YOUR CAMPUS, YOUR SAFETY

PURDUE UNIVERSITY NORTH CENTRAL

PURDUE PORTER COUNTY’S

ANNUAL SECURITY REPORT 2015

www.pnc.edu/pd/safety.pncp or
www.pnc.edu/pd
AVAILABILITY OF ANNUAL SECURITY AND FIRE SAFETY REPORT

The Purdue University Police Department Your Campus, Your Safety: Annual Security Report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Purdue University, and on public property within, or immediately adjacent to and accessible from, campus. The report also includes policies concerning campus security, sexual assault, and other related matters. Copies of this report can be obtained by contacting the Campus Police Department at 219-785-5220, at PFCP, 1401 S. US 421, Westville, IN, or online at https://www.pnc.edu/pd/safety-pncpc.
CAMPUS CRIME STATISTICS

Introduction
The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") is a federal law that requires the distribution of an annual security report to all current faculty, staff, and students and notice of its availability to prospective students, faculty and staff. This annual security report includes statistics for the previous three years concerning specific reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University, and on public property within or immediately adjacent to, and accessible from, campus. This report also includes information regarding personal safety and general crime prevention; safety and educational programs offered at Purdue; sexual assault risk reduction, prevention, and disciplinary processes; how the University communicates to students, faculty, staff and the larger community about emergency or imminently dangerous situations; emergency preparedness; alcohol and drug policies; and fire safety. A copy of this report is made available to faculty, staff and students in early October of each fall semester and is available for public viewing online. The definitions for crimes in the below statistics come from the FBI Uniform Crime Reporting Handbook.

<table>
<thead>
<tr>
<th>Primary Crimes</th>
<th>Year</th>
<th>On-Campus Property</th>
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<th>Noncampus Property</th>
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<th>Disciplinary Referrals and Arrests</th>
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<th>Noncampus Property</th>
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\(^1\) Where there were no reportable offenses (murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, intimidation, vandalism, or larceny-theft) in 2011, 2012 or 2013 in which the offense was motivated by the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity of the victim, the rows for each listed bias were collapsed accordingly.

\(^2\) In the course of reviewing its practices as part of a self-audit, Purdue noticed that it had previously classified several offenses as hate crimes that did not meet the criteria defined by the FBI’s Uniform Crime Reporting (“UCR”) Hate Crime Data Collection Guidelines. Purdue has reclassified these incidents to be consistent with the criteria in the guidance from the Department of Education and the UCR Hate Crime Data Collection Guidelines. Purdue has updated its statistics for 2011 and 2012 in this Annual Security and Fire Report, above, and with the Department of Education, and Purdue will continue to take measures to ensure compliance with all applicable laws and guidelines.
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<th>(Arrests)</th>
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CAMPUS SAFETY

Introduction
The Purdue North Central – Porter County Campus (PPC) community offers numerous advantages to students and residents. The community is a great place to live, work, and study. However, it is not immune to the kinds of problems that beset the rest of the nation. Unfortunately, one of these problems—crime—is a reality at PNC and in Porter County.

The University attempts to provide a safe and secure environment for students, staff, and visitors. However, it is possible to maintain safety and security only when every student, faculty and staff member takes an active part in the effort.

The purpose of this publication is to:
- Provide the PPC community with an overview of the police and security services.
- Inform current and prospective students, staff, and visitors about the University’s more than 200 policies and programs designed to help keep them safe.
- Share information regarding emergency preparedness and planning.

No matter how effective the University’s programs may be, the primary responsibility for safety and security lies with each of us. No police department or set of procedures can be effective unless individuals exercise reasonable care and prudence. Safety and security is everyone’s personal responsibility.

Purdue University North Central Police Department
The Purdue North Central - Purdue Porter County campus does not have Purdue North Central Police personnel on site. The City of Valparaiso Police Department is the primary provider of police services to this campus. The department works closely with the Purdue North Central Police Department, Indiana State Police, the FBI, and the Porter County Sheriff’s Department. In an emergency, police can be summoned by dialing 911 on any telephone within the building or on their cellular telephone. There is no written memorandum of understanding between PNC Police department and other agencies. The PNC Police Department encourages the other agencies to inform it of all reported criminal activity at any site affiliated with the University or with University-recognized organizations on and off campus. All reports of criminal activity will be handled and investigated in an appropriate and professional manner and may be forwarded to the local prosecutor.

Besides direct efforts in crime prevention and detection by the local law enforcement entities, the Purdue North Central Police Department carries out a number of programs to foster safety and security to the PPC location.

Group Presentations. PNC Police officers are available to present safety and security talks to campus and community groups anytime upon request.

Public Information. Campus Police maintain a daily crime log of the date, time, location, case number and disposition of all crimes filed with the Department. The Daily Crime Log is located on the website.
Reporting of Criminal Offenses

The PNC Police Department encourages anyone who is the victim or witness to any crime to promptly report the crime by calling 911 the Valparaiso Police non-emergency number (219) 477-3170, or by visiting the Valparaiso Police Department or the PNC Police Department in person.

Off-campus reports of crime may be reported by calling 911 or by calling the non-emergency numbers for the following departments:

- Valparaiso Police Department: (219) 477-3170
- Porter County Sheriff’s Department: (219) 464-8674
- Indiana State Police: (219)696-6242

Anonymous Reporting. Purdue University remains committed to providing an environment where individuals may report, in a simple anonymous way, suspected fraud or illegal behaviors. Suspected crimes may be reported to the department anonymously by calling (219) 785-5220. PNC will evaluate the information received and take necessary action. Confidential reports of crime may be reported at WeTip Hotline 1-800 78-CRIME/1-800-782-7463

Additionally, Purdue has a system-wide anonymous reporting program that is maintained by an external company, managing the intake of information with trained interview specialists who are available 24 hours a day, 7 days a week. After the intake is complete, the report will be provided to designated University personnel for appropriate action. Reports will be handled promptly and discreetly; however, sufficient and detailed information is necessary to conduct a thorough investigation. To utilize the Purdue University Enterprise-Wide Hotline, please call 1-866-818-2620.

Purdue does not have policies that allow for voluntary, confidential reporting reports of crimes for inclusion in the annual disclosure of crime statistics. Crimes reported to the anonymous hotlines are included in the annual crime statistics and aid in providing timely warning notices to the community, when appropriate and possible.

Pastoral and Professional Counselors

Purdue does not have policies or procedures to encourage pastoral and professional counselors who are exempt from Clery reporting requirements to report aggregate statistical information.

Campus Offices Designated to Receive Crime Reports

While all individuals who have witnessed or been the victim of a crime are encouraged to report crimes to the PNC Police Department first and foremost, PNC has designated other specific campus offices that may receive crime reports in addition to the PNC Police Department:
Appendix A

<table>
<thead>
<tr>
<th>Official</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purdue North Central Police Department</td>
<td>PFCP Building</td>
<td>911 or 219-785-5220</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>LSF 103</td>
<td>219-785-5230</td>
</tr>
<tr>
<td>Office of Institutional Equity/Title IX Coordinator</td>
<td>SWRZ 25</td>
<td>219-785-5545</td>
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<tr>
<td>Valparaiso Police Department</td>
<td>355 S Washington St, Valparaiso, IN</td>
<td>219-477-3170</td>
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This publication contains information about on-campus and off-campus resources. That information is made available to provide PPC community members with specific information about the resources that are available in the event that they become the victim of a crime. The information about “resources” is not provided to imply that any resources other than the PNC Police Department or those offices specifically identified in this section are “reporting entities” for the PNC Police Department.

Building Security and Maintenance
Purdue Porter County Graduate and Undergraduate buildings are open and for use from 7:30 a.m. to 9:00 p.m. Monday through Friday when the semesters are in session. During the summer, spring and fall breaks, the hours are 7:30 a.m. to 4:30 p.m. On Saturdays the Graduate building is open only for the MBA program from 7:30 a.m. to 5:30 p.m. The south Lab building hours vary due to the semester schedules. Building are locked every night. The PPC Campus is a non-residential campus, and locking the building ensures the protection of its employees and property.

Students, faculty and staff are encouraged to report broken locks or doors and any burnt-out lights on walkways and parking areas. All of these items are maintained by the Physical Plant. Security-related maintenance issues, such as broken windows, faulty doors and locks, missing screens, and discharged fire extinguishers, are given first priority by the maintenance personnel. On site administrative staff and designated Campus Security Authorities are responsible for security considerations of campus facilities. On site administrative staff will routinely report security issues, lighting conditions and other safety issues.

WETIP HOTLINE
1-800-78-CRIME / 1-800-782-7463
24 hours a day. WeTip Hotline is a way for all citizens to report illegal activity anonymously.

SEX OFFENDER REGISTRATION
The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sex offenders enrolled at or employed by institutions of higher education. The CSCPA’s intent is to extend the protection of the sex offender registries and Megan’s Law to college campuses. It also amends the Clery Act to require institutions of higher education to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The Indiana Sex and Violence Offender Registry may be checked online at icrimewatchnet/indiana.php. Megan’s Law can be found online at www.klaaskids.org/st-ind.htm, or you can visit the PUPD website: purdue.edu/police.

• National: www.nsopr.gov

COMMUNICATION ABOUT CAMPUS CRIMES AND SAFETY

Purdue North Central Emergency Warning Notification System:
PNC is a large and complex institution, and people move about our campus freely. A key part to PNC’s campus preparedness is the University emergency warning notification system. Despite advances in communication, there is no way to reach everyone instantly with a single message. However, the multi-layered communication approaches we
Appendix A

have in place will help spread the word on emergency incidents. We use very simple concepts to initiate our warning notification:

- **Fire Alarms**: immediately evacuate the building and proceed to your Emergency Assembly Area.
- **Emergency Building Paging System**: Emergency announcements can be made over this telephone system.
- **Campus Bullhorn System**: (Shelter in place) immediately seek shelter (“shelter in place”) in a safe location within the closest building. This course of action may need to be taken during a tornado, earthquake (quite rare in Indiana), accidental release of toxic chemicals in the outside air or a serious civil disturbance such as an active shooter.

You may be notified by the Campus Public Address System, announcements by public safety officials, or your own observations. Go inside to the lowest internal room and seek additional information by all means possible. Remain in place until police, fire, or other emergency response personnel tell you it is safe to leave or until such information is announced through the Campus Public Address System.

You may be notified by the Campus Bullhorn System, Tornado siren, announcements by public safety officials, or your own observations. Go inside to the lowest internal room and seek additional information by all means possible. Remain in place until police, fire, or other emergency response personnel tell you it is safe to leave or until such information is announced through the Campus Bullhorn System.

Additional warning notifications and follow-up information will use other layers of the Emergency Notification System. They are:

- **E-mail**: An e-mail will be sent to all people with a pnc.edu address.
- **Text Messaging**: PNC faculty, staff, and students may sign up via the PNC website to receive an emergency notification text message or personal email.
- **PNC homepage**: The homepage (www.pnc.edu) is the focal point of the most complete information in all campus-related emergencies.
- **Local Media**: The University works with the news media, radio, TV, newspapers, and Internet to help spread emergency information to the larger community.

**Emergency Response and Evacuation**

PNC police department embraces the National Incident Management System (NIMS) and use Incident Command principles while responding to major incidents.

PNC and PPC will, without delay, and taking into account the safety of the community, determine the content of notification by the University’s emergency warning notification system, and will initiate the system if a significant emergency or imminently dangerous situation involving a threat to the health and safety of students, employees or visitors occurs on or near campus, unless the professional judgment of the responsible authorities the notification will compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. The significant emergency or imminently dangerous situation will normally be confirmed by Valparaiso and PNC police department personnel prior to alerting the campus community.

Most significant emergencies or dangerous situations will be reported to the Porter County E-911 Dispatch Center, which will dispatch Valparaiso police department personnel to investigate and confirm the emergency. Valparaiso Police has the responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. In addition, Valparaiso Police has a responsibility to respond to such incidents to determine if the situation does in fact, pose a threat to the community.

If confirmed, Valparaiso Police must notify PNC Police. Activation of all or part of the overall warning notification system, including the determination of the appropriate segment or segments of the campus community to receive the notification, will be decided by the incident commander and Emergency Resource Team and PNC Police Chief.
Each incident will be evaluated based on incident specifics and life safety factors; a decision to make an emergency notification will then be made. The Emergency Resource Team (Emergency Director, Incident Commander, Operational Support, Public Information, Environmental Health & Compliance) and PNC police chief will normally direct emergency warning notification system activation. However, the responding incident commander may direct emergency warning notification system activation if immediate life safety issues exist. The initial emergency warning notification system notifications will normally use a pre-formatted message that provides very basic information designed to immediately notify PPC faculty, staff, and students. More detailed information will be included in subsequent notifications and posted on the PNC homepage.

The emergency warning notification system will normally be tested at the beginning of each academic semester. Tests may be announced or unannounced. In conjunction with the testing, the Emergency Resource Team will publicize and conduct University-wide Mock Emergency Drills that will include emergency response procedures, and will document for each test, a description of the exercise, the date, time, and whether it was announced or unannounced. When these drills occur, the Emergency Resource Team publicizes that the PNC community should review their emergency response and evacuation procedures as contained in the Emergency Response Plan and in the “Guide to Campus Emergencies” that is posted in all classrooms.

Emergency Warning Notification System Test
The spring semester 2014 test was conducted on January 22, 2014. The summer semester 2013 test was conducted on June 19, 2014. The fall semester 2013 test was conducted on September 3, 2014. These tests were unannounced tests. The Emergency Public Address System was tested on January 12, 2013; March 20, 2013; and August 31, 2013.

Timely Warning Procedures
The PNC Police Department will issue timely warnings to notify the campus community of certain crimes reported to Campus Security Authorities or local police agencies and that are considered to represent a serious or continuing threat to our community. Upon receipt of a report of a crime on campus, the Emergency Resource Team, which consists of the Emergency Director, Incident Commander, Operational Support, Public Information and Environmental Health & Compliance, will determine, on a case-by-case basis, whether to issue a timely warning. Factors considered include, but are not limited to:

- **The nature of the crime**, including but not limited to whether it was a Clery crime and whether it involved harm to person or property;
- **The continuing danger to the campus community**, including but not limited to whether the suspect has been apprehended and whether there is a substantial risk to the safety of other members of the campus community; and
- **The possible risk of compromising law enforcement efforts**. This risk will not prevent Purdue from issuing a timely warning but may impact the content of any issued timely warning.

The purpose of timely warnings is to allow campus community members to protect themselves. Thus, timely warnings will include information that helps promote safety and aids in the prevention of similar crimes, including information about the crime that triggered the warning and steps individuals can take to protect themselves. The name of any crime victim is not included in a timely warning.

Once a decision has been made to issue a timely warning, the PNC Police Department and the Emergency Resource Team representatives work closely with Campus Relations personnel who will create and disseminate timely warnings. Timely warnings are issued to the campus through a variety of methods, which are determined on a case-by-case basis by the Emergency Resource Team. Methods of delivery include:

- **Text Messaging**: PNC faculty, staff and students may sign up via the PNC website to receive an emergency notification text message or personal email.
- **Email**: An e-mail will be sent to all people with a pnc.edu address.
Appendix A

- **Local Media**: The University works with the news media, radio, TV, newspapers, and Internet, to help spread the word.
- **PNC Website Home Page**: www.pnc.edu is the focal point of the most-complete information in all campus-related emergencies.
- **Novell Desktop Pop**: An alert will be sent to all students, faculty and staff that are logged in to computers on campus.

**Policy for Reporting the Annual Disclosure of Crime Statistics**

The PNC Police Department prepares this report to comply with the federal law (the Clery Act). The full text of the Clery Act can be located on the Web at [www2.ed.gov/admins/lead/safety/campus.html](http://www2.ed.gov/admins/lead/safety/campus.html). PNC’s Annual Security Report can be accessed on the Web by visiting the Purdue North Central Police Department’s home page at www.pnc.edu/pd or visiting the direct link at [www.pnc.edu/pd/safety-pncpc](http://www.pnc.edu/pd/safety-pncpc). This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and the Dean of Students office. Each entity provides updated statistical information.

