or sexual contact will be based on affirmative consent to the specific sexual activity. All references to consent in this policy will mean affirmative consent as defined in this policy. Under New York law affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity.

Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

The following are essential elements of effective consent:

Informed and reciprocal: All parties must demonstrate a clear and mutual understanding of the nature and scope of the specific act to which they are consenting and a willingness to do the same thing, at the same time, in the same way.

Freely and actively given: Consent cannot be obtained through the use of force, coercion, threats, intimidation or pressuring, or by taking advantage of the incapacitation of another individual.

Mutually understandable: Communication regarding consent consists of mutually understandable words and/or actions that indicate an unambiguous willingness to engage in sexual activity. In the absence of

clear communication or outward demonstration, there is no consent.

Consent may not be inferred from silence, passivity, lack of resistance or lack of active response. An individual who does not physically resist or verbally refuse sexual activity is not necessarily giving consent.

Not indefinite: Consent may be withdrawn by any party at any time. Recognizing the dynamic nature of sexual activity, individuals choosing to engage in sexual activity must evaluate consent in an ongoing manner and communicate clearly throughout all stages of sexual activity. Withdrawal of consent can be an expressed "no" or can be based on an outward demonstration that conveys that an individual is hesitant, confused, uncertain or is no longer a mutual participant. Once consent is withdrawn, the sexual activity must cease immediately and all parties must obtain mutually expressed or clearly stated consent before continuing further sexual activity.

Not unlimited: Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person. Each participant in a sexual encounter must consent to each form of sexual contact with each participant.

Even in the context of a current or previous intimate relationship, each party must consent to each instance of sexual contact each time. The consent must be based on mutually understandable communication that clearly indicates a willingness to engage in sexual activity. The mere fact that there has been prior intimacy or sexual

activity does not, by itself, imply consent to future acts.

Force: Force is the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual activity. For the use of force to be demonstrated, there is no requirement that a Complainant resists the sexual advance or request. However, resistance by the Complainant will be viewed as a clear demonstration of nonconsent.

Coercion: Coercion is the improper use of pressure to compel another individual to initiate or continue sexual activity against their will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Examples of coercion include threatening to "out" someone based on sexual orientation, gender identity or gender expression and threatening to harm oneself if the other party does not engage in the sexual activity.

Incapacitation: Affirmative consent cannot be given when a person is incapacitated. Incapacitation is a state where an individual cannot make an informed and rational decision to engage in sexual activity because that individual lacks the ability to knowingly choose to participate in sexual activity. An individual is incapacitated, and therefore unable to give affirmative consent, if they are asleep, unconscious, being involuntarily restrained or otherwise cannot consent to sexual activity.

Incapacitation may also result from the use of alcohol and/or drugs. Consumption of alcohol or other drugs alone is insufficient to establish incapacitation because the impact of alcohol and drugs varies from person to person. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs or other intoxicants may be incapacitated and, therefore, unable to consent.

Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual misconduct and does not diminish one's responsibility to obtain consent. Consent to sexual activity is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

Risk Reduction Tips

With no intention to victim-blame, and with recognition that only those individuals who commit sexual misconduct are responsible for these actions, the suggestions below are provided to assist in reducing a student's risk of experiencing a non-consensual sex act.

- If you have sexual limits, make them known as early as possible
- Tell a sexual aggressor "NO" clearly and firmly
- Try to remove yourself from the physical presence of a sexual aggressor
- Find someone nearby and ask for help
- Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol and drugs lower your sexual inhibitions and may make you vulnerable to someone who views someone under

the influence as a sexual opportunity

- Take care of your friends and ask that they take care of you.

If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner. These suggestions may help you to reduce your risk for being accused of sexual misconduct.

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you
- Understand and respect personal boundaries
- Don't make assumptions about: consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension, and communicate. You may be misreading your partner. You must respect all timelines and boundaries for that your partner has.
- Don't take advantage of someone's drunkenness or drugged state, even if they did it to themselves
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.

- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

Education and Prevention Programs

Wells College 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, informed by research, and 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.

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:

- identify domestic violence, dating violence, sexual assault, and stalking as prohibited conduct;
- educate about state law definitions of domestic violence, dating violence, sexual assault, stalking, and consent;

- educate about the VAWA definitions of domestic violence, dating violence, sexual assault, stalking and consent;
- educate about the definitions of domestic violence, dating violence, sexual assault, stalking, and consent established in the Colleges' policies and applied in the Colleges' on-campus disciplinary process;
- provide descriptions of safe and positive options for bystander intervention;
- provide information on risk reduction; and
- provide an overview of information contained in the Annual Security Report in compliance with the Clery Act.
- Provide information on reporting options and institutional procedures when a crime is reported.

Primary Prevention Programs and Ongoing Prevention Programs

Due to the major disruption caused to all of higher education by the COVID-19 pandemic, many of our regular annual programs were unable to be conducted. We look forward to resuming these activities in the 2021-22 academic year.

Reporting Sexual Misconduct to the College

Wells College encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual misconduct. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response.

Wells College encourages all individuals to make a report to the College and to local law enforcement. Reporting options are not mutually exclusive. Both internal and criminal reports may be pursued simultaneously.

The College is committed to supporting victims and survivors of sexual misconduct and encourages all individuals or third party witnesses to report any incident to the College.

Making a report means telling a designated non-confidential Campus Resource what happened -- in person, by telephone, in writing or by electronic communication. At the time a report is made, a Complainant does not have to decide whether or not to request any particular course of action, nor does a Complainant need to know how to label what happened. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time. The College provides support that can assist each individual in making these important decisions, and the College will consider the Complainant's wishes in deciding how to proceed. In this process, the College will balance the individual's interest with its obligation to provide a safe and non-discriminatory environment for all members of the College community.

Any individual who reports sexual misconduct can be assured that all reports will be investigated and resolved in a fair and impartial manner. A Complainant, a Respondent and all individuals involved can expect to be treated with dignity and respect. In every report under this policy, the College will make an immediate assessment of any risk of harm to the

Complainant or to the broader campus community and will take steps necessary to address those risks. These steps will include interim measures to provide for the safety of the individual and the campus community.

