

For The Period January 1-December 31, 2022





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The College of Wooster is a coeducational institution founded in 1866. It occupies approximately 240 acres of privately owned land in Wooster, Ohio. There were approximately 1,878 undergraduate students enrolled for the 2021-2022 academic year with approximately 99 percent of the students living in College-owned housing. The City of Wooster, located approximately 50 miles from Cleveland and 35 miles from Akron, is a vibrant community of 30,000 with a strong, diversified economy, a downtown full of great restaurants and shops, and easy access to outdoor recreation opportunities. While our community is safe, crime is a reality at The College of Wooster and in the City of Wooster.

The purpose of this publication is to:

- ◁ Provide The College of Wooster community with an overview of the Campus Safety Department's services.
- ◁ Share crime statistics required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act).
- ◁ Inform current and prospective students, staff, faculty and visitors about the College's

The Secretary of the College provides the information contained in this document as a service to The College of Wooster community and to comply with federal and state requirements. If you have any questions or concerns related to the information in this document, please contact:

Culbertson/Slater House
602 E. Wayne Ave.
Wooster, OH 44691
(330) 263-2590 phone
(330) 287-3333 emergency
(330) 263-2337 anonymous tip line
cow-security@wooster.edu

Office of the President
Galpin Hall
1101 N. Bever St.
Wooster, OH 44691
(330) 263-2360
atracey@wooster.edu

Campus Safety reports to the Vice President for Student Affairs and Dean of Students and is responsible for providing both emergency and non-emergency response on campus. Services provided by Campus Safety include but are not limited to:

- < Campus policy and criminal investigations.
- < Facility security patrols.
- < Fire safety responses, including inspecting, testing and maintaining all fire safety equipment and alarms, and conducting fire drills.
- < On-campus non-emergency medical transports.
- < Medical emergency responses.
- < Vehicle and traffic enforcement.
- < Campus parking registration and enforcement.
- < Photo-identification cards and campus access operations.

Maintaining a safe campus requires a commitment from all of us. The College of Wooster Campus Safety Department values the partnership we establish with members of The College of Wooster community. Successful prevention of crime occurs only with community involvement, and safety and security must be a collaborative venture. Campus Safety strives to foster and encourage a student and department partnership that empowers others to be part of crime prevention and to develop and maintain positive communications and mutual understanding and trust between students and Campus Safety.

Campus Safety is the College department most directly responsible for campus safety and security. Its mission is to “promote and preserve the security and safety of The College of Wooster community. We will provide an ethical, people-

Center monitors local police, fire, and ambulance calls and has direct radio communications with them to facilitate a prompt response in emergency situations.

The College of Wooster is committed to protecting the safety, security, and welfare of its campus, adjacent properties, and community members. The College established an Emergency Response Team (ERT) that meets monthly to assess and evaluate emergency plans, procedures and practices. This group schedules annual exercises and works to continually improve emergency preparedness on campus. The ongoing work of the group is guided by an Emergency Operations Plan (EOP) developed to provide The College a means to prepare for, respond to, mitigate, and recover from emergencies.

In accordance with Homeland Security Presidential Directive (HSPD) – 5, the plan incorporates National Incident Management System (NIMS) concepts and principles and utilizes the Incident Command System (ICS) for management of emergency events. The plan provides the opportunity for the College's community to better prepare for and to quickly recover from disasters, thereby providing the College with a means to minimize the impact of an incident while saving and maximizing the effectiveness of the College's resources.

In the event of an emergency, weather cancellation, street closure or any other type of event where information needs to be disseminated quickly to the campus community, Campus Safety uses the mass notification alert system RAVE. All Wooster students, staff, and faculty automatically receive RAVE alerts to their campus email and via text message to the cell phone on file. Campus constituents are encouraged to make sure to keep their cell phone number updated in [ScotWeb](#) under "Campus Notification Information" so as not to miss important text alerts. The RAVE system comes with a companion app called RAVE Guardian you can download from your phone's app store. RAVE Guardian also provides a number of other safety features and access to college policies and forms.

The College of Wooster campus is equipped with "blue light" emergency phones. The phones are located throughout campus and provide a direct line to Campus Safety in the event of an emergency with the press of a button. In addition to the blue light phones, all residential buildings are equipped with an exterior phone capable of a direct connection to Campus Safety.

The College of Wooster is committed to the health, safety and wellness of our students. Our community is built on the central expectation that students treat one another with respect, both in the classroom and in their social and personal lives.