Campus crime, arrest, and referral statistics include those reported to the PNC Police Department, designated campus security authorities (including but not limited to directors, deans, department heads, residence halls disciplinary personnel, athletic coaches), and local law enforcement agencies.

The PNC Police Department monitors reports from local police agencies of criminal activity in which students engaged at off-campus locations of officially recognized student organizations. The PNC Police Department works closely with local police agencies that have jurisdiction over such non-campus property to ensure relevant incidents of criminal activity are properly recorded.

**IF YOU HEAR:**

**The Tornado Warning sirens:**

- Shelter inside the building basement.

**A fire alarm:**

- Evacuate the building immediately.

*See the Emergency Preparedness Guide for more “how-to” information.*

**Sign Up For The Text Messaging System (Faculty, Staff and Students)**

PNC offers a voluntary emergency text message system to all students and university employees. You may sign up for the service by logging into the “My PNC” portal and clicking on the “Emergency Test System link.” A university-issued username is needed in order to subscribe. This service will be used exclusively for closing announcements and campus emergency alerts.
CRIME PREVENTION PROGRAMS AND SECURITY AWARENESS

The University offers a variety of safety programs and services throughout the year and/or upon request. The focus of these programs and services changes depending on need. Currently, the following are offered:

Group Presentations. Campus Police officers are available to present safety and security talks to campus and community groups anytime upon request.

Self-defense Awareness & Familiarization Exchange (S.A.F.E.). This two-hour course is designed to provide participants with valuable information on how to become more aware of their surroundings and introduces pre-basic defensive familiarization options. This course is offered three times a year at PNC.

Rape Aggression Defense (R.A.D.). The women of Purdue North Central have access to the basic and advanced RAD program, a unique comprehensive approach to women’s safety. The primary focus is on the realistic development of self-defense options for women in situations of imminent or actual attack. This course is offered three times a year at PNC. For information on R.A.D. or S.A.F.E., call Campus Police at (219)785-5220 or email campus_police@pnc.edu.

Office of the Dean of Students. Staff members in this office provide a variety of services to students, including victim assistance, counseling about personal concerns, and information about University resources.

SEXUAL ASSAULT, DATING AND DOMESTIC VIOLENCE, AND STALKING

PNC proactively addresses sexual assault, dating violence, domestic violence, and stalking. These crimes will not be tolerated on campus and are a violation of state law as well as the University’s Anti-Harassment Policy.

Sexual Assault, Dating Violence, Domestic Violence, and Stalking Programs
PNC offers risk reduction, prevention and awareness programs and campaigns designed to prevent and eliminate sexual assault, dating violence, domestic violence, and stalking.

Primary Prevention Programs
A three-module online primary prevention and risk reduction program entitled “Respect Boundaries: Sexual Assault Awareness” is required of all incoming students. New employees are required to complete an in-person module during New Employee Orientation. The components of these programs include:
1. Definitions of sexual assault, dating violence, domestic violence, and stalking.
2. Dynamics of sexual assault and intimate partner violence, with particular emphasis on college-aged populations.
3. Data concerning sexual assault victimization, including the role of alcohol in sexual assaults and intimate partner violence.
4. Services and resources available to victims/survivors.
5. Strategies for primary prevention.

Awareness Campaign
Since 2012, Purdue North Central has implemented a campaign relating to enhancing sexual violence awareness and prevention. Posters, bracelets, pens, Chapstick and cups have been distributed on campus. In addition, the “Respect Boundaries” logo has been implemented for the online Purdue North Central: Sexual Violence Awareness Program that went live on August 29, 2014 for all first-time students.

Ongoing Prevention and Educational Programs
Purdue offers several ongoing sexual assault risk reduction, prevention and educational programs across campus. A list of programs follows:
Self-defense Awareness & Familiarization Exchange (S.A.F.E.)
This two-hour course is designed to provide participants with valuable information on how to become more aware of their surroundings and introduces pre-basic defensive familiarization options. This course is offered three times a year at PNC.

Rape Aggression Defense (R.A.D.)
The women of Purdue North Central have access to the basic and advanced RAD program, a unique comprehensive approach to women’s safety. The primary focus is on the realistic development of self-defense options for women in situations of imminent or actual attack. This course is offered three times a year at PNC. For information on R.A.D. or S.A.F.E., call PNC Police at 785-5220 or email campus_police@pnc.edu.

Bystander Intervention program
Common goals of bystander programs are to develop ways to increase awareness of sexual assault, hazing, and alcohol abuse such as learning to make observations and recognizing warning behaviors that may require intervention; teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways. The Bystander Intervention program has been made available for students on an ongoing basis since 2012. Information regarding this program is available at pnc.edu/incsapp/bystander-intervention.

Indiana Law
The Indiana Code defines and sets forth prescribed sentences for the crimes associated with sexual assault, relationship violence, and stalking. Indiana law does not define “consent” in reference to sexual activity. The University has adopted a definition of “consent” in its Anti-Harassment Policy, which is available in Appendix C. Appendix G contains relevant Indiana laws that apply to these crimes on Purdue’s campus.

Procedures for Sexual Assault Victims/Survivors
People who have been sexually assaulted react in many different ways — there is no right or wrong reaction. Listed here are some important things to consider. Even if your assault happened days, weeks, months or years ago, it is never too late — or less important — for you to seek help and start your healing process.

Reporting an Assault
Reporting a sexual assault is optional but highly encouraged. Victims have a number of different reporting options.

Law Enforcement. Victims of sexual assault may report the crime to PNC Police by calling 911, by calling the non-emergency number at (219)785-5220, or by going to the department at the PFCP Building, 1401 S US 421, Westville, IN.

University officials can assist you in notifying law enforcement authorities of an assault if you would like such assistance. For more on what to expect while filing a police report, visit www.purdue.edu/sexual_assault/faq/police.html.

Off-campus assaults can be reported to the local law enforcement agency with jurisdiction over the location where the assault occurred. Individuals may call 911 or the non-emergency numbers below.

LaPorte County Sheriff’s Department 219-326-7700
Westville Police 219-785-4177

Porter County Sheriff’s Department 219-477-3000

LaPorte City Police 219-362-9446
Non-Confidential Reporting Options. Reporting a sexual assault to non-law enforcement personnel at the University is optional but strongly encouraged so that the University may take steps to protect the safety and well-being of all University community members, including an internal University investigation, separate and distinct from the criminal investigation. Matters reported to the below offices will be kept as private as possible, in consideration of the victim's wishes as well as the need to ensure the safety of all University community members.

Title IX Coordinator
SWRZ Hall, Room 25
Monday-Friday, 8 a.m. – 4:30 p.m.
219-785-5545

Office of the Dean of Students
Monday-Friday, 8 a.m. – 4:30 p.m.
LSF 103
219-785-5230

Confidential Reporting Options. A sexual assault may be reported to the below offices and will remain entirely confidential. Purdue staff from these offices are not required to report identifying information about the assault or the victim to law enforcement or other University officials, unless the victim is a minor.

Counseling Services
Monday-Friday, 8 a.m. – 4:30 p.m.
LSF 103
219-785-5230

What to Do if You Have Been Sexually Assaulted
Get to a safe place as soon as you can. If the assailant poses an immediate danger to you or anyone else, alert the police as soon as possible by calling 911.

Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a specially trained sexual assault advocate.

Preservation of Evidence. Try to preserve all physical evidence, such as clothing, even if you don’t know if you want to report the assault or press charges. Evidence may be maintained so that it will be available if you decide to move forward with criminal charges at a later point in time.

- Do not eat, drink, bathe, shower, wash your hands, use the toilet or brush your teeth.
- Don't change your clothes if possible, but if you need to change, put all of the clothes you were wearing in a bag and bring them with you to your medical exam.
- Take a minute to write down everything you remember about the assault, including a description of the assailant.
**Medical Care.** You should seek medical care as soon as possible, even if you don’t have any apparent injuries. For more on what to expect during a post-sexual assault exam, visit www.purdue.edu/sexual_assault/what-to-do/medical-care.html.

**Emotional Support.** Seek emotional support to help sort out your feelings about the assault.

**Support Services**
There are a number of support services and rights to which students and employees of the University are entitled in sexual assault matters. These rights and services are provided whether the conduct occurred on- or off-campus.

**Local Crisis Services Available 24/7**
These community centers are specially trained to deal with sexual assault and everything that comes after.

- **National Domestic Violence Hotline**
  800-799-SAFE (7233)

- **Crisis Hotline, LaPorte/Starke Counties**
  219-324-6263

- **Crisis Hotline, Lake County**
  219-938-0900

- **Crisis Hotline, Porter County**
  219-465-3408

**Protective Orders and No-Contact Directives.** Protective orders, which would direct an assailant not to contact you under a court order, are be available through the LaPorte and Porter County Courts. University officials, upon request, can provide you with assistance in navigating this process. Additionally, the University can issue no-contact directives that direct a respondent not to contact you. Contact the Office of the Dean of Students, LSF 013, 219-785-5230 for these services.

**Advocacy and Other Support Services.**
Purdue provides its students with professional staff who can assist sexual assault victims with academic and advocacy/support services and the provision of interim remedial measures. These services are available whether the assault occurred on- or off-campus. Professional staff within the Office of the Dean of Students are available to assist students with the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications or changing class sections.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the Prosecutor’s Office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the LaPorte or Porter County Court system.

**PNC Student Services**
Monday-Friday, 8 a.m. – 4:30 p.m.
LSF103
219-785-5230
**Medical Facilities (confidential).** There are a number of medical facilities both on and off-campus that provide confidential medical care to victims of sexual assault.

**Porter Regional Hospital**  
85 East US 6, Frontage Road  
Valparaiso, IN  
219-263-4600

**IU LaPorte Hospital**  
1007 Lincolnway  
LaPorte, IN  
219-326-1234

**Franciscan St. Anthony Hospital**  
301 West Homer Street  
Michigan City, IN  
219-879-8511

**Confidentiality**  
PNC recognizes the importance of ensuring the confidentiality of sexual assaults victim to the greatest extent practicable. For purposes of the Clery Act disclosures, Campus Security Authorities do not disclose the name of the victim in making their required reports without the express permission of victim. Further, PNC will keep confidential any remedial or protective measures provided to sexual assault victims to the greatest extent possible that does not otherwise prevent the University from providing such measures.

**Campus Disciplinary Procedure (Non-Criminal Process)**  
Sexual assault is a violation of the University's Anti-Harassment Policy and will be addressed accordingly.

The University's disciplinary process begins when an individual (victim or third-party) contacts the Title IX Coordinator or the Office of the Dean of Students to report a sexual assault. Sexual assaults may also be reported by completing the online reporting form at purdue.edu/sexual_assault.

**Disciplinary Process Steps.** After a sexual assault report is received, a trained University investigator will begin a prompt, fair and impartial investigation into the allegations. At the conclusion of the investigation, a report of the investigator's findings will be prepared. The timelines for the disciplinary process are set forth in full in Appendix B, the Procedures for Resolving Complaints of Discrimination and Harassment.

A meeting of the three-person panel of the Advisory Committee on Equity will be held, and each party will have the option of attending this meeting. The parties will not be asked or required to be present at the same time during this meeting or at any point in the disciplinary process.

The Dean of Students will determine whether it is more likely than not (preponderance of the evidence standard) that the allegations constitute a violation of the Anti-Harassment Policy. If the Dean of Students concludes there has been a violation of policy, s/he will impose appropriate sanctions for the violation. Both parties will be notified concurrently in writing of the outcome and, if applicable, any sanctions. Each party has the right to have a support person throughout the disciplinary process. While a support person may be an attorney, a support person may not stand in place of either party, act as legal counsel for a party, or otherwise participate in the disciplinary process.

Each party will have the right to submit a written appeal to the Vice President for Ethics and Compliance. The decision of the Vice President for Ethics and Compliance will be the University’s final action on the matter.
Possible Sanctions. Sanctions for violations of the Anti-Harassment Policy include the following:

- Expulsion
- Suspension
- Exclusion from certain locations on campus
- Exclusion from certain campus activities
- Probated Suspension
- Probation
- No Contact Directives
- Educational Sanctions
- Community Service

University faculty and staff who participate in the disciplinary process, including investigators, adjudicators, advisory committee members, receive annual training on issues related to relationship violence, sexual assault, and stalking, as well as how to conduct a hearing process that is fair, thorough and equitable.

Written Notifications
PNC provides written notification to all students and employees of existing services available for victims, both within the institution and within the LaPorte and Porter County communities. PNC also provides written notification to all sexual assault victims about options for (and assistance with) changing academic, living, transportation, and working situations. Such accommodations will be provided upon request, provided that they are reasonably available, regardless of whether the victim chooses to report the crime to campus local law enforcement. Written information about the rights, options, and services available to victims of sexual assault, domestic violence, dating, violence, or stalking (described above), is provided to all individuals who report such an instance.
Quick Contact Guide for Crisis Services/Emotional Support

Valparaiso Police
911 or 219-462-2135
355 South Washington Street
Valparaiso, IN

PNC Police Department
911 or 219-785-5220
PFCP Building
(1401 S. US 421, Westville, IN)

St. Jude House
Crown Point, IN
800-254-1286

Stepping Stones for Women
Michigan City/LaPorte, IN
219-879-4615

Title IX Coordinator
219-785-5545
SWRZ 25

Stress Center of LaPorte Hospital/IU Health
LaPorte, IN
219-326-2420

Director of Student Counseling
219-785-5230
LSF 103

The Caring Place
Lake County, IN
800-933-0466

Porter/Starke
Valparaiso, IN
219-531-3500

The Caring Place
Valparaiso, IN
219-464-0840

Sexual Assault Victims Assistance Unit
Valparaiso, IN
219-465-3408
**ALCOHOL AND OTHER DRUG INFORMATION**

**Alcoholic Beverages**
Use, possession, or distribution of alcoholic beverages is strictly regulated.

State law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age to obtain alcoholic beverages is in violation of the law.

Possession of alcoholic beverages on the PNC campus is prohibited. Violators of alcohol policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

PNC’s alcohol policy is published and distributed annually to students and employees. Purdue’s Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Personal counseling and referral are provided for students and their spouses through PNC Student Services and for staff through the Employee Assistance Program (EAP).

**Drug and Crime Tip Telephone Line**
Those who want to report any illegal drug or crime activity on campus should dial (219)785-5220.

**Illegal Drugs**
Indiana state law and University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription. Violators of drug policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue’s drug policy is published and distributed annually to students and employees. Purdue’s Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Drug abuse counseling is provided by the Employee Assistance Program (EAP). Personal counseling and referral are provided for students and their spouses through PNC Student Services.

**Educational Programming**
The University currently offers the following Alcohol and Drug educational programming

- **Champions of Character**: Provides training for student-athletes and professional development for coaches and staff. The values of integrity, respect, responsibility, sportsmanship and servant leadership are put into play and accounted for at NAIA schools. Includes drug and alcohol educational sessions.

- **Campus Awareness Program**: This program is presented the second week of the fall semester and covers university resources, counseling services, and drug and alcohol awareness.

- **Connections Student Handbook**: Online information that explains the alcohol and drug prevention policy.

- **Clearinghouse for Alcohol/Drug Information**: Online Wellness Department health link with videos and publications.

- **Alcohol Awareness and Screening Program**: This program is offered annually in April and is open to the campus community. A part of this program is an online screening component which is available year round.
**Purdue North Central Supervisory Skills Development Program**: Training is provided to supervisors on how to address suspected alcoholism or substance abuse in the workplace.

**Counseling Services**: Contact the Dean of Students Office at any time for individual counseling and referral assistance.

**Bystander Intervention program**: Common goals of bystander programs are to develop ways to increase awareness of sexual assault, hazing, and alcohol abuse such as learning to make observations and recognizing warning behaviors that may require intervention; teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways.