Campus Reporting Options: The College encourages all individuals to report sexual misconduct to:

John Norris, Director of Residence Life & Student Conduct;

Can provide reasonable accommodations for housing, academic flexibility and No Contact Orders. Available on weekdays during regular office hours; 8:30 a.m. to 4:30 p.m. and on an on-call basis.

jnorris@wells.edu; (315) 364-3426

Campus Safety

Available as a first option to report an incident of sexual misconduct. Also provides an escort service on-campus to any student and can reach the On-Call professional at any time. Available 24 hours a day, 7 days a week.

securityofficers@wells.edu; (315) 364-3229

Charles Kenyon, Dean of Students

Can provide reasonable accommodations for housing, academic flexibility and No Contact Orders. Available on weekdays during regular office hours; 8:30 a.m. to 4:30 p.m., and on an on-call basis.

ckenyon@wells.edu; (315) 364-3311

All Wells community members are strongly encouraged to report information regarding any incident of sexual misconduct directly to the Title IX Coordinator or a member of the Title IX team. The College cannot take appropriate action unless an incident is reported to the College.

Anonymous Reporting: Any individual may make an anonymous report concerning an act of sexual misconduct. An individual may report the incident without disclosing their name, identifying the Respondent or requesting any action. Depending on the extent of information available about the incident or the individuals involved, however, the College's ability to respond to an anonymous report may be limited. The Anonymous Reporting Form can be found at:

https://docs.google.com/forms/d/e/1FAIpQLSfhuDHTeW_Gck_FFr9C5bPdIYahA1QjyPOC53gDSo-sDnlGHA/viewform#start=invite

The Title IX Coordinator/Deputy will receive the anonymous report and will determine any appropriate steps, including individual or community remedies as appropriate, and in consultation with the Director of Campus Safety, compliance with all Clery Act obligations.

There are additional anonymous reporting options for incidents relating to bias. A bias incident is characterized as a behavior or act—verbal, written or physical—which is personally directed against or targets an individual or group based on perceived or actual identity. Efforts will be made to protect the identity of individuals involved and to maintain the level of privacy requested by the reporting party. Persons reporting an incident may self-identify or remain anonymous. Anonymous reporting, however, may impact the college's ability to respond or pursue appropriate action against the alleged perpetrators. The Bias Incident Reporting form can be submitted by following this link:

https://docs.google.com/forms/d/e/1FAIpQLSebyQWXh8wC0hi_6iAmXF9eAUoKE0-ggBl2oUr32sEAn04eA/viewform

Finally, the below link is to be used for all incidents that do not fall under bias or sexual violence. This form, when completed, is forwarded to the Director of Campus Safety for review. Please follow this link:

<https://docs.google.com/forms/d/1U0qtQueINrbC9YMKBKATc5tUvKQePqyxf55BM7QH Euc/edit>

Reporting Considerations

Timeliness and Location of Incident:

Complainants and third-party witnesses are encouraged to report sexual misconduct as soon as possible in order to maximize the College's ability to respond promptly and effectively. The College does not, however, limit the time frame for reporting. If the Respondent is not a member of the Wells community, the College will still seek to meet its Title IX obligation by taking steps to end the misconduct, prevent its recurrence, and address its effects, but its ability to take disciplinary action against the Respondent may be limited.

An incident does not have to occur on campus to be reported to the College. Off-campus conduct that is likely to have a substantial effect on the Complainant's on-campus life and activities or poses a threat or danger to members of the Wells community may also be addressed under this policy.

Amnesty for Alcohol or Other Drug Use: The health and safety of every student at Wells College is of utmost importance. Wells recognizes that students who have been drinking and/or using drugs (whether such

use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Wells strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking or sexual assault to Wells officials or law enforcement will not be subject to the Wells code of conduct for violations of the alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking or, sexual assault.

Coordination with Law Enforcement: Wells College encourages Complainants to pursue criminal action for incidents of sexual misconduct that may also be crimes under New York law. The College will assist a Complainant in making a criminal report and cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process to the extent permitted by law. The Cayuga County Sheriff, which can be reached at 315-253-1222 or 911, can assist in filing a criminal complaint and in securing an appropriate examination, including by a Sexual Assault Nurse Examiner. The NYS Police Sexual Assault Hotline, which can be reached at (844) 845-7269, may also be of assistance in reporting an incident to law enforcement.

The College's policy, definitions and burden of proof may differ from New York criminal law. A Complainant may seek recourse under this policy and/or pursue criminal

action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are determinative of whether a violation of this policy has occurred. Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

Any internal College investigation and/or hearing process will be conducted concurrently with any criminal justice investigation and proceeding that may be pending. Temporary delays in the College's internal process may be requested by local law enforcement authorities for the purpose of gathering evidence. Any requested temporary delay shall not last more than ten (10) days, except when local law enforcement authorities specifically request and justify longer delay. The college will cooperate with any criminal proceeding as permitted by law. The Title IX Coordinator and other College officials listed above can assist individuals in making a report of a crime to local law enforcement.

Additionally, orders of protection and other forms of legal protection may be available to individuals who have experienced or are threatened with violence by a Wells College community member or other person. In appropriate circumstances, an order of protection may be available that restricts the offender's right to enter or remain on College property, and Wells College will abide by a lawfully issued order of protection. Campus Safety or other College officials will, upon request, provide reasonable assistance to any member of the College community in obtaining an order of protection or, if outside of New York State,

an equivalent protective or restraining order, including providing that person with:

- A copy of an order of protection or equivalent when received by the College and providing that person with an opportunity to meet or speak with a College representative, or other appropriate individual, who can explain the order and answer questions about it, including information from the order about the other person's responsibility to stay away from the protected person or persons;
- An explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension; and
- Assistance in contacting local law enforcement to effect an arrest for violating such an order of protection

Statement against Retaliation: It is a violation of Wells College policy to retaliate in any way against an individual because that individual raised allegations of sexual misconduct. The College recognizes that retaliation can take many forms, may be committed by or against an individual or a group, and that a Complainant, Respondent or third party may commit or be the subject of retaliation.

The College will take immediate and responsive action to any report of retaliation and will pursue disciplinary action as appropriate. An individual reporting sexual misconduct is entitled to protection from any form of retaliation following a report that is made in good faith, even if the report is later not proven.

False Reports: The College will not tolerate intentional false reporting of incidents. The College takes the accuracy of information very seriously as a charge of sexual misconduct may have severe consequences. A good-faith complaint that results in a finding of not responsible is not considered a false or fabricated accusation of sexual misconduct. However, when a Complainant or third-party witness is found to have fabricated allegations or given false information with malicious intent or in bad faith, the Complainant may be subject to disciplinary action. It is a violation of the Code of Student Conduct and the Wells College Honor Code to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

Interim Measures, Remedies and Accommodations

Upon receipt of a report, Wells College will impose reasonable and appropriate interim measures designed to eliminate the hostile environment and protect the parties involved. Wells College will make reasonable efforts to communicate with the parties to ensure that all safety, emotional, and physical well-being concerns are being addressed. Interim measures may be imposed regardless of whether formal disciplinary action is sought by the Complainant or the College. Wells College will maintain as confidential, any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the College to provide accommodations or protective measures.