The College releases on the first business day of each month of the academic year a Campus Climate Notification that includes statistics for incidents reported the prior month such as assault, discrimination and/or harassment, sexual misconduct, and discrimination. At the end of

also provides update outli

- < Alcohol Awareness: This program is designed to educate students on the effects of alcohol on the body as well as the state laws regarding alcohol possession and use.
- < Armed Intruder Training and ALiCE Training: In conjunction with the Wooster Police Department, the department works to educate the campus community on how to respond in the case of an armed intruder.
- < Date Rape Drug Awareness: Date rape and drug awareness presentations are offered to educate the campus about these issues.
- < Internet Safety: Given the rise in Internet crime, it is important to educate our campus community on the recent trend in Internet crimes and how to protect themselves.
- < Sexual Assault Prevention: Educational program on how students can look out for each other and other safety tips regarding the issue of sexual assault.
- < Safety Escorts: Presentation educating students on how to provide safety escorts for fellow students as well as educate students about the department's safety escort program.
- < Ultraviolet Identification System: This program helps students label their personal items of value and create a list of items for insurance purposes.
- < CPR/First-Aid: Officers who are certified to train on CPR and First-Aid work to train members of the campus community in CPR and First-Aid as well as administration of the AED machine.
- < Preventing Identity Theft: Program designed to train participants on the issues surrounding identity theft and some preventative measures.
- < Vehicle Safety: With the rise in theft from vehicles, this program works to educate the community on prevention tips.
- < Fire Safety: This presentation provides participants with fire safety rules and regulations as well as safety tips when setting up dorm rooms and decorations.
- < Bicycle Registration: Officers work with Residence Life staff to get students who bring bikes to campus to register them with the department.
- < Safety/Lighting Walk: Members of Campus Safety works with the Facilities Department and a number of student groups to conduct an annual walk throughout the campus to identify areas that have lighting issues or safety concerns.
- < Officer in Residence: Campus Safety officers are assigned to residence halls to work with Residence Life staff to educate the residents of the community of building safety issues and educational programs.

These and other programs can be arranged by contacting [Campus Safety](#) at 330-263-2590.

- < No student shall take any action which intentionally interferes with or disrupts normal college and/or college sponsored activities including, but not limited to teaching, service, research, or administration.
- < Use restrooms or locker rooms in an inappropriate manner.
- < Unnecessarily extend a confrontation or disrupt a confrontation of another student by police or staff.
- < Create, participate in, or contribute to a community disturbance. A community disturbance encompasses a wide range of behaviors. Such incidents can include harmful or destructive conduct including violence, damage to or destruction of property,

community is required to take hazing training and report any incidents of hazing or suspicions of hazing that come to their attention.

< [Read more about the](#)

In some emergency situations, such as severe weather, utility failures, etc., an evacuation of the campus may be ordered. A campus evacuation or closure is an organized withdrawal from campus facilities where the time of return is determined by the circumstances of the emergency event.

When such action is warranted, the campus community will be appropriately advised.

The College's Emergency Response Guide provides procedures and guidance for the campus when confronted with emergency situations.

The guide is available in hard copy and also posted online on Campus Safety's webpage at https://wooster.edu/wp-content/uploads/2022/09/2022-2023_Emergency-Response-booklet.pdf.

The College community is kept apprised of security matters in several ways. Serious incidents that are categorized as Clery crimes and pose an immediate or ongoing threat to the health and safety of the campus community are communicated by text, email, voice mail and/or via printed flyer in the form of a Timely Warning. Other incidents that do not pose an immediate or ongoing threat but are communicated to campus community members for situational awareness are

When a determination has been made that an emergency notification should be issued, Campus Safety will inform the campus community by taking one or more appropriate steps to ensure timely notification:

- ◁ Invoke a College of Wooster Safety Alert message. Members of the campus community enroll to receive these notifications through the College's electronic system called Scotweb. All members of the campus community are encouraged to enroll.
- ◁ Issue a campus-wide email of the emergency notification. Should it be deemed necessary to warn the college of an impending threat or emergency situation The College of Wooster Safety Alert will be activated by each of the following:
 - Text Message
 - Voice Message
 - Email
 - Guardian App
 - Building Volunteers

Status reports will be updated and posted continuously on The College of Wooster website

- ◁ Posted warnings on The College of Wooster website.

Such warnings may include, but are not limited to, the following information:

- ◁ Type of crime
- ◁ Date, time and location of crime
- ◁ Description of suspect
- ◁ Public safety reminders

A building evacuation is most commonly initiated by the building's fire alarm system.

When the building fire alarm sounds:

- ◁ Evacuate the building immediately, calmly and quickly.
- ◁ Walk to the nearest exit/stairwell (close doors behind you).
- ◁ Do not use elevators.
- ◁ Proceed to the designated area outside the building, moving as far away from the building as possible.
- ◁ Do not re-enter the building until it has been confirmed by authorized personnel to do so.