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**EMERGENCY PREPAREDNESS**

The PNC Emergency Resource Team is responsible for the emergency preparedness and planning activities on the PNC campus. The PNC Emergency Resource Team partners with the PNC police, local fire departments and other departments, offices and agencies (as applicable) in developing the PNC Emergency Response Plan. Our goal is to provide a means to utilize all available resources to **PREPARE** for potential emergencies or disasters whenever possible and deal efficiently with the effects of inevitable events, **RESPOND** to save lives and protect property, and promote a means to **RECOVER** mission-critical business and academic operations.

PNC has adopted the National Incident Management System (NIMS), which is a comprehensive, national approach to incident management that is applicable to all jurisdictional levels and across functional disciplines. A key part of NIMS is the Incident Command System (ICS). ICS is a field emergency management system designed for all hazards and levels of emergency response. It provides the framework for PNC first responders to react to any incident or major event. PNC police department personnel meet all ICS training requirements.

**Annual Emergency Response and Evacuation Procedures Tests**
PNC tested its emergency preparedness by conducting several tabletop exercises. After exercise completion, an AAR was conducted for each exercise. All exercises were announced.

* Fire Evacuation Drill:  
  October 8, 2013

**Tornadoes**

A tornado watch is issued when conditions are favorable for tornado formation. A tornado warning is issued when a tornado has been detected and may be approaching. In this locality, a continuous siren signal lasting approximately three minutes signifies a tornado warning. Tornado warnings are broadcast by the NOAA weather radios and by local commercial radio and television stations. When you hear a tornado warning, you should take shelter immediately in the nearest facility (preferably in a reinforced concrete building — like most buildings on campus) and proceed to the lowest level of the building away from windows and doors. If possible, avoid auditoriums, gymnasiums, and other areas with wide-span roofs. Be prepared to kneel and cover your head. If you are in a building with no basement, get under heavy furniture near the center of the facility. Do not remain in a trailer or mobile home. If you are outdoors, lie flat in the nearest depression, ditch, or ravine. Remain in the sheltered area until the all-clear signal is given via radio or television or the expiration of the original tornado warning.
Appendix A

Campus Security and Crime Statistics (IV.A.2)
Volume IV: Facilities and Safety
Chapter A: Safety
Responsible Executive: Treasurer and Chief Financial Officer
Responsible Office: Environmental Health and Public Safety
Date Issued: January 31, 2000
Date Last Revised: January 29, 2015

Table of Contents
Contacts
Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

Contacts

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Clarification</td>
<td>Senior Director, Environmental Health and Public Safety</td>
<td>765-494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
</tr>
<tr>
<td>Request a Copy of the Calumet Campus Annual Report</td>
<td>Police Department</td>
<td>219-989-2220</td>
<td>webs.purduecal.edu/police/</td>
</tr>
<tr>
<td>Request a Copy of the Fort Wayne Campus Annual Report</td>
<td>Police Department</td>
<td>260-481-6827</td>
<td><a href="http://www.ipfw.edu/police/">www.ipfw.edu/police/</a></td>
</tr>
<tr>
<td>Request a Copy of the Calumet Campus Annual Report</td>
<td>North Central Campus Police Department</td>
<td>219-785-5220</td>
<td><a href="http://www.pnc.edu/pd/">www.pnc.edu/pd/</a></td>
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<tr>
<td>Request a Copy of the West Lafayette Campus Annual Report</td>
<td>Police Department</td>
<td>765-494-8221</td>
<td><a href="http://www.purdue.edu/police/">www.purdue.edu/police/</a></td>
</tr>
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Statement of Policy
Purdue University strives to provide a safe and secure Campus environment to students, faculty, staff and visitors. To promote the safety and security of our University community, the University has developed and supports numerous programs and activities relating to crime awareness, crime education and crime prevention. Additionally, the University’s policies and procedures prohibit violence in the workplace (policy IV.A.3, Violent Behavior), drugs and alcohol in the workplace and on Campus (Executive Memorandum No. C-44, Alcohol- and Drug-Free Campus and Workplace Policy), and possessing or storing firearms or other weapons in University facilities (policy IV.B.1, Regulations Governing the Use and Assignment of University Facilities). The University also maintains a professionally trained police force at each of its Campuses. In addition to its academic programs offered at Purdue's Campuses, the University offers organized programs of study at several other locations. Each of these Separate Campuses has a memorandum of understanding with the local police department.
Based upon the University’s commitment to providing students, faculty, staff and visitors with a safe and secure Campus environment and its obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act, the senior director of environmental health and public safety at the West Lafayette
Appendix A

Campus, the vice chancellors responsible for Campus security at the Regional Campuses and the directors of the University's Separate Campuses are charged with the responsibilities of developing, disseminating, administering and updating procedures to comply with the Clery Act and the Higher Education Opportunity Act. These procedures are set forth in the University's Operating Procedures for Gathering and Reporting Crime Statistics.

Reason for this Policy
To make Campuses safer by ensuring that students, prospective students, employees, prospective employees and visitors are informed about Campus safety and security. To comply with federal laws regarding Campus safety, including the Clery Act and the Higher Education Opportunity Act.

Individuals and Entities Affected by this Policy
- All University community members
- Prospective Students
- Prospective Employees

Exclusions
There are no exclusions to this policy.

Responsibilities
Office of the Vice President for Ethics and Compliance (VPEC)
- Provide guidance for the development, dissemination, administration and update of procedures to comply with the Clery Act and the Higher Education Opportunity Act.
- Identify and train Campus Security Authorities annually.
- Maintain a database of current Campus Security Authorities.

Senior Director, Environmental Health and Public Safety (West Lafayette), Vice Chancellors Responsible for Campus Security (Regional Campuses) and Directors of Separate Campuses
- Develop, disseminate, administer and update procedures to comply with the Clery Act and the Higher Education Opportunity Act in consultation with the Office of the VPEC.
- Distribute the Annual Security and Fire Safety Report as outlined in section I of the Operating Procedures.
- Make an annual report to the U.S. Secretary of Education as outlined in section III of the Operating Procedures.
- In consultation with University Police, make emergency notifications and timely warnings as necessary.
- In consultation with University Police and, on the West Lafayette Campus, the Purdue Fire Department, conduct regular Tests to assess and evaluate emergency plans and capabilities.

University Police
- Record and gather crime statistics that must be reported in the Annual Security and Fire Safety Report.
- Prepare, publish and disseminate the Annual Security and Fire Safety Report as outlined in section I of the Operating Procedures.
- In consultation with the senior director, environmental health and public safety (West Lafayette), vice chancellors responsible for Campus security (Regional Campuses), and directors of Separate Campuses, make emergency notifications and timely warnings as necessary.
- Prepare and maintain a daily crime log and make the crime log available to the public.

Purdue Fire Department (West Lafayette) and University Police Chiefs (Regional Campuses) and Directors of Separate Campuses
- Gather fire safety statistics that must be reported in the Annual Security and Fire Safety Report.
- Prepare and maintain a daily fire log and make the fire log available to the public.

Definitions
All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary. Some terms may only be used in the associated Operating Procedures for Gathering and Reporting Crime Statistics.

Campus
Any building or property owned or controlled by the University within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University's educational purposes, including
Appendix A

residence halls; and property within the same reasonably contiguous geographic area of the University that is owned by the University but controlled by another person, is used by students and supports institutional purposes (such as a food or other retail vendor).

**Campus Security Authority**
A Campus law enforcement unit; any individual or individuals who have responsibility for campus security but who do not constitute a University Police department or a Campus security department; any individual or organization specified in the University's statement of Campus security policy as the individual or organization to whom students and employees should report criminal offenses; and an official of the University, who has significant responsibility for student and Campus activities, but does not have significant counseling responsibilities.

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

**Fire-related Death**
Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause, while involved in fire control, attempting rescue or escaping from the dangers of a fire; or any instance in which a person dies within one year of injuries sustained as a result of a fire. The term “person” may include students, employees, visitors, firefighters or any other individuals.

**Fire-related Injury**
Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters or any other individuals.

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

**Non-Campus Building or Property**
Any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the University; and any building or property owned or controlled by a student organization recognized by the University.

**Prospective Employee**
An individual who has contacted the University for the purpose of requesting information concerning employment with that institution.

**Prospective Student**
An individual who has contacted the University requesting information concerning admission to that institution.

**Public Property**
All public property that is within the same reasonably contiguous geographic area of the University, such as a sidewalk, a street, other thoroughfare or parking facility, or is adjacent to a facility owned or controlled by the University if the facility is used by the University in direct support of, or in a manner related to, the University's educational purposes.

**Separate Campus**
A facility that is owned or controlled by the University, but is not reasonably contiguous with the main campus, has an organized program of students and has at least one administrator.

**Test**
Regularly scheduled drills, exercises and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities.

*Campus Security and Crime Statistics Policy*
Appendix A

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

Related Documents, Forms and Tools
Policies
- Alcohol- and Drug-Free Campus and Workplace Policy (Executive Memorandum C-44): www.purdue.edu/policies/facilities-safety/c-44.html
Purdue University West Lafayette Fire Department: www.purdue.edu/fire/

Website Address for this Policy
www.purdue.edu/policies/facilities-safety/iva2.html

History and Updates
January 29, 2015: Policy revised to comply with changes in federal legislation. Updates to the policy include 1) a definition for Separate Campus, 2) responsibilities for directors of Separate Campuses, 3) stated responsibilities for conducting Tests and issuing emergency notifications and timely warnings, 4) responsibilities for the Office of the VPEC and 5) the conversion of the policy to the current template, which separates the procedures from the policy.

November 18, 2011: Policy number changed to IV.A.2 (formerly I.2.2) and website address updated. Links to other policies also updated throughout.


Appendix
There are no appendices to this policy.
Appendix B

Operating Procedures for Gathering and Reporting Crime Statistics

These procedures supplement the policy on Campus Security and Crime Statistics (IV.A.2). Please refer to the policy for contact information and applicable definitions.

Effective date: January 29, 2015

I. Annual Security and Fire Safety Report
   A. Current Students and Employees: The senior director of environmental health and public safety (West Lafayette), the vice chancellors responsible for security (Regional Campuses) and the directors of the University's Separate Campuses, or their designees, will distribute, by October 1 of each year, an Annual Security and Fire Safety Report to all current students and employees of their respective Campuses. The report will be distributed to each individual by U.S. mail, Campus mail, electronic mail or through publications provided directly to each individual.
   B. Prospective Students and Employees: Notice of the Annual Security and Fire Safety Report's availability, including a description of the report's contents, and the opportunity to request a copy of the report will be provided to Prospective Students and Employees. The report will be provided upon request to all Prospective Students and Prospective Employees.
   C. Contents of the Annual Security and Fire Safety Report: The Annual Security and Fire Safety Report will contain at least the following information regarding each Campus's security and fire policies and statistics:
      1. Campus Policies Regarding Criminal Actions and Emergencies: A statement of current Campus policies regarding procedures and facilities for students and others to report criminal actions or other emergencies occurring on Campus and policies concerning the Campus's response to such reports, including:
         a. Policies for making timely warning reports to members of the Campus community regarding the occurrence of crimes described in paragraph I.C.13 below;
         b. Policies for preparing the annual disclosure of crime statistics;
         c. A list of the titles of each person or organization to whom students and employees should report the criminal offenses described in paragraph I.C.13 below for the purpose of making timely warning reports and the annual statistical disclosure; and
         d. A disclosure of whether the University has any policies or procedures that allow victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics, and, if so, a description of those policies and procedures.
      2. Campus Security and Access Policies: A statement of current policies concerning security and access to Campus facilities, including Campus residences, and security considerations used in the maintenance of Campus facilities.
      3. Campus Policies Concerning Law Enforcement: A statement of current policies concerning Campus law enforcement, including:
         a. The enforcement authority of University Police, including their working relationship with Indiana and local police agencies and their authority to make lawful arrests;
         b. Policies that encourage accurate and prompt reporting of all crimes to the University Police and appropriate police agencies; and
         c. Procedures, if any, that encourage professional and/or pastoral counselors, if and when they deem it appropriate, to inform the individuals they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.
      4. Security Programs Offered to Students and Employees: A description of the type and frequency of programs designed to inform students and employees about Campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others.
      5. Crime Prevention Programs: A description of programs designed to inform students and employees about the prevention of crimes.
      6. Monitoring Criminal Activity at Off-Campus Student Organizations: A statement of policy concerning the monitoring and recording through local police agencies of criminal activity at off-Campus student organizations that are recognized by the University and that are engaged in by students attending the University, including those student organizations with Non-Campus Buildings or Property.
      7. Alcohol and Drug Policies: A statement of policy regarding:
         a. The possession, use and sale of alcoholic beverages and enforcement of Indiana underage drinking laws.
b. The possession, use and sale of illegal drugs and enforcement of Federal and Indiana drug laws;
c. A description of any drug or alcohol abuse education programs as required under 20 U.S.C.145g; and
d. A description of the University’s Alcohol- and Drug-Free Campus and Workplace Policy.

8. Dating Violence, Domestic Violence, Sexual Assault and Stalking Programs and Procedures: A statement of policy regarding Campus dating violence, domestic violence, sexual assault and stalking programs designed to prevent such acts, including:
   a. A description of primary prevention and awareness programs for all incoming students and new employees, which must include:
      i. A statement that the University prohibits the crimes of dating violence, domestic violence, sexual assault and stalking;
      ii. The definition of “dating violence,” “domestic violence,” “sexual assault” and “stalking” in the state of Indiana;
      iii. A statement that Indiana law does not define “consent” in reference to sexual activity;
      iv. A description of safe and positive options for bystander intervention;
      v. Information on risk reduction;
      vi. Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred (and information outlined in section I.C.8.b below);
      vii. Information about how the University will protect the confidentiality of victims and other necessary parties;
      viii. A statement that the University will provide an individual who reports that s/he has been the victim of dating violence, domestic violence, sexual assault or stalking, regardless of location, a written explanation of the individual’s rights and options; and
      ix. A description of the procedures for University disciplinary action in cases of alleged dating violence, domestic violence, sexual assault and stalking.
   b. Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred, including written information about:
      i. The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order
      ii. How and to whom the alleged offense should be reported;
      iii. Options about the involvement of law enforcement and Campus authorities, including notification of the victim’s option to:
         I. Notify proper law enforcement authorities, including University Police and local police;
         II. Be assisted by Campus authorities in notifying law enforcement authorities if the victim so chooses; and
         III. Decline to notify such authorities.
      iv. The rights of victims for orders of protection issued by a criminal or civil court and the University’s responsibilities for orders of no-contact directives issued by the University.
   c. Information about how the University will protect the confidentiality of victims and other necessary parties, including how the University will:
      i. Complete publicly available recordkeeping, for purposes of Clery Act reporting and disclosure, without the inclusion of identifying information about the victim; and
      ii. 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 University to provide such accommodations or protective measures.
   d. A statement that the University will provide written notification to students and employees about existing on- and off-Campus counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims of dating violence, domestic violence, sexual assault or stalking.
   e. A statement that the University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations. The University must make such accommodations requested by the victim if they are reasonably available, regardless of whether the victim chooses to report the crime to University Police or local law enforcement.
   f. Procedures for Campus disciplinary action in cases of alleged dating violence, domestic violence,
sexual assault and stalking, which must include:
   i. A description of each type of disciplinary proceeding used by the University; the steps, anticipated timelines and decision-making process for each type of disciplinary proceeding; and how the University determines which type of proceeding to use based on the circumstances of an allegation of dating violence, domestic violence, sexual assault or stalking;
   ii. A description of the standard of evidence that is used in disciplinary proceedings involving allegations of dating violence, domestic violence, sexual assault or stalking;
   iii. A list of all possible sanctions the University may impose following the results of a disciplinary proceeding for allegations of dating violence, domestic violence, sexual assault or stalking;
   iv. A description of the range of protective measures that the University may offer following an allegation of dating violence, domestic violence, sexual assault or stalking;
   v. A statement that disciplinary proceedings will:
      I. Include a prompt, fair and impartial process from the initial investigation to the final result
      II. Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
      III. Provide the complainant and respondent with the same opportunities to have others present during any disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice;
      IV. Not limit the choice of advisor or presence for either the complainant or respondent in any meeting or disciplinary proceeding; however, the University may establish restrictions regarding the extent to which the advisor may participate in proceedings provided that such restrictions apply equally to both parties; and
      V. Require simultaneous notification, in writing, to both the complainant and the respondent of:
         I. The result of any disciplinary proceeding arising from an allegation of dating violence, domestic violence, sexual assault or stalking;
         II. The University’s procedures for the complainant and respondent to appeal the result of the disciplinary proceeding, if appeals are provided;
         III. Any change to the result; and
         IV. When such results become final.