A Complainant or Respondent may request a No-Contact Order or other protection, or the College may choose to impose interim

measures at its discretion to ensure the safety of all parties, the broader Wells College and Aurora community, and/or the integrity of the process.

All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The College will take immediate and responsive action to enforce a previously implemented measure.

Range of Measures

Interim measures will be implemented at the discretion of the College. Potential remedies, which may be applied to the Complainant and/or the Respondent, include but are not limited to:

- Access to counseling services and assistance in setting up an initial appointment, both on and off campus
- Imposition of the campus No Contact Orders
- Rescheduling of exams and assignments in conjunction with appropriate faculty
- Providing alternative course completion options (with the agreement of the appropriate faculty)
- Changing of class schedule, including the ability to take an “incomplete”, drop a course without penalty or transfer sections (with the agreement of the appropriate faculty)
- Change a work schedule or job assignment
- Change housing assignments
- Arrange to dissolve a Housing Contract and pro-rate a refund in

accordance with campus housing policies

- Assistance from College support staff in completing housing relocation
- Limit an individual or organization's access to certain College facilities or activities pending resolution of the matter
- Voluntary withdrawal
- Providing an escort to ensure safe movement between classes and activities
- Providing medical services
- Providing academic support services, such as tutoring
- Interim suspension or College-imposed leave
- Any other remedy that could be tailored to the involved parties to achieve the goals of this policy

Interim Suspension or Separation: When the report of sexual misconduct poses a substantial and immediate threat of harm to the safety or well-being of an individual, members of the campus and/or Aurora community, or the performance of normal College functions, the College may place a student or student organization on interim suspension. Pending resolution of the report, the individual or organization may be denied access to campus, campus facilities, and/or all other college activities or privileges for which the student might otherwise be eligible, as the College deems appropriate. When the accused is not a student but is a member of the College community, he or she is subject to interim suspension and/or other measures in accordance with applicable collective bargaining agreements and College employment policies and procedures.

Right to Review: At any time, the complainant or accused may request review of the need for and the terms of any interim measures or accommodations imposed or requested that affect the individual directly and may submit evidence in support of his/her request. A request to add to, modify or eliminate an interim measure or accommodation may be made to the Title IX Coordinator. Upon receipt of such a request, the Title IX Coordinator will inform the other party of the request and allow the other party to respond, including submitting evidence if desired. The Title IX Coordinator will respond to the request as promptly as possible, but generally no later than one calendar week after the request and the parties' submission of any evidence. The Title IX Coordinator may modify the interim measures or accommodations on a temporary basis while the parties are submitting their information and responses.

Resources for Support

Treating all members of the community with dignity, care, and respect is of the utmost importance to Wells College. Any individual who experiences or is affected by sexual misconduct, whether as a Complainant, a Respondent, or a third party will be referred to support and counseling services.

Wells College encourages all community members to make a prompt report of any incident of sexual harassment, sexual violence, stalking, domestic violence, or dating violence to local law enforcement and the College. The College recognizes that deciding whether or not to make a report, to either Wells College or law enforcement, and choosing how to proceed can be a difficult decision. All individuals are

encouraged to seek the support of campus and community resources regardless of where the incident occurred. These trained professionals can provide guidance to either party in the event that a report and/or resolution under this policy is pursued.

As detailed below there are a number of resources available both on and off of campus. There are confidential resources, which by law cannot share information without the consent of the individual seeking assistance. There are also a variety of College resources that will be discreet and private but are not considered confidential. Even College offices and employees who cannot guarantee confidentiality will maintain a complainant's privacy to the greatest extent possible. The information provided to non-confidential resources will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek resolution.

Confidential Resources

All community members are encouraged to make a prompt report of any incident of sexual misconduct to local law enforcement and the College. Should any individual not be prepared to make a report, or may be unsure of what happened, but is still seeking information and support, there are several legally protected confidential resources available. These confidential resources will not share information with the College or anyone else without the individual's permission. These confidential resources can provide assistance and information regarding medical assistance and treatment (including information about sexually transmitted infections, and sexual assault forensic examinations) and resources available through the New York

State Office of Victim Services. The on-campus health and counseling services noted below are generally available to students free of charge.

On Campus Confidential Resource:

Community Medical Center

The Community Medical Center is open five days a week, 8 a.m. to 5 p.m. Counselors are available during these times and can assist and support individuals in need of a confidential resource. (315) 364-3273

Off-Campus Confidential Resource:

Sexual Assault Victim's Advocate Resource

(S.A.V.A.R.) Rape/Crisis Hotline SAVAR offers services to survivors of all forms of sexual violence. Provides a 24-hour hotline with certified rape crisis counselors/advocates. They will answer any questions, help sort out feelings, refer individuals to appropriate resources, accompany individuals through the process of reporting a sexual assault if they should wish to do so, and with seeking appropriate treatment.

(315) 364-9795 - Main Office

(315) 252-2112 - Sexual Assault Hotline
17 East Genesee Street, Auburn NY 13021

NYS Domestic Violence Hotline (800) 253-3358

NYS Office of Victim Services (800) 247-8035

Confidential Medical Resources

A medical provider can provide emergency and/or follow-up medical services. The medical exam has two goals: first, to diagnose and treat the full extent of any injury or physical effect (including prevention of sexually transmitted illnesses and pregnancy) and second, to properly

collect and preserve evidence. There is a limited window of time (within 96 hours) following an incident of sexual assault to preserve physical and other forms of evidence. Taking the step to gather evidence immediately does not commit an individual to any particular course of action. The decision to seek timely medical attention and gather any evidence, however, will preserve the full range of options to seek resolution under this policy or through the pursuit of criminal prosecution. All hospitals in the state of New York are required to provide care for victims of sexual assault in the Emergency Department.

Hospitals in the Area:

Auburn Community Hospital (315) 255-7011
17 Lansing Street, Auburn NY 13021

Cayuga Medical Center (607-274-4011) 101 Dates Drive, Ithaca NY 14850 Cayuga Medical Center provides a SANE (Sexual Assault Nurse Examiner) for examinations. This program employs a team approach to assist survivors of sexual assault, sexual abuse, and rape with medical, emotional, and legal needs. With the survivor's consent, a team of nurses, sexual assault counselors/advocates, doctors, and law enforcement work together to support the survivor.

New York State Department of Health designated Sexual Assault Forensic Examiner (SAFE) hospitals provide specialized care to victims of sexual assault.