This policy has been designed to respond to reports of missing students, as required by the Higher Education Opportunity Act of 2008.

For purposes of these guidelines, a student may be considered to be a "missing student" if the student's absence is contrary to their usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include, but not be limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or has been with persons who may endanger the student's welfare.

If a student does not designate a person(s) to contact in the case of a missing student, the College will use the emergency contact information provided. If the College attempts to contact the person designated as the missing-person contact, and they are not available, the College will call the emergency contact.

Any individual on campus who has information that a residential student may be a missing student must notify the Office of Campus Safety or the Office of the Dean of Students as soon as possible and in no event, later than 24 hours after determining that the student is missing. The Office of Campus Safety will gather all essential information about the residential student from the reporting person and from the student's acquaintances (description, clothes last worn, where student might be, who student might be with, vehicle description, information about the physical and mental well-being of the student, an up-to-date photograph, class schedule, etc.). Appropriate campus staff will be notified to aid in the search for the student. If the above actions are unsuccessful in locating the student or it is apparent immediately that the student is a missing person (e.g., witnessed abduction), no later than twenty-four (24) hours after the Office of Campus Safety determines that a residential student is missing: the Office of Campus Safety will contact the appropriate local law enforcement agency to report the student as a missing person and the local law enforcement agency will take charge of the investigation. The Vice President for Student Affairs and Dean of Students will notify the emergency contact (for students 18 and over) or the emergency contact and the parent/guardian (for students under the age of 18) that the student is believed to be missing.

In cases involving missing students, law enforcement personnel are best situated to provide information to the media that is designed to elicit public assistance in the search for a missing student. Therefore, all communications regarding missing students will be handled by outside law enforcement authorities, who may consult with the College's Office of Marketing and Communications.

All inquiries to the College regarding missing students, or information provided to any individual at the College about a missing student, shall be referred to the Office of Campus Safety, who shall refer such inquiries and information to law enforcement authorities. Prior to providing the Wooster community with any information about a missing student, the Office of College Relations shall consult with the Office of Campus Safety, the Dean of Students Office, and with local law enforcement authorities to ensure that communications do not hinder the investigation.

Information about registered sex offenders on campus (students and employees) can be found on the website maintained by the Wayne County Sheriff's Office:

<https://www.icrimewatch.net/index.php?AgencyID=55195&disc=55195>

For more information, please contact:

201 W. North Street
Wooster, Ohio 44691

Individual consumption of alcoholic beverages in College housing is based on the style of residence:

- < Residence Halls: No alcohol may be possessed in any first-year halls, including empty containers.
 - o This provision shall not apply to any permanent resident of a first-year center who is at least 21 years of age and who consumes in their room, or to any guest of such a resident if that guest is likewise at least 21 years of age.
 - o This shall not be construed so as to disallow the hosting of events with alcohol in spaces recommended by Residence Life and approved by Scot Council.
- < Houses:

College officials may require a student to surrender possession of alcohol and paraphernalia in cases where a person is:

- ◁ Under 21 years of age
- ◁ Distributing alcohol to any person under 21 years of age
- ◁ Putting self and/or others at risk
- ◁ Violating College policy and/or federal, state, or local law

Spaces for Alcohol Consumption

Consumption of alcoholic beverages by those of legal drinking age is limited to the confines of student rooms, designated social lounges, or at an approved social event where alcohol service has been approved.

These spaces are updated on a yearly basis by the Office of Residence Life and the Director of Student Rights and Responsibilities and sent to Scot Council for approval. Information about these spaces may be found on the Student Rights and Responsibilities webpage.

Students hosting a guest that is not a member of The College of Wooster community are responsible for the behavior of their guest(s). Any violations to the alcohol policy by campus guests may result in the host being referred to the conduct system.

Social Events with Alcohol

The following policies apply to any event where alcoholic beverages will be served.

- ◁ Events where alcohol is served that require a fee, donation, or cover charge are prohibited. Any hosts who violate this clause will be viewed as selling alcohol without a license.
- ◁ Any themes that insult, ridicule, denigrate, make fun of, or mimic particular groups, races, ethnicities, or cultures, promote gender degradation, or otherwise violate campus policies or are considered insensitive to the campus community are prohibited.
- ◁ Residential units or other recognized campus organizations may host events in designated social spaces. Events may not be hosted in basements of small houses due to fire safety code.
- ◁ Any social event taking place in a residential unit and involving guests from other residential units may not violate the privacy of the occupants of the residential unit or the policies established by the unit in its "Housing Unit Agreement Form," available in the Office of Residence Life
- ◁ Social events which involve alcohol and/or loud music cannot be scheduled the day before a reading day, or exam day.
- ◁ Residential units or other recognized campus organizations may request permission to sponsor an all-campus event with beer in The College Underground (Lower Kirtledge). The sponsor is subject to the approval and the regulations set up by The Underground management. Requests for the use of The Underground should be made through the Office of Student Engagement.
- ◁ Any alcohol being purchased at The College Underground may only be for individual purchase. Hosts may not pre-pay for alcohol or run a tab for their guests.