9. Sex and Violent Offender Registry: A statement advising the Campus community of the availability and location of the Indiana Sheriff’s Sex and Violent Offender Registry.

10. Emergency Response and Evacuation Procedures: A statement of policy regarding emergency response and evacuation procedures. This statement must include:
   a. The procedures the University will use to immediately notify the Campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on Campus;
   b. A description of the process the University will use to:
      i. Confirm that there is a significant emergency or dangerous situation on Campus
      ii. Determine the appropriate segment or segments of the Campus community to receive a notification;
      iii. Determine the content of the notification; and
      iv. Initiate the notification system.
   c. A statement that the University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency;
   d. A list of the titles of each person(s) or organization(s) responsible for carrying out the actions described in paragraph 10.b above;
   e. The University’s procedures for disseminating emergency information to the larger community; and
   f. The University’s procedures to Test the emergency response and evacuation procedures on at least an annual basis, including:
i. Tests that may be announced or unannounced;

ii. Publicizing its emergency response and evacuation procedures in conjunction with at least one
    Test per calendar year; and

iii. Documenting, for each Test, a description of the exercise, the date, time and whether it was
    announced or unannounced.

11. Timely Warning Procedures: A statement of the University’s timely warning procedures, including:

    a. The circumstances for which a warning will be issued;
    b. The individual or office responsible for issuing the warning; and
    c. The manner in which the warning will be disseminated.

See section II below.

12. Missing Student Notification Policies and Procedures: A statement of policy regarding missing student
    notification procedures for students who reside in Campus student housing facilities. This statement must:

    a. Indicate a list of titles of each person or organization to which students, employees, or other
       individuals should report that a student has been missing for 24 hours;
    b. Require that any missing student report must be referred immediately to the University Police;
    c. Provide that each student living in a Campus student housing facility may identify a contact person(s)
       whom the University will notify if the student is determined missing by the University Police;
    d. Advise students that their contact information will be registered confidentially, that this information
       will be accessible only to authorized University officials, and that it may not be disclosed, except to law
       enforcement personnel in furtherance of a missing person investigation;
    e. Advise students that if they are under 18 years of age and not emancipated, the University must notify
       a custodial parent or guardian within 24 hours of the determination that the student is missing, in
       addition to any additional contact person designated by the student; and
    f. Advise students that unless a local law enforcement agency was the entity that made the
       determination that a student is missing, the University will notify the local law enforcement agency
       within 24 hours of the determination that the student is missing.

13. Crime Statistics: Each Annual Security and Fire Safety Report will include crime statistics for the most recent
    calendar year and the two immediately preceding calendar years.

    The University must report statistics for which data are available concerning the occurrence on Campus, in or
    on Non-Campus Buildings or Property, and on Public Property of the following criminal offenses reported to
    University Police, Campus Security Authorities, or relevant local police agencies:

    a. Criminal homicide: murder, non-negligent and negligent manslaughter;
    b. Sex offenses;
    c. Robbery;
    d. Aggravated assault;
    e. Burglary;
    f. Motor vehicle theft;
    g. Arson;
    h. Dating Violence;
    i. Domestic Violence;
    j. Stalking;
    k. Arrests or persons referred for Campus disciplinary action for Liquor Law Violations, Drug-related
       Violations and Weapons Possession;
    l. The crimes (a) through (g) above, in which the evidence suggests the victim was intentionally selected
       because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability,
       gender identity or national origin of the victim that was reported to University Police or local police
       agencies;
    m. The crimes of larceny-theft, simple assault, intimidation and destruction/damage/vandalism of
       property in which the evidence suggests the victim was intentionally selected because of the actual
       or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national
       origin of the victim; and
    n. Crimes involving bodily injury to any person in which the evidence suggests the victim was
       intentionally selected because of the actual or perceived race, gender, religion, sexual orientation,
Appendix B

Operating Procedures for Gathering and Reporting Crime Statistics

ethnicity, disability, gender identity or national origin of the victim.

The crimes described in paragraphs (l), (m) and (n) above will be reported by category of prejudice.

14. The statistics in this section will be reported according to the location of the crime as follows:
   a. On Campus,
   b. In or on a Non-Campus Building or Property,
   c. On Public Property, and
   d. In dormitories or other residential facilities for students on Campus.

15. The statistics in this section will be reported for the calendar year in which the crime was reported to a Campus Security Authority, except for reports of Stalking.
   a. Reports of Stalking will be reported for the calendar year in which they were first reported to a Campus Security Authority.
   b. If a Stalking course of conduct continues in a subsequent year, it must also be recorded in the subsequent year.
   c. Finally, if Stalking behavior occurs after an official intervention or warning from law enforcement or from the University, a Stalking report must be counted as a new and distinct incident in the statistics.

16. Fire Safety Policies and Procedures: Each Annual Security and Fire Safety Report must include the following fire safety policy information:
   a. A description of each Campus student housing facility fire safety system
   b. The number of fire drills held during the previous calendar year;
   c. The University’s policies or rules on portable electrical appliances, smoking, and open flames in a student housing facility;
   d. The University’s procedures for student housing evacuation in the case of a fire;
   e. The policies regarding fire safety education and training programs provided to the students and employees, including a description of the procedures that students and employees should follow in the case of a fire;
   f. A list of the titles of each person or organization to which students and employees should report that a fire occurred.
   g. Plans for future improvements in fire safety, if known as of the date of the Annual Security and Fire Safety Report.

17. Fire Statistics: Each Annual Security and Fire Safety Report will include fire safety statistics for each Campus student housing facility for the most recent calendar year and the two immediately preceding calendar years. The University must report statistics concerning:
   a. The number of fires and the cause of each fire;
   b. The number of individuals who received Fire-related Injuries that resulted in treatment at a medical facility, including at the Purdue University Student Health Center;
   c. The number of Fire-related Deaths; and
   d. The value of property damage caused by a fire.

II. Timely Warning to the Campus Community

A. To ensure the safety of the Campus community, the senior director, environmental health and public safety (West Lafayette), the vice chancellors responsible for Campus security (Regional Campuses) and the directors of Separate Campuses, or their designees, will issue timely warnings to the Campus community regarding crimes that are:
   1. Listed in section I.C.13. above;
   2. Reported to University Police, a Campus Security Authority, or relevant local police agencies; and
   3. Considered by the senior director, environmental health and public safety, the vice chancellor or the director, or their designees, to be a threat to students and employees.

B. The decision whether to issue a timely warning to the Campus community must be based upon the facts surrounding the crime including, but not limited to, the nature of the crime, the continuing danger to the Campus community and the possible risk of compromising law enforcement efforts. Timely warnings are issued through a variety of methods determined on a case-by-case basis, which include
   1. Text messages,
   2. Twitter,
   3. Desktop pop-up alerts,
   4. Alert beacons,
5. Email,
6. Purdue Campus status page,
7. Boiler TV Emergency Alert System, and/or
8. Local media.

C. If there is an immediate threat to the health or safety of students or employees occurring on Campus (as described in section I.C.10 above), the University will follow its emergency notification procedures. If emergency notification procedures are executed, a timely warning is not required based on the same circumstances; however, adequate follow-up information will be provided to the Campus community as needed.

III. Crime Log
A. University Police will make, keep and maintain a daily log, written in a form that can be easily understood, recording all crimes reported to University Police. The log must include the following information:
   1. The nature, date, time and general location of each crime and
   2. The disposition of the complaint, if known.

B. University Police will record crimes in the daily log within two business days of the report of the crime to the University Police, and will record any new information about a log entry within two business days after the information becomes available to University Police. Generally, log entries will be open to public inspection within two business days of the initial report being made to University Police. However, the senior director, environmental health and public safety (West Lafayette), the vice chancellors responsible for Campus security (Regional Campuses) and the directors of Separate Campuses, or their designees, may withhold information from the log under any of the following circumstances:
   1. Where the law prohibits the University from releasing the information,
   2. Where releasing the information would jeopardize the confidentiality of the victim, or
   3. Where there is clear and convincing evidence that releasing the information would:
      a. Jeopardize an ongoing criminal investigation,
      b. Jeopardize the safety of an individual,
      c. Cause a suspect to flee or evade detection, or
      d. Result in the destruction of evidence.
   4. The individual with the responsibility for determining whether information will be withheld from the log will document in writing the basis for withholding information from the log and he or she will maintain a copy of the documentation in a secure file. The withheld information must be disclosed once the adverse effects described above are no longer likely to occur.

C. Log entries for the most recent 60-day period must be available for public inspection during normal business hours. Logs older than 60 days must be made available within two business days of a request for public inspection.

I. Gathering Crime Statistics — University Police
A. Campus Security Authorities: University Police will be responsible for gathering the crime statistics that must be reported in the Annual Security and Fire Safety Report (See section I.C.13 above). University Police will develop a written procedure for gathering the statistics. University Police will also implement safeguards to prevent double counting.

B. Local Police Agencies: University Police will be responsible for making good faith efforts to gather crime statistics from local police agencies, which must be reported in the Annual Security Report (See section I.C.13). Any such efforts will be documented in writing.

II. Fire Log
A. The Purdue Fire Department (West Lafayette) and the University Police chiefs (Regional Campuses) will make, keep and maintain a daily log, written in a form that can be easily understood, recording all fires that occurred in a Campus student housing facility. The log must include the nature, date, time and general location of each fire.

B. Fires will be recorded in the daily log within two business days of the report of the fire to the Purdue Fire Department (West Lafayette) or University Police department (Regional Campuses), and any new information about a log entry will be recorded within two business days after the information becomes available to the Purdue Fire Department (West Lafayette) or the University Police Department (Regional Campuses).

C. Log entries for the most recent 60-day period must be available for public inspection during normal business hours. Logs older than 60 days must be made available within two business days of a request for public inspection.
III. Annual Report to the Secretary of Education
The senior director, environmental health and public safety (West Lafayette), the vice chancellor responsible for security (Regional Campuses) and the directors of Separate Campuses, or their designees, will submit annually the crime statistics listed in paragraph I.C.13 and the fire statistics listed in paragraph I.C.17 for their respective Campuses to the United States Secretary of Education.

IV. Questions
Questions regarding these procedures may be directed to the senior director of environmental health and public safety (West Lafayette and Separate Campuses) or the vice chancellor responsible for security (Regional Campuses).

V. History and Updates
January 29, 2015: These Operating Procedures were revised and separated from the related policy on Campus Security and Crime Statistics (IV.A.2). Revisions include the expansion of section I.C.8 to include information about dating violence, domestic violence, stalking and related programs and procedures, as well as information on timely warning procedures.
Procedures for Resolving Complaints of Discrimination and Harassment

Revised July 1, 2015

A. INTRODUCTION

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person, fosters tolerance, sensitivity, understanding and mutual respect, and encourages its members to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination under the Purdue University Anti-Harassment Policy (III.C.1) and Equal Opportunity, Equal Access and Affirmative Action Policy (III.C.2) (“Policies”). These Procedures apply to Title IX matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence, and Stalking, in addition to all other forms of prohibited discrimination and harassment.

These Procedures apply to faculty, staff, students, and any persons conducting business with or visiting the University. Any individual or group of individuals found to have violated the Policies will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University.

Any employee, student, campus visitor or person participating in a University activity, whether on or off campus, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of harassment and/or discrimination, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps before the determination of the final outcome of an investigation.

There are both informal and formal processes for resolving complaints of discrimination and harassment. A Complainant may elect to invoke either the Informal or Formal Resolution Process. If the Complainant finds that initial informal efforts are unsatisfactory, the Complainant may then seek formal resolution.

The University may initiate an investigation of circumstances that may involve discrimination and/or harassment even where no complaint, formal or informal, has been filed. In such situations, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

B. SCOPE

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, campus visitors or persons participating in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, as employees, or both at the sole option of the University.

These Procedures govern conduct that occurs on and/or off campus or that impacts the educational or work experience of a member of the Purdue community. In particular, off-campus conduct is subject to these procedures if 1) the conduct occurred in the context of an education program or activity of the University; 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity; or 3) the Respondent is a student.

C. RESOURCES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT

Inquiries and complaints about discrimination and/or harassment may be brought to the Campus Equity Office, Office of the Dean of Students or the Vice President for Ethics and Compliance. The management of all complaints of discrimination and/or harassment, regardless of where they are initially received, and the implementation of these Procedures is the responsibility of the Vice President for Ethics and Compliance. Any question of interpretation regarding these Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.
Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment Policy.

D. DEFINITIONS

Advisory Committee on Equity
The committee composed of faculty and staff appointed by the Vice President for Ethics and Compliance upon the nomination of the Provost, a Chancellor, the University Senate, the Administrative and Professional Staff Advisory Committee, the Clerical/Service Staff Advisory Committee, a Vice President or Vice Chancellor, or a Dean to advise the Chancellors, Executive Director and Dean of Students pursuant to Section I of these Procedures.

Complainant(s)
A person or persons making a complaint under the Informal Resolution Process or the Formal Resolution Process.

Campus Equity Office
The following University offices: (a) on the West Lafayette campus, the Office of Institutional Equity or the Office of the Dean of Students; (b) on the Calumet campus, the Office of Equity and Diversity or the Office of the Dean of Students; (c) on the Fort Wayne campus, Human Resources and Institutional Equity or the Office of the Dean of Students; and d) on the North Central campus, the Office of Institutional Equity or the Office of the Dean of Students.

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Appendix C

Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigations to the greatest extent practicable.

University Investigator
A person appointed by the Executive Director, Chancellor, or Dean of Students to investigate a Formal Complaint pursuant to Section I of these Procedures.

E. GENERAL PROVISIONS

1. Delegation
The Chancellor, Dean of Students, or Executive Director may delegate his or her authority under the Procedures to an Eligible Designee.

2. Requests for Anonymity or No Action
To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Complaint.

If the Complainant requests that his or her name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Vice President for Ethics and Compliance shall evaluate such request and notify such individual of the University's response to such request.

The University will honor the Complainant's request to the extent possible based on a careful balancing of such requests with any legal reporting requirements, the risk of harm to any individual and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, the University’s ability to meaningfully investigate the incident and pursue disciplinary action against a Respondent may be limited. Complainants are advised, however, that even if a Complainant has made such a request or requests that the University take no formal action in response to a report, the University may be obligated to move forward with a University-Initiated Investigation and potential disciplinary action if there is an individual or public safety concern and sufficient independent information exists to establish that the Anti-Harassment Policy has been violated.

The Vice President for Ethics and Compliance will assess such requests by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

3. Interim Measures
Upon receipt of a complaint, the University will take interim measures to address concerns regarding safety and well-being. If necessary, the University will assist the Complainant in making reasonable efforts to avoid contact with the Respondent(s). Interim measures may include no contact directives, changes in class or work schedules, changes in University-owned living arrangements, interim suspension, University-imposed leave, or any other measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes, although the ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process.

4. Advisor or Support Person
Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent may also have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not stand in
Appendix C

Procedures for Resolving Complaints of Discrimination and Harassment

5. Time Frames

The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident to a Contact Person as soon as possible. Complaints must be filed with a Campus Equity Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. To file an Informal or Formal Complaint, a Complainant must complete a Complaint Information Form online, in person, or via electronic mail. The 120-day deadline to file a complaint does not apply to University-Initiated Investigations.

When extenuating circumstances warrant, a Chancellor, Dean of Students or the Executive Director, as the case may be, has the authority and discretion to extend any of the time limits contained in these Procedures for good cause except those relating to the filing of complaints or the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Procedures. In the event that the investigation and resolution exceed this time frame, the University 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, due process and fundamental fairness with promptness.

Notwithstanding the foregoing, a Complaint relating to alleged discrimination or harassment occurring during a Complainant’s employment by the University must be properly filed within 10 days following termination of the Complainant’s employment with the University.