The goals of the SAFE program are to:

1. Provide timely, compassionate, patient-centered care in a private setting that

provides emotional support and reduces further trauma to the patient;

2. Provide quality medical care to the patient who reports sexual assault, including evaluation, treatment, referral and follow-up;

3. Ensure the quality of collection, documentation, preservation and custody of physical evidence by utilizing a trained and New York State Department of Health certified sexual assault forensic examiner to perform the exam;

4. Utilize an interdisciplinary approach by working with rape crisis centers and other service providers, law enforcement and prosecutors' offices to effectively meet the needs of the sexual assault victim and the community;

5. Provide expert testimony when needed if the patient chooses to report the crime to law enforcement; and,

6. Improve and standardize data regarding the incidence of sexual assault victims seeking treatment in hospital emergency departments.

The hospital and the Rape Crisis Program will not report the crime to police, unless the individual wants the crime reported. Reporting is survivor's choice. An individual can also refuse any step of the evidence collection process. This is also their choice.

The hospital will not release evidence to the police without the individual's written consent and will hold the evidence for 30 days in case they decide later to make a police report.

SAFE Hospitals in the Area:

St. Joseph's Hospital Health Center (315-448-5111) 301 Prospect Avenue, Syracuse, NY 13203

University Hospital SUNY Health Science Center (315-464-5540) 750 East Adams Street, Syracuse, NY 13210

Non-Confidential Campus Resources

A report to the College may be made to any of the following. These are the persons designed to receive reports of sexual misconduct and to initiate the College's responsive action. If information is made to any other College employee, the individual reporting the information risks that the information will not be acted upon. The staff members listed below are trained to support individuals affected by sexual misconduct and to coordinate with the Title IX Coordinator consistent with the College's commitment to a safe and healthy educational environment. While not bound by confidentiality, these resources will maintain the privacy of an individual's information within the limited circle of those involved in the Title IX resolution process.

Title IX Interim Coordinator

Charles Kenyon; Dean of Students and Interim Title IX Coordinator:

Can provide reasonable accommodations for housing, academic flexibility and No Contact Orders. Available on weekdays during regular office hours; 8:30 a.m. to 4:30 p.m. and on an on-call basis.
ckenyon@wells.edu; (315) 364-3311 or 364-3426.

Campus Safety

Available as a first option to report an incident of sexual misconduct. Also

provides an escort service on-campus to any student and can reach the on-call professional at any time. Available 24 hours a day, 7 days a week.

securityofficers@wells.edu; (315) 364-3229

Charles Kenyon, Dean of Students

Can provide reasonable accommodations for housing, academic flexibility and No Contact Orders. Available on weekdays during regular office hours; 8:30 a.m. to 4:30 p.m., and on an on-call basis.

ckenyon@wells.edu; (315) 364-3311

Privacy vs Confidentiality

Wells College is committed to protecting the privacy of all individuals involved in a report of sexual misconduct. All college employees who are involved in the College's Title IX response, including the Title IX Coordinator, Deputy, Investigators, and hearing officers receive specific instruction about respecting and safeguarding all private information. Throughout the process, every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review of the report. Students should be aware, however, that privacy and confidentiality have distinct meanings under this policy.

Privacy: Privacy generally means that information related to a report of misconduct will only be shared with a limited number of individuals, and only those on a "need to know" basis. The use of this information will be limited to college employees in order to assist in the active review, investigation, and/or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Confidentiality: Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without the express permission of the individual. These campus and community professionals include our mental health providers, rape crisis counselors at SAVAR, and certain individuals at local hospitals. To see a complete list of confidential sources, please see the resources section of this policy. These confidential resources are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others.

There are only very limited exceptions to the rule that confidentiality will be maintained by anyone listed as a confidential source. For example, if abuse of a minor under the age of 18 is suspected, it must be reported to Child Protective Services and/or local law enforcement.

A student may also seek assistance from a medical provider. In general, the disclosure of private information contained in medical records is protected by the Health Insurance Portability and Accountability Act (HIPAA). In the context of sexual misconduct, however, medical providers are required to notify law enforcement if a patient tells personnel that they have experienced sexual misconduct, and either a weapon was used, or child abuse is suspected. All evidence collected will be kept for up to 30 days, and there is no pressure to file a legal report unless desired. The patient has the right to request that a survivor advocate be present at the hospital or clinic.

Request for Confidentiality: Where a Complainant requests that their name or other identifiable information not be shared with the Respondent or that no formal action be taken, Wells College will balance this request with its dual obligation to provide a safe and non-discriminatory environment for all Wells College community members. In making this determination, Wells College may consider the seriousness of the conduct, the respective ages and roles of the Complainant and Respondent, whether there have been other complaints or reports of harassment or misconduct against the Respondent, and the rights of the Respondent to receive notice and relevant information before disciplinary action is sought.

Wells College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation. However, the College's ability to do so may be limited based on the nature of the request by the Complainant. The Title IX Coordinator and/or Deputy will inform the Complainant about the course of action that will be taken, which may include the College seeking disciplinary action against a Respondent. Alternatively, the course of action may also include steps to limit the effects of the alleged harassment and prevent its recurrence that do not involve formal disciplinary action against a Respondent or revealing the identity of the Complainant.

Timely Warning: If a report of misconduct discloses a serious or continued threat to the Wells community, the College may issue a campus wide timely warning (which can take the form of an email to campus) to

protect the health or safety of the community. The timely warning will not include any identifying information about the Complainant.

At no time will Wells College release the name(s) of the Complainant(s) to the general public without the express consent of the Complainant(s). The release of the Respondent's name to the general public is guided by the Family Educational Rights and Privacy Act (FERPA) and the Clery Act. All College proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title IX, and state and federal laws. No information shall be released from such proceedings except as required or permitted by law and College policy.

Clery Act Reporting and Privacy

Under the Clery Act, the College is required to issue timely warnings to the Wells community where certain reported crimes (including some forms of Sexual Misconduct) pose a serious or continuing threat to the College's community. The Clery Act also requires the College to maintain, make available to the public, and provide to the United States Department of Education statistics about certain reported crimes in a daily crime log and annual security report. Timely warnings and the College's crime statistics do not include personally identifying information of Complainants.

Options for Resolution

Upon receipt of a report, the College's Title IX Coordinator and/or Deputy will conduct an initial Title IX assessment. The goal of this assessment is to provide an integrated and coordinated response to reports of sexual misconduct. The assessment will

consider the nature of the report, the safety of the individual and of the campus community, and the Complainant's expressed preference for resolution.

At the conclusion of the assessment, the College may choose to pursue an informal resolution, a remedies-based approach that does not involve disciplinary action against a Respondent, or refer the matter for investigation. The goal of an investigation is to gather all relevant facts and determine if there is sufficient information to refer the report to the Dean of Students, or their designee, for disciplinary action using Wells College's formal resolution procedures. The initial steps for resolution of a complaint against a student, an employee, or a faculty member will involve the same stages: an initial assessment, investigation, and either informal or formal resolution. Within these steps, there are specific procedures.