6. Expectations Regarding Participation by the Parties

All employees and students have an obligation to cooperate in the conduct of these Procedures. Failure to do so may result in disciplinary action. In the event that a Complainant chooses not to participate in an interview or declines to provide information requested by the University Investigator, the Chancellor, Dean of Students or Executive Director may dismiss the Complaint. The Chancellor, Dean of Students or Executive Director shall provide written notice of such dismissal to the Complainant(s) and the Respondent(s). In the event that a Respondent chooses not to participate in an interview or declines to provide information requested by the University Investigator, the University Investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent. Where the Complaint or the circumstances involve potential criminal conduct, however, a party may choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

Any person who knowingly makes a false statement in connection with the resolution of a Complaint under these Procedures may be subject to appropriate discipline. Making a good faith report of discrimination or harassment that is not later substantiated is not considered a false statement.

7. Special Circumstances in the Event of Conflict of Interests

In the event that a complaint concerns the conduct of the Executive Director or the Dean of Students (or the Executive Director or Dean of Students has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual who shall be responsible for implementing the responsibilities of the Executive Director or Dean of Students pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor (or the Vice President of Ethics and Compliance or a Chancellor has a conflict of interest), the President shall designate an individual who shall be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance or such Chancellor pursuant to these Procedures. In the event that a complaint concerns the President, the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures.

8. Coordination with Law Enforcement

A Complainant may seek recourse under these Procedures and/or pursue criminal action. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of
whether a violation of University policy has occurred. Proceedings under these Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant regarding support, options for resolution and the implementation of interim measures to address concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

F. REPORTING OPTIONS AND RESOURCES FOR TITLE IX MATTERS

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence, whether as a Complainant, a Respondent or a third party, will have equal access to support consistent with their needs and available University resources.

A first step for any Complainant or third-party witness may be choosing how to proceed following an incident of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and/or Relationship Violence. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either party in the event that a report and/or resolution under the Policies or the Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

1. Confidential Reporting Resources

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

It is important to understand that not all employees involved in the University’s Title IX response have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be required to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator. A list of on-campus confidential resources is listed in Appendix A to these Procedures.

2. Non-Confidential Campus Reporting Resources and Mandatory Reporters

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX team.

In contrast to the designated campus or community professionals described above under “Confidential Reporting Resources,” who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are required to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX team (“mandatory reporters”). Mandatory reporters receive annual required training to ensure that they understand their obligations and resources available to University community members who report such incidents. University employees who are mandatory reporters include faculty, supervisors, and other staff, administrators, and student employees who have significant responsibility for the welfare of students. Student employees who are required to share reports with the Title IX Coordinator include Resident Assistants. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the parties, if known. The Title IX Coordinator will conduct an initial assessment of the incident or behavior at issue, the Complainant’s desired course of action, and the necessity for any interim remedies or accommodations to protect the safety of the Complainant or the community. A list of
Appendix C

non-confidential campus reporting options, by campus, to whom individuals are encouraged to report any incidents, is available in Appendix A.

3. Privacy

The privacy of the parties will be respected and safeguarded at all times. All University employees who are involved in the University’s Title IX response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review, investigation 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.

4. Release of Information

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University may also share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, the Campus SaVE Act, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Policies or the Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

5. Reporting to Law Enforcement

The University encourages Complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that may also be crimes under state criminal statutes (see www.purdue.edu/sexual_assault/Definitions/LegalDef/index.html). The University will assist a Complainant, at the Complainant’s request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process. A list of law enforcement resources for each campus is available in Appendix A.

6. Anonymous Reporting

Any individual may make an anonymous report concerning an act of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence. A report can be made without disclosing one’s own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University’s ability to respond or take further action.

Anonymous reports can be made through the Whistleblower Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. The Whistleblower Hotline can be accessed at: www.purdue.edu/hotline/ or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.
G. COUNSELING, ADVOCACY AND SUPPORT SERVICES

The University is committed to providing a number of support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services. Professional staff within the Office of the Dean of Students is available to assist students with the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the Prosecutor's Office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A.

H. INFORMAL RESOLUTION PROCESS

1. Filing an Informal Complaint

To file an Informal Complaint, a Complainant must submit the Complaint Information Form online, in person, or via electronic mail. The Complaint Information Form must be submitted to the Campus Equity Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. The Campus Equity Office can provide assistance in completing the Complaint Information Form. Participation in the Informal Resolution Process is voluntary, and a Complainant may ask to conclude the process at any time. The Campus Equity Office will take steps to ensure the privacy of the Complainant and Respondent during the Informal Resolution Process to the extent maintenance of privacy does not interfere with the University’s obligation to address allegations of discrimination and/or harassment.

2. Processing of Informal Complaints

In consultation with the Chancellor, Executive Director or Dean of Students, as the case may be, the Campus Equity Office may take appropriate steps to resolve the Informal Complaint. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant, assisting the Respondent to better understand the effects of his or her conduct and ways in which this behavior could be changed, participation in educational programs about equal opportunity or harassment, verbal or written reprimands, or other interventions or actions aimed at ending the discrimination or harassment, preventing its recurrence and addressing its effects. Mediation may not be used, even with the agreement of the parties, in Complaints involving Sexual Violence or Relationship Violence. Similarly, a Complainant will not be required to resolve the matter directly with the Respondent.

Prior to completing the Informal Resolution Process, and/or upon the Complainant’s request, a Chancellor, the Dean of Students or the Executive Director may determine that no purpose is served by pursuing the Informal Resolution Process and may refer the Complaint to the Formal Resolution Process.

3. Conclusion of the Informal Resolution Process

The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the
Informal Complaint, (2) a resolution of the Informal Complaint by agreement of the parties or (3) initiation of the Formal Resolution Process.

The Campus Equity Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Equity Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

I. FORMAL RESOLUTION PROCESS

1. Filing a Formal Complaint

A Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University may also initiate an Investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Complaint Information Form online, in person, or via electronic mail. The Complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Equity Office can provide assistance in completing the Complaint Information Form.

Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor (or designee) or the Executive Director pursuant to Sections I and J of these Procedures.

2. Notification of Formal Complaint and Response

Within 10 days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Executive Director will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation.

The Chancellor, Dean of Students or Executive Director will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to any relevant University policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Executive Director. A copy of the Respondent(s)’ response will be provided to the Complainant.

3. University-Initiated Investigation

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Executive Director and the panel in connection with the University-Initiated Investigation; (3) be provided with written notice of the determination of whether a
violation of University policy occurred and any sanction or remedial measures imposed in connection with the violation; and (4) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section M.

4. Investigation of Formal Complaints

As soon as practicable following appointment, the University Investigator will interview the Complainant. Within three days following the completion of his or her interview with the Complainant, the University Investigator will notify the Chancellor, Dean of Students or Executive Director in writing as to whether or not the allegations set forth in the Complaint, if substantiated, would constitute a violation of University policy. If the University Investigator’s notification indicates that such allegations, if substantiated, would not constitute a violation of University policy, the Chancellor, Dean of Students or Executive Director may dismiss the Complaint, and that decision shall be final. The Chancellor, Dean of Students or Executive Director shall provide the Complainant and Respondent(s) with written notice of such dismissal.

In the event that the University Investigator’s notification indicates that the allegations set forth in the Complaint, if substantiated, would constitute a violation of University policy, or if the Chancellor, Dean of Students or Executive Director determines that the matter should be investigated, the University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, the prior sexual history of the Complainant with the Respondent. Both parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 30 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time is approved by the Chancellor, Dean of Students or Executive Director.

Within seven days following the conclusion of the investigation, the University Investigator will prepare and deliver a report to the Chancellor, Dean of Students or Executive Director. The report will include a finding based upon a preponderance of the evidence that (1) the allegations cannot be substantiated, (2) some or all of the allegations are substantiated or (3) the Formal Complaint was knowingly false or malicious. No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached his or her conclusions. The report will also include the University Investigator’s determination of whether a violation of any University policy has occurred and a recommendation of the sanctions to be imposed, if any.

5. Determination

Within 15 days of receipt of the University Investigator’s report, the Chancellor, Dean of Students or Executive Director will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Executive Director from the Advisory Committee on Equity consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator’s report and copies of any Complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Executive Director and the panel.

Within 10 days following the meeting with the panel from the Advisory Committee on Equity, the Chancellor, Dean of Students or Executive Director shall make a written determination whether a violation of University policy has occurred.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Executive Director, reasonable efforts may be taken to restore the Respondent(s) to their prior status.
Appendix C

J. SANCTIONS AND REMEDIAL MEASURES

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Executive Director. In the event of a disagreement between the Director and the designated Vice President or Dean, the Executive Director will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Calumet, Fort Wayne and North Central campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Executive Director will send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties’ appeal rights, and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in Regulations Governing Student Conduct and may include without limitation verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction has been to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Executive Director shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

K. ENHANCEMENT OF SANCTIONS

If a University employee, student or recognized student organization engages in conduct that constitutes discrimination or harassment motivated by bias based on a person's race, gender, religion, color, age, national origin, ancestry or disability, the sanctions for such conduct are subject to enhancement in accordance with these Procedures.

Sanctions for conduct that constitutes Sexual Violence as defined by the Anti-Harassment policy (III.C.1) are subject to enhancement in accordance with these Procedures when such conduct is accompanied by the administration of rape drugs, including but not limited to Rohypnol, Ketamine, GHB and Burundanga.

L. RETALIATION PROHIBITED

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.
M. APPEAL

The Complainant and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Executive Director and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing and filed in person, via courier, or via postal or electronic mail within 10 days of the issuance of notification of the decision with all supporting materials attached. Decisions not appealed within such time are deemed final.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the Complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 10 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding; (2) decrease or increase the sanction(s); and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

N. FILING WITH EXTERNAL AGENCIES

Any person may file a complaint with the Indiana Civil Rights Commission, the U.S. Equal Employment Opportunity Commission or the U.S. Department of Education’s Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office of Institutional Equity on the West Lafayette campus.

O. RELATED DOCUMENTS, FORMS AND TOOLS


Appendix A: Quick Reference Guide

<table>
<thead>
<tr>
<th>Confidential Reporting Resources</th>
<th>Confidential Reporting Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Services Center</td>
<td>Gyte Annex, Room 34</td>
</tr>
<tr>
<td></td>
<td>M-F, hours vary daily</td>
</tr>
<tr>
<td></td>
<td>219-989-2366 219-989-1235</td>
</tr>
<tr>
<td>PUC Counseling Center</td>
<td>Gyte Building, Room 005</td>
</tr>
<tr>
<td></td>
<td>M-Th, 8 a.m.-5 p.m. Fri., 8 a.m.-4 p.m.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Confidential Reporting Resources</th>
<th>Non-Confidential Reporting Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Lawshe Hall, Room 231</td>
</tr>
<tr>
<td>Office of Equity &amp; Diversity</td>
<td>M-F, 8 a.m.-5 p.m.</td>
</tr>
<tr>
<td></td>
<td>219-989-3169 219-989-2337</td>
</tr>
<tr>
<td>Police Department</td>
<td>6930 Wicker Ave. Hammond, IN</td>
</tr>
<tr>
<td></td>
<td>24/7</td>
</tr>
<tr>
<td></td>
<td>219-989-2220</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>SUBL 313</td>
</tr>
<tr>
<td></td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
</tr>
<tr>
<td></td>
<td>219-989-4141</td>
</tr>
<tr>
<td>Housing</td>
<td>2440 173rd Street Hammond, IN</td>
</tr>
<tr>
<td></td>
<td>M-F, 8 a.m.-5 p.m.</td>
</tr>
<tr>
<td></td>
<td>219-989-4150</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Medical Services</th>
<th>Medical Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Services Center</td>
<td>Gyte Annex, Room 034</td>
</tr>
<tr>
<td></td>
<td>M-F, hours vary daily</td>
</tr>
<tr>
<td>Methodist Hospital</td>
<td>600 Grant St. Gary, IN</td>
</tr>
<tr>
<td></td>
<td>24/7</td>
</tr>
<tr>
<td></td>
<td>219-886-4000</td>
</tr>
</tbody>
</table>
## Appendix C

### Procedures for Resolving Complaints of Discrimination and Harassment

<table>
<thead>
<tr>
<th>Advocate South Suburban Hospital</th>
<th>17800 S. Kedzie Ave. Hazel Crest, IL</th>
<th>24/7</th>
<th>708-799-8000</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Margaret Health — Hammond Emergency Dept.</td>
<td>5454 Homan Ave. Hammond, IN</td>
<td>24/7</td>
<td>219-933-2077</td>
</tr>
<tr>
<td>St. Margaret Health — Dyer Emergency Dept.</td>
<td>24 Joliet St. Dyer, IN</td>
<td>24/7</td>
<td>219-864-2077</td>
</tr>
<tr>
<td>St. Anthony Health — Crown Point Emergency Dept.</td>
<td>1201 S. Main St. Crown Point, IN</td>
<td>24/7</td>
<td>219-757-6310</td>
</tr>
<tr>
<td>St. Anthony Health — Michigan City Emergency Dept.</td>
<td>301 W. Homer St. Michigan City, IN</td>
<td>24/7</td>
<td>219-877-1616</td>
</tr>
<tr>
<td>Chesterton Health &amp; Emergency Center</td>
<td>770 Indian Boundary Rd. Chesterton, IN</td>
<td>24/7</td>
<td>219-921-2012</td>
</tr>
</tbody>
</table>

### Counseling Services

| PUC Counseling Center | Gyte Building, Room 005 | M-Th, 8 a.m.-5 p.m. Fri., 8 a.m.-4 p.m. | 219-989-2366 |

### Advocacy and Support Services

| Office of the Dean of Students | SULB | M-F, 8 a.m.-p.m. | 219-989-4141 |

### Community Resources

| The Caring Place | Valparaiso, IN | 24/7 | 219-938-0900 800-519-0469 |
| The Crisis Center, Inc. | Gary, IN | 24/7 | 219-464-2128 |

### Law Enforcement Resources

| Police Department | 6930 Wicker Ave. Hammond, IN | 24/7 | 219-989-2220 |
| Hammond Police Department | 509 Douglas St. Hammond, IN | 24/7 | 219-853-6487 |

### Fort Wayne Campus

#### Confidential Reporting Resources

| IPFW Campus Clinic | Walb Student Union, Room 234 | M-F, 8:30 a.m.-4:30 p.m. | 260-481-5748 |
| IPFW/Parkview Student Assistance Program | Walb Student Union, Room 113 | M-F, 8:30 a.m.-4:30 p.m. | 260-266-8060 800-721-8809 |

#### Non-Confidential Reporting Resources

| Title IX Coordinator | Kettler Hall, Room 110P | M-F, 8 a.m.-5 p.m. | 260-481-6107 |
| Police Department | Support Services Building | 24/7 | 260-481-6827 |
| Office of the Dean of Students | Walb Student Union, Room 111 | M-F, 8 a.m.-5 p.m. | 260-481-6601 |
| Student Housing | 410 Crescent Avenue Fort Wayne, IN | M-F, 8 a.m.-5 p.m. | 260-481-4180 |

### Medical Services

| IPFW Campus Clinic | Walb Student Union, Room 234 | M-F, 8:30 a.m.-4:30 p.m. | 260-481-5748 |
| Parkview Hospital Randallia | 2200 Randallia Dr. Fort Wayne, IN | 24/7 | 260-373-4000 |
| Parkview Regional Medical Center | 1109 Parkview Plaza Dr, Entrance 1, Fort Wayne, IN | 24/7 | 260-266-1000 |
### Counseling Services

| IPFW/Parkview Student Assistance Program | Walb Student Union, Room 113 | M-F, 8:30 a.m.-4:30 p.m. | 260-266-8060, 800-721-8809 |

### Advocacy and Support Services

| Office of the Dean of Students | Walb Student Union, Room 111 | M-F, 8 a.m.-5 p.m. | 260-481-6601 |

### Community Resources

| Sexual Assault Treatment Center | 2270 Lake Ave., Suite 201 Fort Wayne, IN | 24/7 | 260-423-2222 |
| Fort Wayne Women’s Bureau Rape Crisis Hotline | 2417 Fairfield Fort Wayne, IN | 24/7 | 260-426-7273, 888-311-7273 |
| YWCA Domestic Violence Crisis Line | 1610 Spy Run Fort Wayne, IN | 24/7 | 260-447-7233, 800-441-4073 |

### Law Enforcement Resources

| IPFW Police Department | Support Services Building | 24/7 | 260-481-6827 |
| Fort Wayne Police Department | 1 E. Main Street Fort Wayne, IN | 24/7 | 260-427-1222 |

### North Central Campus

#### Confidential Reporting Resources

| Director of Student Counseling | Library-Student-Faculty Building, Room 103B | M-F, 8 a.m.-4:30 p.m. | 219-785-5373 |

#### Non-Confidential Reporting Resources

| Title IX Coordinator | Schwarz Hall, Room 25C | M-F, 8 a.m.-5 p.m. | 219-785-5545 |
| Police Department | Physical Facility/Campus Police Building, Room 101 | 24/7 | 219-785-5220 |
| Office of the Dean of Students | Library-Student-Faculty Building, Room 103 | M-F, 8 a.m.-4:30 p.m. | 219-785-5368 |

### Medical Services

| Chesterton Health & Emergency Center | 770 Indian Boundary Rd. Chesterton, IN | 24/7 | 219-921-2000 |
| IU Health LaPorte Hospital | 1007 Lincolnway LaPorte, IN | 24/7 | 219-326-1234 |
| IU Health Starke Hospital | 102 E. Culver Road Knox, IN | 24/7 | 574-772-6231 |
| Porter Hospital | 85 E. U.S. 6 Frontage Rd. Valparaiso, IN | 24/7 | 219-263-4600 |
| Methodist Hospital | 8701 Broadway Merrillville, IN | 24/7 | 219-738-5510 |
| St. Anthony’s | 301 W. Homer St. Michigan City, IN | 24/7 | 219-879-8511 |

### Counseling Services

| Director of Student Counseling | Library-Student-Faculty Building, Room 103B | M-F, 8 a.m.-4:30 p.m. | 219-785-5373 |

### Advocacy and Support Services

| Office of the Dean of Students | Library-Student-Faculty Building, Room 103 | M-F, 8 a.m.-4:30 p.m. | 219-785-5368 |
## Community Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Domestic Violence Hotline</td>
<td>N/A</td>
<td>24/7</td>
<td>800-799-SAFE (7233)</td>
</tr>
<tr>
<td>Crisis Hotline</td>
<td>LaPorte/Starke Counties</td>
<td>24/7</td>
<td>219-324-6263</td>
</tr>
<tr>
<td>Crisis Hotline</td>
<td>Lake County</td>
<td>24/7</td>
<td>219-938-0900</td>
</tr>
<tr>
<td>Victim’s Assistance Services</td>
<td>Porter County</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>219-465-3408</td>
</tr>
<tr>
<td>Stepping Stones for Women</td>
<td>Michigan City, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-879-4615, 800-248-1151</td>
</tr>
<tr>
<td>The Caring Place</td>
<td>Valparaiso, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-464-2128, 800-933-0466</td>
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</table>

## Law Enforcement Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>PNC Police Department</td>
<td>Physical Facility/ Campus</td>
<td>24/7</td>
<td>219-785-5220</td>
</tr>
<tr>
<td>LaPorte County Sheriff</td>
<td>LaPorte, IN</td>
<td>24/7</td>
<td>219-326-7700</td>
</tr>
<tr>
<td>Westville Police Department</td>
<td>Westville, IN</td>
<td>24/7</td>
<td>219-785-4177</td>
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</table>

## West Lafayette Campus

### Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purdue Crisis Line</td>
<td>N/A</td>
<td>24/7</td>
<td>765-495-HELP (4357)</td>
</tr>
<tr>
<td>Student Health Center (PUSH)</td>
<td>601 Stadium Mall Dr. West Lafayette, IN</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1700</td>
</tr>
<tr>
<td>Counseling and Psychological Services</td>
<td>PUSH Room 246 PSYC Room 1120</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-6995</td>
</tr>
</tbody>
</table>

### Non-Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Young Hall, Room 1053</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-7255</td>
</tr>
<tr>
<td>Police Department</td>
<td>Terry House</td>
<td>24/7</td>
<td>765-494-8221</td>
</tr>
<tr>
<td>Office of the Dean of Students – Advocacy and Support Center</td>
<td>Schleman Hall, 2nd Floor</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1747</td>
</tr>
<tr>
<td>University Residences</td>
<td>Smalley Center</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1000</td>
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</table>

### Medical Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUSH Women’s Clinic</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1700</td>
</tr>
<tr>
<td>PUSH Urgent Care</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-8 p.m.</td>
<td>765-494-1724</td>
</tr>
<tr>
<td>St. Elizabeth Hospital-East</td>
<td>1701 S. Creasy Ln., Lafayette, IN</td>
<td>24/7</td>
<td>765-502-4000</td>
</tr>
<tr>
<td>IU Health Arnett Hospital</td>
<td>5165 McCarty Lane Lafayette, IN</td>
<td>24/7</td>
<td>765-448-8000</td>
</tr>
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### Counseling Services

<table>
<thead>
<tr>
<th>Service</th>
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</thead>
<tbody>
<tr>
<td>CAPS</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-6995</td>
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### Advocacy and Support Services

<table>
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<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students – Advocacy and Support Center</td>
<td>Schleman Hall, 2nd Floor</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1747</td>
</tr>
</tbody>
</table>
# Appendix C

## Procedures for Resolving Complaints of Discrimination and Harassment

### Community Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Address</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health America Crisis Center</td>
<td>1244 N. 15th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-742-0244 877-419-1632</td>
</tr>
<tr>
<td>YWCA Domestic Violence Intervention and Prevention Hotline</td>
<td>N/A</td>
<td>24/7</td>
<td>765-423-1118* accepts collect calls 888-345-1118</td>
</tr>
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### Law Enforcement Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Address</th>
<th>Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Department</td>
<td>205 S. Martin Jischke Dr. West Lafayette, IN</td>
<td>24/7</td>
<td>765-494-8221</td>
</tr>
<tr>
<td>West Lafayette Police Dept.</td>
<td>711 W. Navajo St. West Lafayette, IN</td>
<td>24/7</td>
<td>765-775-5200</td>
</tr>
<tr>
<td>Tippecanoe County Sheriff</td>
<td>2640 Duncan Road Lafayette, IN</td>
<td>24/7</td>
<td>765-423-9388</td>
</tr>
<tr>
<td>Lafayette Police Dept.</td>
<td>20 N 6th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-807-1200</td>
</tr>
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</table>
Anti-Harassment Policy (III.C.1)

Volume III: Ethics
Chapter C: Equal Opportunity
Responsible Executive: Vice President for Ethics and Compliance
Responsible Office: Office of the Vice President for Ethics and Compliance
Date Issued: December 22, 2010
Date Last Revised: June 1, 2015

Table of Contents
Contacts
Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

Contacts

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Clarification</td>
<td>Vice President for Ethics and Compliance (System-wide Title IX Coordinator)</td>
<td>765-494-5830</td>
<td><a href="mailto:vpec@purdue.edu">vpec@purdue.edu</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="http://www.purdue.edu/ethics">www.purdue.edu/ethics</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Office address:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ernest C. Young Hall, 10\textsuperscript{th} floor</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>155 S. Grant St.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>West Lafayette, IN 47907</td>
</tr>
<tr>
<td>Harassment Complaints</td>
<td>Calumet: Office of Equity and Diversity</td>
<td>219-989-3169</td>
<td>webs.purduecal.edu/oed/</td>
</tr>
<tr>
<td></td>
<td>Fort Wayne: Human Resources and Institutional Equity</td>
<td>260-481-6677</td>
<td><a href="http://www.ipfw.edu/equity">www.ipfw.edu/equity</a></td>
</tr>
<tr>
<td></td>
<td>North Central: Office of Institutional Equity</td>
<td>219-785-5545</td>
<td><a href="http://www.pnc.edu/oie">www.pnc.edu/oie</a></td>
</tr>
<tr>
<td></td>
<td>West Lafayette: Office of Institutional Equity</td>
<td>765-494-7255</td>
<td><a href="mailto:equity@purdue.edu">equity@purdue.edu</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="http://www.purdue.edu/oie">www.purdue.edu/oie</a></td>
</tr>
<tr>
<td>Reports of Sexual Violence</td>
<td>For all emergencies, dial 911. Non-emergency reports may be made using the contacts below.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Calumet: Title IX Coordinator – Linda B. Knox</td>
<td>219-989-3169</td>
<td>Lawshe Hall, Room 231</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2200 169\textsuperscript{th} St.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Hammond, IN 46323</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="mailto:Linda.knox@purduecal.edu">Linda.knox@purduecal.edu</a></td>
</tr>
<tr>
<td></td>
<td>Fort Wayne:</td>
<td>260-481-6107</td>
<td>Kettler Hall, Room 110P</td>
</tr>
<tr>
<td>Title IX Coordinator – Christine M. Marcuccilli</td>
<td>2101 E. Coliseum Blvd. Fort Wayne, IN 46805 <a href="mailto:marcuccc@ipfw.edu">marcuccc@ipfw.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>North Central:</strong> Title IX Coordinator – Laura Odom</td>
<td>Schwarz Hall, Room 25 1401 S. U.S. Highway 421 Westville, IN 46391 <a href="mailto:odoml@pnc.edu">odoml@pnc.edu</a></td>
<td></td>
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</tr>
<tr>
<td>219-785-5545</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>West Lafayette:</strong> Title IX Coordinator – Monica S. Bloom</td>
<td>Ernest C. Young Hall, 10th floor 155 S. Grant St. West Lafayette, IN 47907 <a href="mailto:titleix@purdue.edu">titleix@purdue.edu</a></td>
<td></td>
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</tr>
<tr>
<td>765-494-7255</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Calumet:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Police Department</td>
<td>- 219-989-2220</td>
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<tr>
<td>- Office of the Dean of Students</td>
<td>- 219-989-4114</td>
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<td>- 219-989-1235</td>
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<td>webs.purduecal.edu/police/</td>
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<td>- Police Department</td>
<td>- 260-481-6827</td>
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<td>- 260-481-6601</td>
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<td>- Police Department</td>
<td>- 219-785-5220</td>
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<td>- Office of the Dean of Students</td>
<td>- 219-785-5368</td>
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<td>- Police Department</td>
<td>- 765-494-8221</td>
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<td>- Office of the Dean of Students</td>
<td>- 765-494-1747</td>
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<td>- University Residences</td>
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<td>- Student Health Center (PUSH)</td>
<td>- 765-494-</td>
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Statement of Policy
Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment. Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment. This policy addresses Harassment in all forms, including Harassment toward individuals with legally protected status for reasons of race, gender, religion, color, age, national origin or ancestry, genetic information or disability and Harassment toward individuals for other reasons such as sexual orientation, gender identity, gender expression, marital status or parental status. The University will not tolerate Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

Reporting and Addressing Harassment
This policy seeks to encourage faculty, staff and students to report and address incidents of Harassment. The Procedures for Resolving Complaints of Discrimination and Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Harassment.

Retaliation against faculty members, staff members or students for reporting or complaining of Harassment, for assisting or participating in the investigation of a complaint of Harassment, or for enforcing this policy is strictly prohibited.

The University reserves the right to investigate circumstances that may involve Harassment in situations where no complaint, formal or informal, has been filed. In appropriate circumstances, sanctions in accordance with this policy will be implemented.

To determine whether a particular act or course of conduct constitutes Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of Harassment, a serious incident, even if isolated, can be sufficient.

Academic Freedom and Freedom of Speech
Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

Violations of Policy and Sanctions
Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

Sanctions for conduct that constitutes Harassment as defined by this policy are subject to enhancement when such conduct is motivated by bias based on a person’s legally protected status as defined by federal and state law: e.g., race, gender, religion, color, age, national origin or ancestry, genetic information or disability. Sanctions for conduct that constitutes Sexual Violence
as defined by this policy are subject to enhancement when such conduct is accompanied by the administration of rape drugs, including but not limited to Rohypnod, Ketamine, GHB and Burundanga. These enhancements of sanctions are applicable to University faculty, staff, students and recognized student organizations, including fraternities, sororities and/or cooperatives.

The University strongly encourages students to report instances of Sexual Violence or Sexual Exploitation. Therefore, students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Violence or Sexual Exploitation.

This policy may not be used to bring knowingly false or malicious charges against any faculty, staff, students or recognized student organizations, including fraternities, sororities and/or cooperatives. Disciplinary action will be taken against any person or group found to have brought a charge of Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge.

Education and Prevention
The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking.

Coordination with Other University Policies
This policy augments, but does not supersede, other University policies covering discrimination. Although Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

Reason for this Policy
This policy is designed to prevent and sanction incidents of Harassment within the Purdue University community. The University believes that Harassment, which is a form of discrimination, is repugnant and inimical to our most basic values.
As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.
This policy helps to promote this commitment through compliance with both state and federal laws and regulations, including but not limited to:
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990, as amended
- Executive Order 11246, as amended
- Equal Pay Act of 1963
- Genetic Information Nondiscrimination Act of 2008
- Immigration Reform and Control Act of 1986
- Indiana Civil Rights Act of 1971
- Pregnancy Discrimination Act
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964, as amended
- Title VII of the Civil Rights Act of 1964, as amended
- Title IX of the Education Amendments of 1972
- Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended
- Violence Against Women Reauthorization Act of 2013

Individuals and Entities Affected by this Policy
All Purdue University community members.

Exclusions
There are no exclusions to this policy.

Responsibilities
Vice President for Ethics and Compliance
• In consultation with University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Harassment for all campuses and operations within the Purdue University system.

• In consultation with University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking within the University system.

Chancellors
• Maintain an educational and employment environment free from Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans
• Maintain an educational and employment environment free from Harassment.
• Communicate to all members of their unit those individuals and offices designated as a resource for people seeking assistance with Harassment.

Title IX Coordinators
• Oversee the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence on their respective campuses involving students, staff and faculty.
• Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
• Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
• Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence.
• Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
• Oversee training, prevention and education efforts and periodic reviews of climate and culture for their respective campuses.

Mandatory Reporters
• Report all incidents of discrimination, Harassment or retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment
• Take immediate steps in accordance with University policy and procedure to deal with any conduct involving Harassment or complaints of Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Harassment
• Report the incident as described in the Procedures for Resolving Complaints of Discrimination and Harassment.

Definitions
All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary.

Consent/Consensual
Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence.

Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent.

The voluntary nature of Consent will be subject to heightened scrutiny in circumstances in which a person engages in a sexual relationship with a person over whom he or she has any power or authority within the University.


Appendix D

Anti-Harassment Policy

Harassment
Conduct towards another person or identifiable group of persons that has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University activity.

Use of the term Harassment includes all forms of harassment, including Stalking, Racial Harassment and Sexual Harassment.

Incapacitated/Incapacitation
A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing Consent (e.g., to understand the who, what, where, why and how of their sexual interaction). Such Incapacitation may be caused by alcohol or other drug use, sleep or unconsciousness. Intoxication is not equivalent to Incapacitation.

Mandatory Reporters
Individuals employed by the University who hold a title of or equivalent to President, Chancellor, vice president, vice chancellor, vice provost, dean, department head and director, as well as all faculty members, coaches, employees in supervisory or management roles, student affairs professionals, academic advisors and residential life staff. Also included are individuals who have authority and responsibility to remedy Harassment, or those whom a student would reasonably believe has such authority (e.g., Student Organization Advisors, including fraternities and sororities).

Racial Harassment
Conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, color, national origin or ancestry and that has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University activity.

The University is strongly committed to providing a safe and Harassment-free environment for members of those groups that have historically been, and are still likely to be, at greatest risk of Harassment for reasons of prejudice.

Relationship Violence
Any physical, sexual and/or psychological harm against an individual by a current or former intimate or romantic partner. Intimate or romantic partners may be dating, cohabitating, married, separated or divorced, and may be of the same or opposite sex.