The Role of the Title IX Team:

The Title IX team is led by the Title IX Coordinator, and includes one deputy and eight investigators. Their roles are to assist in the review, investigation, and resolution of reports. Composition of the team will be limited to a small circle of individuals who "need to know" in order to implement procedures under this policy.

The College directs individuals to make reports to the Title IX team to ensure consistent application of the policy to all individuals, and to allow the College to respond promptly and equitably to eliminate the harassment, prevent its recurrence, and address its effects.

The members of the Title IX team oversee the resolution of a report under this policy. Resources are available for both students

and employees, whether as Complainant or Respondents, to provide guidance throughout the investigation and resolution of the complaint. Interim Remedies are also available to provide protection and security.

The Stages of a Title IX Report:

1. Initial Title IX Assessment:

In every report of sexual misconduct, Wells College will make an immediate assessment of any risk of harm to individuals or to the campus and/or Aurora community and will take steps necessary to address those risks. These steps may include interim protective measures to provide for the safety of the individual and the community. The initial review will proceed to the point where a reasonable assessment of the safety of all involved parties and the community can be made. Thereafter, the investigation may be initiated depending on a variety of factors, such as the Complainant's wish to pursue disciplinary action, the risk posed to any individual or the campus community by not proceeding, and the nature of the allegation.

2. Investigation:

Where the Title IX assessment concludes that a report appears to allege a plausible violation of this policy, the College will initiate an investigation. The College will designate an investigator or a team of two investigators, with specific training on investigating allegations of sexual misconduct. Trained investigators include the Campus Life staff, Campus Safety staff, and the Title IX team. Any investigator chosen to conduct the investigation must be impartial and free of any conflict of interest.

The investigator(s) will conduct the investigation in a manner appropriate in light of the circumstances of the case,

which will typically include interviews with the Complainant, the Respondent and any witnesses. The interviews will be supplemented by the gathering of any physical, documentary or other evidence. As part of the investigation, the College will provide an opportunity for the parties to present witnesses and other evidence. The investigation is designed to provide a fair and reliable gathering of the facts. The investigation will be thorough, impartial and fair, and all individuals will be treated with appropriate sensitivity and respect. As described in the Privacy and Confidentiality section, the investigation will be conducted in a manner that is respectful of individual privacy concerns. In situations of alleged sexual misconduct, the Complainant and Respondent may be accompanied by an advisor of their choice and at their own expense, if the advisor is a paid advisor. The Complainant and Respondent are expected to speak for themselves, and advisors must not obstruct the process or otherwise be disruptive to the interview or meeting.

The Complainant and Respondent shall have the right to exclude their own prior sexual history with persons other than the other party or their own mental health diagnosis and/or treatment from the investigation and disciplinary hearing process.

The College will seek to complete the investigation within 14(fourteen) days of receiving the complaint, but this time frame may be extended depending on the complexity of the circumstances of each case.

At the conclusion of the investigation, the investigator(s) will prepare a written report

synthesizing the facts and the investigators' conclusions. The investigation report will contain a recommendation as to a finding of no responsibility or responsibility, and if appropriate, recommended sanction(s). This report will be forwarded to the Dean of Students (for student respondents), Director of Human Resources (for staff respondents), Provost (for faculty respondents) or Head of Security (for non-community member respondents).

Based on the information gathered in the initial Title IX assessment and/or full investigation, the College will take appropriate measures designed to end the sexual misconduct, prevent its recurrence and address its effects.

The Title IX Coordinator and/or Deputy will document each report or request for assistance in resolving a case involving charges of sexual misconduct, whether formal or informal, and will review and retain copies of all reports generated as a result of investigations. These records will be kept confidential to the extent permitted by law.

3. Informal Resolution:

In some cases, an informal resolution may be appropriate. Informal resolution is a remedies-based, non-judicial approach designed to eliminate a hostile environment without taking formal disciplinary action against a Respondent. Where the Title IX Coordinator concludes that informal resolution may be appropriate, the College will take immediate and corrective action through the imposition of individual and community remedies designed to maximize the Complainant's access to the educational and extracurricular activities at the College and to eliminate a hostile environment.

Examples of protective remedies are provided in the section titled "Interim Remedies." Other potential remedies include targeted or broad-based educational programming or training, directives for future behavior issued to the Respondent and/or indirect action by the Title IX Coordinator/Deputy or the College. Depending on the form of informal resolution used, it may be possible to maintain anonymity.

The College will not compel a Complainant to engage in mediation, to directly confront the Respondent, or to participate in any particular form of informal resolution. Mediation, even if voluntary, may not be used in cases involving sexual violence or assault. The decision to pursue an informal resolution will be made when the College has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation in informal resolution is voluntary, and a Complainant or the Respondent can request to end informal resolution at any time.

The Title IX Coordinator will maintain records of all reports and conduct referred for informal resolution. Informal resolution will typically be completed within thirty (30) days of the initial report.

4. Formal Resolution:

Disciplinary action against a Respondent may only be taken through Formal Resolution procedures. Because the relationship of students, staff, and faculty to the College differ in nature, the procedures that apply when seeking disciplinary action necessarily differ as well. Each of the procedures, however, is guided by the same principles of fundamental fairness and respect for all parties, which require notice, an equitable opportunity to be

heard, and an equitable opportunity to respond to a report under this policy.

The specific procedures for Formal Resolution vary based upon the status of the Respondent:

- For a complaint against a student, disciplinary action may be taken by the Dean of Students or their designee following a finding of responsibility. Further explanation as to this procedure follows below (see “Disciplinary Procedure for Students”).
- For a complaint against a staff/administrator, disciplinary action may be taken at the conclusion of the investigation by the Director of Human Resources and Business Services, and there is no right to appeal for either party.
- For a complaint against a faculty member, disciplinary action may be taken at the conclusion of the investigation in a manner consistent with the College’s disciplinary procedures for faculty.
- For a complaint against a non-community member (i.e., a visitor, vendor, alum, etc.), responsive action may be taken at the conclusion of the investigation by the Head of Campus Safety, which action may be a ban from the campus or other appropriate measure. There is no right of appeal.

In all of the above procedures, the standard to be applied in determining whether a violation occurred is “preponderance of the evidence”, and the complainant and respondent will be provided an equal

opportunity to offer evidence and witnesses and to be accompanied by an advisor.

Advisors

The Complainant and Respondent may choose to be assisted by an advisor. The Dean of Students Office maintains a list of campus community members who have undergone Title IX training and are available to act as advisors. The Complainant and/or Respondent may choose as an advisor a person not a member of the college community, including an attorney at the party’s own expense. The advisor may accompany the Complainant or Respondent to any College investigative, administrative or adjudicative meeting. The advisor may not make statements, objections or arguments but may consult quietly with the party. The advisor will not have access to the case file or the results of the findings in the case, unless shared by the complainant or respondent. Absent extenuating circumstances, witnesses and others involved in an investigation or hearing are not entitled to have an advisor present.

Disciplinary Procedure for Students:

The Dean of Students will receive and review the investigation report. The Dean of Students may request to meet with either party or that further information be gathered, if deemed necessary in his discretion. The Dean of Students may uphold or modify the investigator(s)’s recommendation as to the finding of responsibility or no responsibility. The Dean of Students’ decision as to the outcome of the complaint, which will include a brief rationale for the outcome, will be communicated to both complainant and respondent in writing simultaneously. When a finding of responsibility for violation of this policy is made, both the

complainant and respondent shall have the opportunity to make a written impact statement to the Dean of Students prior to the determination of an appropriate sanction. In making a determination regarding sanctions, the Dean of Students may consider the parties' impact statements and the investigators' recommendation regarding sanctions, if any. The Dean of Students may also consult with the Title IX Coordinator and other appropriate College officials. Past findings of domestic violence, dating violence, stalking or sexual assault may be considered for purposes of determining an appropriate sanction.

Both complainant and respondent will receive simultaneous written notice of the outcome to the extent permitted by law. The final outcome letter shall include factual findings supporting the determination, the decision and sanction, if any, as well as the rationale for the decision and sanction. The Dean of Students may designate his authority to another administrator.

Appeal:

Either party, complainant or respondent, may appeal the Dean of Students' decision to the appeal panel comprised of three members of the Wells Community who have been trained in Title IX and the colleges appeal process. The appeal panel will be called together at the request of the Title IX coordinator. The parties will be given equal access to review any party or witness statements and the investigatory report, to the extent allowed or required by FERPA. The appeal must be filed in writing within five (5) business days of receiving the written outcome. The appeal shall consist of a plain, concise and complete written

statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. The grounds for appeal are limited to:

- A procedural irregularity occurred so substantial as to have likely altered the outcome
- New information has come to light that could not have been known previously that is so substantial as to have likely altered the outcome
- The finding of responsibility or the finding of no responsibility was not supported by a preponderance of the evidence
- The sanction is grossly out of line with the violation, either because the sanction is too severe or too lenient

In the event of an appeal, the panel may:

- Affirm the finding of responsibility and sanction
- Affirm the finding of responsibility but modify the sanction, either by increasing or reducing it
- Affirm the finding of no responsibility Reverse the finding of no responsibility and assign a sanction
- Reverse the finding of responsibility and eliminate any sanction or Remand the decision back to the Dean of Students if warranted due to new information presented or procedural error
- Take other action deemed appropriate

In any request for an appeal, the burden of proof lies with the party requesting the appeal, as the original determination and sanction are presumed to have been

decided reasonably and appropriately. The Title IX coordinator shall first consider whether the appeal is timely filed and if so, whether the appeal is properly framed based on the grounds. If the Title IX coordinator determines that the appeal is not properly framed, the appeal will be denied.

Appeals are not intended to be full reinvestigation of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation collected in the investigation, and pertinent documentation regarding the grounds for appeal.

Sanctions imposed by the Dean of Students are implemented immediately unless the Title IX coordinator or the appeal panel stays implementation in extraordinary circumstances, pending the outcome of the appeal. Pending graduation, study abroad, internships/externships, or other events do not typically constitute extraordinary circumstances. In cases where the appeal results in reinstatement to the institution or of privileges, all reasonable attempts will be made to restore the student to their prior status, recognizing that some opportunities lost may be irretrievable in the short term. The panel will render a written decision on the appeal to the Complainant and Respondent within fifteen (15) business days from the date of the submission of all appeal documents by both parties. Appeal decisions are final.

Time Frame for Resolution:

Wells College seeks to resolve all reports within 60 days of the initial report. All time frames expressed in this policy are meant to be guidelines rather than rigid requirements. Extenuating circumstances

may arise that require an extension of time frames, including extension beyond 60 days. Extenuating circumstances may include the complexity and scope of the allegations, the number of witnesses involved, the availability of the parties or witnesses, the effect of a concurrent criminal investigation, any intervening school break or vacation, or other unforeseen circumstances.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in this policy. In the event that the investigation and resolution exceed this time frame, Wells College will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Possible Sanctions:

Possible sanctions include, but are not limited to:

- Expulsion from Wells College
- Suspension from Wells College for a designated amount of time
- Removal from college housing
- Mandated counseling/behavioral change plans
- No Contact Order
- Disciplinary probation
- Restrictions on academic, housing, co-curricular, or extracurricular participation
- Ban from certain areas/events on campus or from the campus as a whole
- Educational Sanctions as appropriate

Notification of Outcome:

The Complainant and Respondent will be notified simultaneously and in writing of the factual findings supporting the determination, the decision as to responsibility and the sanction(s), if any, as well as the rationale for the decision and sanction(s). To the extent permitted by law, the complainant will be informed of responsive/disciplinary action taken by the College, if any.

Conflict of Interest:

Any person empowered by this policy to take action may designate their authority to another due to a conflict of interest or for any other reason deemed necessary or appropriate.

Transcript Notation:

For those crimes of violence that Wells College is required by federal law to include in its Annual Security Report, the transcripts of students found responsible after a hearing and appeal, if any, shall include the following notation: Suspended after a finding of responsibility for a code of conduct violation;

- Expelled after a finding responsibility for a code of conduct violation; or
- Withdrew with conduct charges pending.

Transcript notations for suspensions may be removed at the discretion of the College, but no earlier than one (1) year after the conclusion of the suspension. Transcript notations for expulsion shall not be removed.

Annual Fire Safety Report

The Higher Education Opportunity Act (HEOA) includes various provisions related to fire safety and requires institutions with on-campus housing to publish annually a fire safety report that provides statistics for all on-campus residence facilities.

The report must detail such information as the number of fires, deaths, injuries, fire drills, fire related property damage, and the type of fire detection systems in each building. In addition, each institution must maintain a log of all campus student housing fires, including the nature, date, time, and general location of each fire.

Residential Life and Fire Safety

Wells College has undertaken an aggressive review and restructure of its fire safety program, including policies and procedures for conducting fire and evacuation drills, the inventory and maintenance of fire detection and suppression systems, and in-service training for students, faculty, and staff. Campus Safety personnel work in close partnership with Residence Life staff on life and fire safety training basics to include evacuation planning and procedures, fire behavior, malicious activation of fire alarms, and assessing living areas for fire safety.