Retaliation
Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or Harassment against any person or group for reporting or complaining of discrimination and/or Harassment, assisting or participating in the investigation of a complaint of discrimination and/or Harassment, or enforcing University policies with respect to discrimination and/or Harassment.

Sexual Exploitation
An act that exploits someone sexually. Examples of Sexual Exploitation include, but are not limited to:

- Exposing one's own or another person's intimate parts without Consent.
- Recording video or audio, photographing, or transmitting intimate or sexual utterances, sounds or images without Consent of all parties involved.
- Allowing others to view sexual acts (whether in person or via a video camera or other recording device) without the Consent of all parties involved.
- Engaging in any form of voyeurism.

Sexual Harassment
Appendix D

A. Any act of Sexual Violence.
B. Any act of Sexual Exploitation.
C. Any unwelcome sexual advance, request for sexual favors or other written, verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University activity;
2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University activity; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University activity.

Sexual Violence
Any non-Consensual sexual act, including but not limited to rape, sexual assault, sexual battery and sexual coercion. Sexual Violence also includes Relationship Violence. Examples of Sexual Violence include, but are not limited to:
- Non-Consensual sexual contact: touching, with any body part or object, another person's intimate parts (e.g., genitalia, groin, breast, buttocks), whether clothed or unclothed.
- Non-Consensual sexual intercourse: oral, anal and/or vaginal penetration, to any degree and with any body part or object.
- Compelling a person to touch his or her own or another person’s intimate parts without Consent.

Stalking
Any knowing or intentional course of conduct involving repeated or continued following, threatening or intimidating another by telephone, mail, electronic communication, social media, in person or any other action, device or method that 1) would cause a reasonable person to suffer substantial emotional distress or fear of bodily injury or death and 2) actually causes such person substantial emotional distress or fear of bodily injury or death.

Related Documents, Forms and Tools
Board of Trustees resolution dated December 18, 2010
Policies
- University Nondiscrimination Policy Statement: www.purdue.edu/purdue/ea_eou_statement.html
- Procedures for Resolving Complaints of Discrimination and Harassment: www.purdue.edu/ethics/resources/resolving-complaints.html

Sexual Violence Awareness website:
www.purdue.edu/sexual_assault/

Regulations Governing Student Conduct:
- Calumet: webs.purduecal.edu/deanofstudents/codeofconduct/
- Fort Wayne: http://bulletin.ipfw.edu/content.php?catoid=19&navoid=487#Code
- North Central: www.pnc.edu/policy/conduct/
- West Lafayette: www.purdue.edu/studentregulations/student_conduct/index.html

Websites for governing bodies with oversight for applicable laws and regulations:
- Indiana Civil Rights Commission: www.in.gov/icrc
- U.S. Department of Education Office for Civil Rights: www.ed.gov/ocr
- U.S. Department of Justice, Americans with Disabilities Act: www.ada.gov/
- U.S. Department of Labor Office of Federal Contractor Compliance Programs: www.dol.gov/ofccp

Website Address for this Policy
www.purdue.edu/policies/ethics/iiic1.html
History and Updates

May 6, 2014: Contacts section updated.

March 1, 2014: The following additions were made: 1) education, prevention, risk reduction and awareness program language, 2) a definition of stalking and 3) a modification of certain disciplinary actions for students. Several website URLs were updated throughout.

April 1, 2012: Language pertaining to Sexual Violence added in the Statement of Policy and Definitions. Procedures updated to refer all complaints under this policy to the Procedures for Resolving Complaints of Discrimination and Harassment.

November 18, 2011: Policy number changed to III.C.1 (formerly X.2.1) and website address updated. Links to other policies updated as well.

July 1, 2011: Definition of Sexual Harassment amended.

May 1, 2011: A definition for Regulations Governing Student Conduct was added. This policy supersedes Anti-Harassment, Interim (X.2.1) dated December 22, 2010.

December 22, 2010: This policy supersedes the Antiharassment Policy (Executive Memorandum No. C-33) dated

September 16, 1994. It has been formatted in the current policy template and updated to comply with the Board of Trustees’ resolution dated December 18, 2010, which expands the University’s nondiscrimination commitment to include the bases of genetic information, gender identity and gender expression.

Appendix
There are no appendices to this policy.
Facilities and Safety Violent Behavior (IV.A.3)

Volume IV: Facilities and Safety
Chapter A: Safety
Responsible Executive: Chief Financial Officer and Treasurer
Responsible Office: Office of Environmental Health and Public Safety
Date Issued: February 1, 2011
Date Last Revised: May 15, 2015

Table of Contents
Contacts
Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

Contacts
For all emergencies, dial 911. Non-emergency reports and questions are directed to the contact information below.

Calumet Campus

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
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<tr>
<td>Policy Clarification</td>
<td>Vice Chancellor for Administrative Services</td>
<td>219-989-2234</td>
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<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>219-989-2220 or 219-989-2911</td>
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Fort Wayne Campus

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<td>Vice Chancellor for Financial Affairs</td>
<td>260-481-6804</td>
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<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>260-481-0739</td>
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North Central Campus

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<td>Policy Clarification</td>
<td>Vice Chancellor for</td>
<td>219-785-5400</td>
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Appendix E

Violent Behavior Policy

Administration

| Non-Emergency Reports of Violent Behavior | University Police Chief | 219-785-5220 or 911 |

West Lafayette Campus

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<td>Policy Clarification</td>
<td>Senior Director, Environmental Health and Public Safety</td>
<td>765-494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
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<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>765-494-8221 or 911</td>
<td><a href="mailto:police@purdue.edu">police@purdue.edu</a></td>
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Statement of Policy

Purdue University is committed to providing a safe and secure campus environment for members of the university community. Purdue strives to create an educational environment for students and a work environment for employees that promote educational and career goals. Violent Behavior impedes such goals and is prohibited in or on any University Facility or while participating in any University activity.

Purdue University uses best efforts to protect victims of Violent Behavior by offering reasonable and appropriate security measures. Whenever possible and appropriate, accommodations or adjustments to a victim's work/class schedule, location or conditions will be made to enhance safety. Individuals who are aware that someone is a victim of Violent Behavior may offer support to the victim through steps such as referring him or her to the Employee Assistance Program, Student Counseling Center or other appropriate resources. The University's policies will allow for flexibility to attend medical, court or counseling appointments related to trauma and/or victimization from situations covered by this policy.

Retaliation against any employee, student or other member of the University community who, in good faith, reports a violation of this policy is prohibited.

Purdue University employees who violate this policy will be subject to disciplinary action up to and including termination. An act of off-duty Violent Behavior may also be grounds for disciplinary action up to and including termination if there is a relevant relationship between the type of Violent Behavior and the potential adverse impact on the employee's or another employee's ability to perform his or her assigned duties and responsibilities. Purdue University students who violate this policy on or off University Facilities may be subject to disciplinary action up to and including expulsion, as provided in the Regulations Governing Student Conduct. In addition, any person who violates this policy may be subject to the issuance of a persona non grata notification, which limits access to a part of or all of University Facilities, in accordance with the Persona Non Grata (IV.A.5) policy.

Reason for this Policy

The University is committed to providing a safe environment for students, faculty, staff and visitors. Criminal and civil laws prohibit Violent Behavior, and the Occupational Safety and Health Act of 1970 governs employers' workplace safety.

This policy describes Violent Behavior, its prevention and response, and University sanctions. It is designed to be implemented on each of Purdue University's four campuses: Calumet, North Central, Fort Wayne and West Lafayette.

Individuals and Entities Affected by this Policy

All units, students, faculty, staff, volunteers and agents/contractors of Purdue University.

Exclusions

There are no exclusions to this policy.
Appendix E

Violent Behavior Policy

Responsibilities

Behavioral Assessment Teams
- Assess potentially threatening situations and recommend action to mitigate risk of harm.
- Make every effort to protect the confidentiality and safety of those who report potential violations of this policy or raise concerns about Violent Behavior.

Employees
- Report immediately any Violent Behavior or other violations of this policy to the University Police or the head of Human Resources on their campus (or the head’s designee for such reports).

Human Resources
- Promptly investigate allegations that employees have engaged in Violent Behavior or otherwise violated this policy and take action to mitigate risk of harm, including, when necessary, removal of an employee or student from campus or other interim corrective measures of a non-disciplinary nature until the investigation is concluded.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team.
- Refer employees and/or students to appropriate resources for coordination of assessments of Violent Behavior in the workplace and/or academic environment.
- Promptly notify the Title IX Coordinator of reports of Violent Behavior that may also violate the Anti-Harassment (III.C.1) policy’s definitions of Relationship Violence, Sexual Violence and/or Stalking.
- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Office of the Dean of Students
- Promptly investigate allegations that students have engaged in Violent Behavior or otherwise violated this policy and take action to mitigate risk of harm, including, when necessary, removal of a student from campus or other interim corrective measures of a non-disciplinary nature until the investigation is concluded.
- Promptly notify the Title IX Coordinator of reports of Violent Behavior that may also violate the Anti-Harassment (III.C.1) policy’s definitions of Relationship Violence, Sexual Violence and/or Stalking.
- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Supervisors
- Promptly report to the University Police incidents or allegations of Violent Behavior or other violations of this policy that are brought to their attention.
- Contact Human Resources to determine whether an employee should undergo an assessment of Violent Behavior in the workplace with an appropriate resource.

Students
- Report immediately any Violent Behavior or other violations of this policy to the University Police or the Dean of Students.

University Police
- Promptly investigate reports of Violent Behavior or other violations of this policy.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team.
- Develop and deliver, jointly with Human Resources and with the Office of the Dean of Students, training and educational materials regarding Violent Behavior prevention and response.

Vice Chancellor for Finance and Administrative Services (Calumet and North Central) and Vice Chancellor for Financial and Administrative Affairs (Fort Wayne)
- Serve as the chairperson for their campus employee Behavioral Assessment Team or designate responsibility for such.
- Identify the membership of their respective campus employee Behavioral Assessment Teams.

Vice Chancellor for Enrollment Management and Student Affairs (Calumet and North Central) and Vice Chancellor for Student Affairs (Fort Wayne)
- Serve as the chairperson for their campus student Behavioral Assessment Team or designate responsibility for such.
Appendix E

- Identify the membership of their respective campus student Behavioral Assessment Teams.

Vice President for Human Resources
- Serve as the chairperson for the West Lafayette campus employee Behavioral Assessment Team or designate responsibility for such.

Dean of Students (West Lafayette)
- Serve as the chairperson for the West Lafayette campus student Behavioral Assessment Team or designate responsibility for such.

Definitions
All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary.

Behavioral Assessment Team
A standing committee of multi-disciplinary experienced representatives who will analyze potentially threatening situations, especially imminent threats to self or others, and take action to mitigate risk. Each campus may assign a specific name to their committee(s), but the purpose, function and membership must adhere to this policy.

The chairperson of each campus’s employee Behavior Assessment Team is as noted in the Responsibilities section and includes representatives from Human Resources, Environmental Health and Public Safety (West Lafayette only), University Police, legal counsel, mental health professional(s) and others as appropriate. The chairperson of each campus’s student Behavior Assessment Team is as noted in the Responsibilities section and includes representatives from the Office of the Dean of Students, University Police, Housing and Food Services (West Lafayette only), legal counsel, mental health professional(s) and others as appropriate.

Intimidation
Engaging in actions intended to frighten, coerce or induce duress. These actions include, but are not limited to, unwanted pursuit or stalking, as defined in the policy on Anti-Harassment (III.C.1).

Physical Attack
Unwanted physical contact such as hitting, kicking, pushing, shoving, biting, fighting, throwing objects or use of an unauthorized weapon against another person.

Property Damage
Reckless or intentional damage to property, including property owned by Purdue University or its employees, students, visitors or vendors.

Threat
A serious expression of intent to commit an act of unlawful violence to a particular individual or group of individuals or to cause damage to another person’s property, or other conduct which threatens or endangers the health and safety of another person or another person’s property.

University Facility(ies)
As used in this policy, any building or structure or any improved or unimproved land, or any part of any such building, structure or land, that is owned, used or occupied by Purdue University.

Violent Behavior
A broad range of behaviors that generate reasonable concerns for personal safety, result in physical injury or result in damage to University Facilities. Violent behavior includes, but is not limited to, aggressive or frightening acts, Intimidation, Threats, Physical Attacks or Property Damage.

Related Documents, Forms, and Tools
 Policies:
- Anti-Harassment (III.C.1):
  www.purdue.edu/policies/ethics/iiic1.html
- Campus Security and Crime Statistics (IV.A.2):
  www.purdue.edu/policies/facilities-safety/iva2.html
Appendix E

- Persona Non Grata (IV.A.5):
  www.purdue.edu/policies/facilities-safety/iva5.html

Regulations Governing Student Conduct:
- Calumet: webs.purduecal.edu/deanofstudents/academic-integrity/codeofconduct/
- Fort Wayne: http://bulletin.ipfw.edu/content.php?catoid=19&navoid=487#Code
- North Central: www.pnc.edu/policy/conduct/
- West Lafayette: www.purdue.edu/studentregulations/

Occupational Safety and Health Act of 1970:

Website Address for Policy
www.purdue.edu/policies/facilities-safety/iva3.html

History and Updates
May 15, 2015: Definition of Threat revised to reflect the Board of Trustees’ resolution regarding principles of free speech passed on May 15, 2015.

September 29, 2014: Policy converted to new template. Language that was previously contained in the Procedures section has been incorporated into the Statement of Policy and Responsibilities sections as appropriate. The definitions of Intimidation and Property Damage were updated, as were personnel titles and hyperlinks throughout.

November 1, 2012: The definition of Behavioral Assessment Team was revised to allow each campus to assign its own names to the committees.

December 8, 2011: Updates to the Contacts and Responsibilities sections were made. This policy supersedes Violent Behavior, Interim (IV.A.3) dated November 18, 2011.

November 18, 2011: Policy number changed to IV.A.3 (formerly I.2.3) and website address updated. Related Documents section updated as well.
February 1, 2011: This policy supersedes the Violence in the Workplace Policy (Executive Memorandum No. C-43).

Appendix
There are no appendices to this policy.
Facilities and Safety
Alcohol- and Drug-Free Campus and Workplace Policy (C-44)

PURDUE UNIVERSITY
OFFICE OF THE PRESIDENT
EXECUTIVE MEMORANDUM No. C-44
June 12, 1998

To: Vice Presidents, Chancellors, Deans, Directors, and Heads of Schools, Divisions, Departments, and Offices

RE: Alcohol- and Drug-Free Campus and Workplace Policy

Executive Memorandum No. C-44 sets forth Purdue University’s policy prohibiting alcohol misuse and the use of controlled substances and is effective 45 calendar days after the above-captioned date. This policy supersedes any prior oral or written policy of the University including, but not limited to, the Interim Drug Abuse Policy issued February 28, 1989, the Alcohol and Drug-Free Campus and Workplace Policies, effective September 1, 1990, and the Interim Policy for Drug and Alcohol Testing of Commercial Motor Vehicle Operators, effective January 1, 1995. The provisions of this policy are intended to comply with applicable local, state, and federal law including, but not limited to, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, the United States Constitution, the Indiana Constitution, and the Americans With Disabilities Act of 1990. This policy is subject to change at the sole discretion of the University.

I. General Policy Statement
Purdue University is committed to providing students, faculty, staff, and visitors a safe and healthful campus and workplace. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The University also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the University’s ability to fulfill its missions of education, research, and service. The University has therefore developed this Alcohol- and Drug-Free Campus and Workplace Policy. Compliance with this policy is considered a condition of employment and attendance at the University. All employees and students will be notified of this policy by publication.

II. Scope
This policy applies to all students, employees, and invitees as defined in Section III below, except those regulated under federal or state drug laws to the extent that this policy conflicts with such laws.

III. Definitions
Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl or isopropyl alcohol.

Controlled substances (or "drugs") refers to any drug or substance whose use is legally prohibited including, but not limited to, marijuana (THC), cocaine, opiates, phencyclidine (PCP), amphetamines (including methamphetamines).