Daily Campus Fire Log

In compliance with federal law, the Office of Campus Safety maintains a daily campus fire log listing all campus student housing fires, including the nature, date, time, and general location of each fire that occurred on campus within any of the College-provided student residential facilities.

The daily fire log is available for public inspection during normal business hours at the Office of Campus Safety.

Prohibited Items On-Campus

Prohibited Electrical Appliances:

For the safety of all residents, use and/or possession of these items will NOT be allowed in any of the student rooms or public areas within the residence halls:

- Air conditioners (either floor or window models)
- Electric, propane, or kerosene space heaters
- Foreman Grills® or any open-element cooking appliance
- Toasters, ovens, toaster ovens, hot plates
- Incense or plug-in air fresheners
- Candles and candle warmers
- Curtains
- Sun lamps or any lamps with plastic shades, i.e., “octopus” lights
- String lights that plug into the wall including holiday and rope lighting
- Refrigerators exceeding 5 cubic feet
- Electric or candle Potpourri pots
- Electric coils
- Lava lamp, halogen, or other high-intensity lamps
- Electric blankets
- Power strips or extension cords without surge protectors
- Multiple outlet extensions or outlet transformers without surge protectors
- Wireless Routers
- Bed risers with built-in outlets
- Microwaves above 900 Watts

Prohibited Practices

For the safety of all residents, the following practices and decorations are not allowed:

- Cooking can only take place in designated kitchens within the hall or apartment
- Posters or wall decorations can only cover 30% of each residence hall room wall
- Posters and decorations can only cover 30% or less of residence hall rooms doors, both interior and exterior sides
- Nothing can be hanging from the ceiling. This includes tapestries, lighting, etc.
- Nothing can hang from pipes or the sprinkler system in the halls
- Nothing can be hanging from the door or door frame. This includes streamers, lighting, decorations, etc.
- No items are allowed to cover, drape, or hang over the bed(s) in a residence hall room
- Tapestries or other large fabric items (e.g. flags) are not allowed on the walls of the residence hall rooms
- Items are not allowed to cover smoke detectors, heat detectors, or overhead lights
- Doors to the residence halls and rooms must be able to open fully at all times
- Residence hall common areas, hallways, and lobbies, must be clear and unobstructed at all times
- Students are not permitted on the roof, balcony, fire escapes, or window ledges
- All exit doors must be unobstructed at all times

On-Campus Student Housing Facility Fire Safety Systems

Information specific to fire safety/detection systems and fire suppression systems for each on-campus student housing facility is detailed in the chart shown below:

Residential Facility	Fire Alarm System	Smoke & Heat Detection	Sprinkler System	Fire Extinguishers	Evacuation Plans Posted	Number of Evacuation Drills Each Calendar Year
Dodge House	YES	YES	NO	YES	YES	4
Glen Park	YES	YES	YES	YES	YES	4
Leach House	YES	YES	NO	YES	YES	4
Main Building	YES	YES	YES	YES	YES	4
Weld House	YES	YES	NO	YES	YES	4
Fairlane Apartments	YES	YES	NO	YES	YES	4
Mandell House	YES	YES	NO	YES	YES	4

NOTE: Students may possess crock pots, slow-cookers, and rice cookers; however, these items may only be used in the designated kitchen areas in the residence halls or apartment buildings. Cooking with these appliances is prohibited in any residence hall or apartment room.

Students will comply with all College rules and regulations and municipal laws and ordinances, including building code regulations; shall exercise ordinary care to avoid fire hazards and occurrences; and shall not obstruct any of the walkways, hallways, or surrounding premises.

Firefighting, detection, sprinklers, and alarm equipment are provided for the protection of all residents and are not to be used or tampered with except in the case of a fire. Misuse of this equipment is a violation of College regulations and New York State civil statutes. Severe criminal penalties are imposed by New York law for activating a fire alarm falsely.

Reporting a Fire

All fires, whether active or extinguished must be report to the Office of Campus Safety immediately. The Office of Campus Safety maintains the Daily Fire Log and it is essential that all fires on campus are recording properly.

2018 On-Campus Student Residence Building Fires

There were no reported fires in 2018.

2019 On-Campus Student Residence Building Fires

There were no reported fires in 2019.

2020 On-Campus Student Residence Building Fires

There was one reported fire in 2020: a minor fire at the Wells College golf course on Nov. 6, 2020, that was resolved without incident or damage.

Hate Crimes and Bias Related Incidents

In keeping with the Wells College Mission Statement, Honor Code and Community Standards Statement, we strive to provide an educational, working and living environment free from discrimination, harassment, intolerance and hate.

A bias incident is characterized as a behavior or act—verbal, written or physical—which is personally directed against or targets an individual or group based on perceived or actual characteristics such as race, color, religious belief, sex, marital status, sexual orientation, gender identity or expression, national or ethnic origin, disability, veteran status or age. Behavior reflecting bias may constitute a violation of Wells College policy, as outlined above.

The Student Handbook contains polices that govern how we work and live together at Wells College. Specifically, the following policies expressly prohibit intolerance and bias:

- Computer, Internet and Electronic Communications Policy
- Harassment Policy
- Student Conduct Code

Reporting a Bias Incident or Hate Crime

Students, faculty and staff may report a bias incident or hate crime to the Dean of

Students, Office of Campus Safety, or the Office of Human Resources. There is an option to anonymously report a bias-related incident online by going to the campus safety section of The Globe: global.wells.edu For additional information, please contact the Office of Campus Safety at 315.364.3229.

Response Protocol

1. All reports of an alleged bias incident or hate crime should be documented in writing.

When documenting the incident:

- Provide a detailed account of the incident, including date, time and location;
- Relate to the best of your ability the specific content of the words, gestures, or other behavior;
- Identify the alleged perpetrator, if known to you and/or provide a detailed description;
- List all witnesses and contact information;
- Attach written information (i.e. e-mails, letters or notes); contact the Office of Campus Safety to take photographs of visual evidence or information;
- include other pertinent information that will assist the college in response

2. All reports of an alleged bias incident or hate crime will be forwarded to the Bias Incident Response Team (BIRT).

3. The Dean of Students and/or the manager of human resources will respond immediately to the needs of the affected party or parties and notify members of the campus community as appropriate and/or

as required by federal law. For incidents that affect the immediate health and safety of the campus community, the critical incident response protocol will be activated and followed as outlined.

4. The Office of Campus safety, in consultation with the dean of student's staff and/or the Human Resources office, will conduct an investigation.

5. Coordinated campus responses may include, but are not limited to:

- Identification of and referral of affected parties and/or offenders to appropriate support resources and services on or off campus;
- Disciplinary action as outlined in the student handbook, employee handbook and/or faculty manual;
- Informal resolutions such as mediation, facilitated dialogue between parties, discussions in residence halls or staff meetings; and/or
- Educational awareness programs for the community.

Efforts will be made to protect the identity of individuals involved and to maintain the level of privacy requested by the reporting party. Persons reporting an incident may self-identify or remain anonymous. Anonymous reporting, however, may impact the college's ability to respond or pursue appropriate action against the alleged perpetrators.

BIRT members receive confidential information on a need to know basis, evaluate the facts and circumstances of the reported incident, and assist in creating and implementing an appropriate campus response and action plan. Faculty

committees, administrators and staff, and student groups are consulted as necessary in the development of a response and action plan. BIRT keeps the campus community appropriately informed as the college works toward resolution of the reported bias incident.

The purpose of the Bias Incident Response Team is to:

- (1) respond to bias incidents in a timely and coordinated manner;
- (2) be proactive in Wells College's response to bias incidents; and
- (3) engage bias constructively as an opportunity for learning and transformation of individuals and the community.

The Office of Campus Safety, the Dean of Students Office and the Office of Human Resources will maintain a historical record of documented bias incident and hate crime reports that occur on campus or at college sponsored events or programs. The Crime Awareness and Campus Security Act of 1990 requires the College to publish statistics in certain types of crimes, including Hate Crimes.

Hate Crime Statistics

The College reports hate crimes under Clery for the following categories of bias:

- Race
- Gender
- Gender Identity
- Religion
- Ethnicity
- National Origin
- Sexual Orientation
- Disability

For Clery reporting purposes hate crimes include any of the offenses listed below:

- Murder and Non-negligent manslaughter
- Sex Offenses (Rape, Fondling, Incest, Statutory Rape)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-theft
- Simple assault
- Intimidation
- Destruction/damage/vandalism of property

Wells College Hate Crime Statistics:

2018: No reported hate crimes

2019: No reported hate crimes

2020: There was one (1) report of intimidation.

The Annual Security Report

In accordance with the federal Student Right-to-Know Act, Wells College annually provides statistics for crimes reported to the Office of Campus Safety, local law enforcement agencies and individuals on campus identified as campus security authorities. Written requests for crime statistical information are made on an annual basis to the appropriate local law enforcement agencies as well as all campus security authorities.

All gathered statistical information is compiled and reported to the College's community via the annual security report which is prepared by the Office of Campus Safety and posted on the College's website on or before October 1 each year. A notice of the availability of the annual security report is emailed annually to every student and employee and a direct link to the report is included in the email. Printed copies of the annual security report are available by request from the Office of Campus Safety by calling (315) 364-3229. The U.S. Department of Education requires that colleges and universities submit their crime statistics to a website so that the information is available to all who are interested and have internet access. The address for the Department of Education crime statistics website is: <http://ope.ed.gov/security/>

The College does not publish the name of crime victims nor house identifiable information regarding victims in the Daily Crime Log or online. The annual security report includes criminal incidents for the past three years and covers twelve crime statistical categories listed by location.

Crime Location Definitions

On campus includes any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institutions educational purposes, including residence halls, and

Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes.

On-campus Student Housing Facility includes any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus.

Public property includes all public property including thoroughfares, streets, sidewalks and parking facilities that is within the campus, or immediately adjacent to and accessible from the campus.

Non-campus buildings or property is: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institutions educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Crime Definitions

Campus Safety is required to provide definitions of each of the offenses that appear in the annual statistical report. The following definitions are excerpted from the FBI's Uniform Crime Reporting Handbook, which colleges and universities are required to use for the purpose of classifying crimes.

Murder and Non-negligent Manslaughter: the willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: the killing of another person through gross negligence.

Sexual Assault (Sex Offenses): "Sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the

degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

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

Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle.

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

Drug Abuse Violations: the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale,

use, growing, manufacture, and making of narcotic drugs.

Liquor Law Violations: the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Weapons Law Violations: the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Domestic Violence:

- 1) Felony or misdemeanor crimes of violence committed—
 - (i) By a current or former spouse or intimate partner of the victim;
 - (ii) By a person with whom the victim shares a child in common;
 - (iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - (iv) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - (v) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

2) For the purposes of complying with the requirements of this section and section

668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Dating Violence: violence committed by a person

- 1) Who is or has been in a social relationship of a romantic or intimate nature with the victim and
- 2) The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition

- (i) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- (ii) Dating violence does not include acts covered under the definition of domestic violence.

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

Stalking:

- 1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - (i) fear for the person's safety or the safety of others; or
 - (ii) Suffer substantial emotional distress.
- 2) For the purposes of this definition—
 - (i) Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties,

by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

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

(iii) Reasonable persons means a reasonable person under similar circumstances and with similar identities to the victim.

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

[See Criminal Offenses and Liquor Law, Drugs and Weapons Violations statistical tables on the following pages.]

WELLS COLLEGE

WELLS COLLEGE CAMPUS SAFETY

2020 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	3	3	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2019 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	1	1	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2018 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2020	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS						
	LIQUOR LAW VIOLATIONS	4	0	4	0	0
	DRUG LAW VIOLATIONS	1	0	1	0	0
	ILLEGAL WEAPONS POSSESSION	1	0	1	0	0

2019	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0

2018	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
ARRESTS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0

ON CAMPUS

Clery Hate Crime Statistics

2020 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	1	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	1	0	0	0	0	

2019 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	0	0	0	0	0	

2018 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

NON CAMPUS

Clery Hate Crime Statistics

2020 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	0	0	0	0	0	

2019 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	0	0	0	0	0	

2018 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

PUBLIC PROPERTY

Clery Hate Crime Statistics

2020 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	0	0	0	0	0	

2019 Clery Act Reportable Offenses	Category of Hate Crime							National Origin	Gender Identity
	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	0	0	0	0	0	

2018 Clery Act Reportable Offenses	PUBLIC PROPERTY							Category of Hate Crime	
	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity	
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	0	0	
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	0	0	
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	0	0	
LARCENY	0	0	0	0	0	0	0	0	
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals	0	0	0	0	0	0	0	0	

2020	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
	Dating Violence	1	0	1	0	0
	Domestic Violence	0	0	0	0	0
	Stalking	0	0	0	0	0

2019	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
	Dating Violence	0	0	0	0	0
	Domestic Violence	0	0	0	0	0
	Stalking	0	0	0	0	0

2018	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
VAWA Crimes						
	Dating Violence	0	0	0	0	0
	Domestic Violence	0	0	0	0	0
	Stalking	0	0	0	0	0