Employee(s) means faculty, staff, or student employees.

Invitee(s) means any person authorized by the University to engage in University-related activities on University premises including, but not limited to, independent contractors, consultants, volunteers, individuals employed by outside employment agencies, conference attendees, and persons taking or auditing educational programs.

Student(s) means any person taking one or more classes for academic credit.

University premises means any building, structure, vehicle, improved land, or unimproved land, in whole or part, which is owned, used, or occupied by the University.

Workplace means any University premise or other location where an employee is engaged in University business.
IV. Prohibited Conduct

The following conduct is prohibited:

A. Alcohol. Using, selling, manufacturing, distributing, possessing, storing, or dispensing alcohol on University premises, as part of any University-related activity, or in the workplace, except as authorized under University Regulations or otherwise by the University.

B. Controlled Substances. Using, selling, manufacturing, distributing, possessing, storing, or dispensing controlled substances on University premises, as part of any University-related activities, or in the workplace, except as authorized under University Regulations or otherwise by the University.

C. Employee Treatment Programs. Failing to meet the requirements of a drug or alcohol treatment program that the University requires an employee to complete as a condition of employment.

D. Workplace Inspection. Interfering with a workplace inspection under this policy.

E. Impaired Job Performance or Attendance. Alcohol misuse or controlled substance use, even though not during working hours or in the workplace, which impairs job performance or attendance.

F. Testing Procedures. Failing any drug or alcohol test or engaging in any other conduct prohibited under the University's drug or alcohol testing procedures.

G. Prescription Drug Use.
   1. Being under the influence of legally prescribed drugs in the workplace that prevent an individual from performing the essential functions of his or her job or where that individual poses a direct threat while using those drugs.
   2. Inquiries regarding prescription drug use by employees are governed by the Americans With Disabilities Act of 1990, and therefore should be made only as authorized by the Department of Personnel Services.

H. Other Misconduct. Any other conduct that the University determines to be inconsistent with providing a drug-free and alcohol-free campus and workplace.

V. Consequences of Engaging in Prohibited Conduct

A. Factors Relevant to Sanction or Corrective Action. The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the University's Violence in the Workplace Policy, whether a sanction or corrective action is permissible under law including, without limitation, The Americans With Disabilities Act of 1990, and any other relevant factors.

B. Employee. Any employee who engages in prohibited conduct may be:
   • Immediately removed from duty.
   • Referred to the Employee Assistance Program.
   • Required to complete successfully an alcohol or drug abuse treatment program as a condition of employment.
   • Reported to authorities for criminal prosecution or other appropriate action.
   • Disciplined, up to and including termination of employment.
   • Subject to any other appropriate action by the University.

C. Invitee. Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. Student. Any student who engages in prohibited conduct may be:
   • Referred to appropriate University personnel for assistance.
Appendix F

- Required to complete successfully a drug or alcohol abuse treatment program as a condition of University attendance.
- Reported to authorities for criminal prosecution or other appropriate action.
- Subject to disciplinary penalties under University Regulations.
- Subject to any other appropriate action by the University.

VI. Workplace Inspections

A. The University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

B. The University will prominently post the following notice in conspicuous places in the workplace:

Purdue University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when the University reasonably suspects that its Alcohol- and Drug-Free Campus and Workplace Policy or any procedure under that policy has been violated.

C. The decision to conduct a workplace inspection should be made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of his or her campus personnel department. In all cases, the director of personnel services for the campus or his or her designee must authorize a workplace inspection.

D. This section of the policy does not limit in any way the Purdue University Police Department's right to conduct law enforcement activities including, but not limited to, questioning or searching any person or inspecting any University premises.

VII. Controlled Substance and Alcohol Testing

A. Commercial Motor Vehicle Drivers. Persons employed as commercial motor vehicle operators who are governed by Department of Transportation regulations are subject to drug and alcohol testing under procedures developed by the Department of Personnel Services.

B. Defense Contracts. Department of Defense regulations require the University to establish programs to test employees and final applicants for illegal drug use if they will work in sensitive positions on Defense Department contracts. The University will determine appropriate tests based on the nature of the work being performed, the employee's duties, the efficient use of University resources, and the risks to public health and safety and national security that could result if the employee fails to perform the duties of the position adequately.

C. Intercollegiate Athletics. Student athletes who participate in intercollegiate sports will be subject to drug and alcohol testing under National Collegiate Athletic Association regulations in testing programs developed by the University's Department of Intercollegiate Athletics.

D. Employee Reasonable Suspicion Drug and Alcohol Testing. All employees of the University may be subject to reasonable suspicion drug and alcohol testing under procedures developed by the Department of Personnel Services and approved by the president of the University or his or her designee. These procedures must, at a minimum, provide that the decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of his or her human resource service team. Further, in all cases, reasonable suspicion testing must be authorized by an appropriate University employee or other individual designated by the University who has been trained to recognize physical or behavioral symptoms commonly attributed to the use of drugs or alcohol.

E. Public Safety Employees. Employees performing public safety duties may be subject to drug and alcohol testing procedures as authorized by the president of the University or his or her designee. This testing may include, but is not limited to, pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing.
VIII. Employee Self-Referral and Employee Assistance Program
   A. Self-Referral. Employees with alcohol or drug problems are strongly encouraged to voluntarily contact their family physicians or the University's Employee Assistance Program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the employee like other employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for drug or alcohol treatment except as may be provided by University benefits.

   B. Employee Assistance Program. The University's Employee Assistance Program offers free, confidential services to employees with alcohol or drug problems, including:

      1. Information about the dangers of alcohol and drug use and the University's Alcohol- and Drug-Free Campus and Workplace Policy;
      2. Assessment and evaluation;
      3. Referral to and information regarding public and private treatment programs;
      4. Services to families of employees with drug or alcohol problems; and
      5. Assistance with questions concerning insurance coverage.

VI. Federal Contract or Grant Employees
Under the Drug-Free Workplace Act of 1988 and the Federal Acquisition Regulations System, in addition to the other requirements of this policy, an employee engaged in the performance of (1) a federal agency contract for procurement of property or services valued at $25,000 or more, or (2) a federal agency grant will notify his or her supervisor or department head if he or she is convicted under a criminal drug statute for conduct in the workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction from the employee or otherwise receiving actual notice of the conviction.

VII. Grievance Procedures
Any student or employee with a complaint relating to the application of this policy may seek redress through applicable University grievance policies and procedures. However, employee complaints challenging drug or alcohol test results must be resolved in accordance with the applicable testing procedure.

VIII. Confidentiality
The University will take reasonable measures to ensure individual privacy under this policy including, but not limited to, keeping all drug and alcohol test results confidential to the maximum extent possible.

IX. Administrative Responsibility
Campus personnel departments will share responsibility for administering this policy and its associated procedures as they relate to employees and invitees. The Office of the Dean of Students will administer policy and procedures related to students. Intercollegiate Athletics will be responsible for policy and associated procedures described in Section VII, paragraph C.

Steven C. Beering
President
Ind. Code § 35-42-2-1: Battery
(a) As used in this section, “public safety official” means:
   (1) a law enforcement officer, including an alcoholic beverage enforcement officer;
   (2) an employee of a penal facility or a juvenile detention facility (as defined in IC 31-9-2-71);
   (3) an employee of the department of correction;
   (4) a probation officer;
   (5) a parole officer;
   (6) a community corrections worker;
   (7) a home detention officer;
   (8) a department of child services employee;
   (9) a firefighter; or
   (10) an emergency medical services provider.
(b) Except as provided in subsections (c) through (j), a person who knowingly or intentionally:
   (1) touches another person in a rude, insolent, or angry manner; or
   (2) in a rude, insolent, or angry manner places any bodily fluid or waste on another person;
commits battery, a Class B misdemeanor.
(c) The offense described in subsection (b)(1) or (b)(2) is a Class A misdemeanor if it results in bodily injury to any other person.
(d) The offense described in subsection (b)(1) or (b)(2) is a Level 6 felony if one (1) or more of the following apply:
   (1) The offense results in moderate bodily injury to any other person.
   (2) The offense is committed against a public safety official while the official is engaged in the official’s official duty.
   (3) The offense is committed against a person less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
   (4) The offense is committed against a person of any age who has a mental or physical disability and is committed by a person having the care of the person with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
   (5) The offense is committed against an endangered adult (as defined in IC 12-10-3-2).
   (6) The offense is committed against a family or household member (as defined in IC 35-31.5-2-128) if the person who committed the offense:
      (A) is at least eighteen (18) years of age; and
      (B) committed the offense in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
(e) The offense described in subsection (b)(2) is a Level 6 felony if the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus.
(f) The offense described in subsection (b)(1) or (b)(2) is a Level 5 felony if one (1) or more of the following apply:
   (1) The offense results in serious bodily injury to another person.
   (2) The offense is committed with a deadly weapon.
   (3) The offense results in bodily injury to a pregnant woman if the person knew of the pregnancy.
   (4) The person has a previous conviction for battery against the same victim.
   (5) The offense results in bodily injury to one (1) or more of the following:
      (A) A public safety official while the official is engaged in the official’s official duties.
      (B) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
(C) A person who has a mental or physical disability if the offense is committed by an individual having care of the person with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.

(D) An endangered adult (as defined in IC 12-10-3-2).

(g) The offense described in subsection (b)(2) is a Level 5 felony if:
(1) the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus; and
(2) the person placed the bodily fluid or waste on a public safety official.

(h) The offense described in subsection (b)(1) or (b)(2) is a Level 4 felony if it results in serious bodily injury to an endangered adult (as defined in IC 12-10-3-2).

(i) The offense described in subsection (b)(1) or (b)(2) is a Level 3 felony if it results in serious bodily injury to a person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(j) The offense described in subsection (b)(1) or (b)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:
(1) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
(2) An endangered adult (as defined in IC 12-10-3-2).

Ind. Code § 35-42-4-7: Rape
(a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:
(1) the other person is compelled by force or imminent threat of force;
(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or
(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given;
commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:
(1) it is committed by using or threatening the use of deadly force;
(2) it is committed while armed with a deadly weapon;
(3) it results in serious bodily injury to a person other than a defendant; or
(4) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

Ind. Code § 35-31.5-2-221.5: “Other sexual conduct”
“Other sexual conduct” means an act involving:
(1) a sex organ of one (1) person and the mouth or anus of another person; or
(2) the penetration of the sex organ or anus of a person by an object.

Ind. Code § 35-42-4-8: Sexual battery
(a) A person who, with intent to arouse or satisfy the person’s own sexual desires or the sexual desires of another person:
(1) touches another person when that person is:
   (A) compelled to submit to the touching by force or the imminent threat of force; or
   (B) so mentally disabled or deficient that consent to the touching cannot be given; or
(2) touches another person’s genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;
commits sexual battery, a Level 6 felony.
(b) An offense described in subsection (a) is a Level 4 felony if:
(1) it is committed by using or threatening the use of deadly force;
(2) it is committed while armed with a deadly weapon; or
(3) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

**Ind. Code § 35-45-2-1: Intimidation**

(a) A person who communicates a threat to another person, with the intent:
(1) that the other person engage in conduct against the other person’s will;
(2) that the other person be placed in fear of retaliation for a prior lawful act; or
(3) of:
   (A) causing:
      (i) a dwelling, building, or another other structure; or
      (ii) a vehicle;
   to be evacuated; or
   (B) interfering with the occupancy of:
      (i) a dwelling, building, or other structure; or
      (ii) a vehicle;
commits intimidation, a Class A misdemeanor.

(b) However, the offense is a:
(1) Level 6 felony if:
   (A) the threat is to commit a forcible felony;
   (B) the person to whom the threat is communicated:
      (i) is a law enforcement officer;
      (ii) is a witness (or the spouse or child of a witness) in any pending criminal proceeding against the person making the threat;
      (iii) is an employee of a school or school corporation;
      (iv) is a community policing volunteer;
      (v) is an employee of a court;
      (vi) is an employee of a probation department;
      (vii) is an employee of a community corrections program;
      (viii) is an employee of a hospital, church, or religious organization; or
      (ix) is a person that owns a building or structure that is open to the public or is an employee of the person; and, except as provided in item (ii), the threat is communicated to the person because of the occupation, profession, employment status, or ownership status of the person as described in items (i) through (ix) or based on an act taken by the person within the scope of the occupation, profession, employment status, or ownership status of the person;
   (C) the person has a prior unrelated conviction for an offense under this section concerning the same victim; or
   (D) the threat is communicated using property, including electronic equipment or systems, of a school corporation or other governmental entity; and
   (2) Level 5 felony if:
      (A) while committing it, the person draws or uses a deadly weapon; or
      (B) the person to whom the threat is communicated:
         (i) is a judge or bailiff of any court; or
         (ii) is a prosecuting attorney or a deputy prosecuting attorney.

(c) “Communicates” includes posting a message electronically, including on a social networking web site (as defined in IC 35-42-4-12(d)).

(d) “Threat” means an expression, by words or action, of an intention to:
(1) unlawfully injure the person threatened or another person, or damage property;
(2) unlawfully subject a person to physical confinement or restraint;
(3) commit a crime;
(4) unlawfully withhold official action, or cause such withholding;
(5) unlawfully withhold testimony or information with respect to another person's legal claim or defense, except for a reasonable claim for witness fees or expenses;
(6) expose the person threatened to hatred, contempt, disgrace, or ridicule;
(7) falsely harm the credit or business reputation of the person threatened; or
(8) cause the evacuation of a dwelling, a building, another structure, or a vehicle.

Ind. Code § 35-45-2-2: Harassment; “obscene message” defined
(a) A person who, with intent to harass, annoy, or alarm another person but with no intent of legitimate communication:
   (1) makes a telephone call, whether or not a conversation ensues;
   (2) communicates with a person by telegraph, mail, or other form of written communication;
   (3) transmits an obscene message, or indecent or profane words, on a Citizens Radio Service channel; or
   (4) uses a computer network (as defined in IC 35-43-2-3(a)) or other form of electronic communication to:
      (A) communicate with a person; or
      (B) transmit an obscene message or indecent or profane words to a person;
   commits harassment, a Class B misdemeanor.

(b) A message is obscene if:
   (1) the average person, applying contemporary community standards, finds that the dominant theme of the message, taken as a whole, appeals to the prurient interest in sex;
   (2) the message refers to sexual conduct in a patently offensive way; and
   (3) the message, taken as a whole, lacks serious artistic, literary, political, or scientific value.

Ind. Code § 35-45-10-2: “Harassment” defined
As used in this chapter, “harassment” means conduct directed toward a victim that includes but is not limited to repeated or continuing impermissible contact that would cause a reasonable person to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include statutorily or constitutionally protected activity, such as lawful picketing pursuant to labor disputes or lawful employer-related activities pursuant to labor disputes.

Ind. Code § 35-45-10-5: Criminal stalking
(a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:
   (1) A person:
      (A) stalks a victim; and
      (B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:
         (i) sexual battery (as defined in IC 35-42-4-8);
         (ii) serious bodily injury; or
         (iii) death.
   (2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:
      (A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).
      (B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).
      (C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).
      (D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).
      (E) IC 34-26-6 (workplace violence restraining orders).
   (3) The person’s stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.
   (4) The person’s stalking of another person violates a no contact order issued as a condition of probation if the person has been given actual notice of the order.
   (5) The person’s stalking of another person violates a protective order issued under IC 31-14-16-1 and IC 34-26-5 in a
paternity action if the person has been given actual notice of the order.

(6) The person’s stalking of another person violates an order issued in another state that is substantially similar to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.

(7) The person’s stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:
   (A) tribe;
   (B) band;
   (C) pueblo;
   (D) nation; or
   (E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.), that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians if the person has been given actual notice of the order.

(8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is pending in a court and the person has been given actual notice of the complaint.

(c) The offense is a Level 4 felony if:
   (1) the act or acts were committed while the person was armed with a deadly weapon; or
   (2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

Ind. Code § 35-45-10-1: “Stalk” defined
Sec. 1. As used in this chapter, “stalk” means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.
Insert Emergency Procedures Guide