Students should know that hosting a social event assumes responsibility to make reasonable efforts to provide safety and abide by the law. It is understood that individuals organizing an activity accept a responsibility for making arrangements which will assure:

the point of contact for College officials should such a need arise and to remain capable of fulfilling such a role, barring unusual circumstances.

It is also possible that members of the group would be willing to serve as the point of contact in place of the group's ranking member. This is a permissible alternative.

If the gathering is taking place in a location where it is permissible to consume alcohol, but is not within a house or an apartment, then some member of the group is expected to serve as the contact for the evening. The choice of member may be arbitrary; it merely must remain constant for the course of the evening. Such a person must remain sober, and thereby able to communicate with college officials.

Events must be registered in advance if: a) the gathering contains 25 persons or a number of persons equivalent to one and a half times the occupancy of the space, whichever is smaller, or b) the gathering involves the service of alcohol.

Applications for social gatherings must be submitted three (3) business days prior to the event to the Director of Student Rights and Responsibilities. Reservations must be made on 25Live but cannot be made more than two (2) weeks in advance of the event date. If an application is not submitted by the deadline, then the reservation will be declined.

- < The organizers of the event will be required to meet with the Director of Student Rights and Responsibilities.
- < To be eligible to host large social gatherings with alcohol in designated spaces, the hosting group or the group who lives in that space may not be on any type of probation or in poor conduct standing.
- < College officials will check in on registered events at the start of the events and at the end of the events.
- < College officials will check in approximately fifteen (15) minutes before the start of the party with the Sober Monitors and Servers to confirm the Party Monitor contraQT/F1 11.25 Tf1 0 (-)-18

The College recognizes that some events may have spills and trash. Those who host the event are required to clean up the space by 7:00 a.m. the next morning. This is not the responsibility of the guests, Custodial Staff, resident assistants, other College personnel, or residents of the building.

Event hosts are not required to mop but are expected to clean up any spills, remove trash off the floor, and take all trash from the party out of the building to the nearest dumpster at the end of the event.

Sober Contact

Sober Monitors

Monitors must have completed the appropriate training sessions provided by The College of Wooster. Training must be renewed on an annual basis.

Monitors must wear some type of identifier as a sober monitor for the duration of the event. The College will provide identifiers on an annual basis.

Monitors must be sober and remain sober for the duration of the event. Any Monitor found at any time to not be sober during their shift will be subject to conduct sanctioning and the event risks being shut down.

Sober Monitors will not allow severely intoxicated students into their event. Monitors do not have to be members of the hosting organization or group.

Monitors will be stationed at each entry and exit point to the event. There will also be a Sober Monitor per fifty (50) guests floating inside the event. (e.g., 100- 149 guests = 3 floating monitors, 150-199 guests = 4 floating monitors).

Students displaying symptoms of excessive alcohol use, putting self and/or others at risk, causing disruption to the community, playing drinking games, or requiring medical attention at the Longbrake Wellness Center for the first time

Educational sanction, such as an on-line program

- ◁ The group must complete a community service project as determined by the Conduct Hearing Officer.

Third Infraction:

- ◁ The group(s) lose the privilege to host social events for 15 weeks. In cases where a suspension of classes is in place, the period of sanctioning will resume at the time classes begin.
- ◁ Further sanctioning may occur at the discretion of the Conduct Hearing Officer or the Vice President for Student Affairs and Dean of Students.

In addition to these sanctions, the College may mandate educational sanctions for the group to safeguard the health and well-being of the group, its members, and the larger campus community.

In cases where multiple students are admitted to the Longbrake Student Wellness Center and/or the Emergency Room and those students were served underage and/or the students are over 21 years of age and their condition is attributed to being over-served, sanctioning at the highest level may be warranted immediately regardless of the history, or lack thereof, of previous policy violations by the group.

Testing positive for illegal drugs or alcohol will result in disciplinary action. Disciplinary procedures for violations of policy depend on the severity of the offense and include sanctions that range from a recorded disciplinary action that includes mandatory counseling to immediate termination of employment. Referrals to law enforcement will be made as appropriate.

Federal law requires the College to communicate to all students and employees the local, state, and federal laws that govern the use, possession, and sale of dangerous drugs and/or controlled substances. Ohio Revised Code Section 3719.41 divides these drugs and substances into five "Schedules."

Some drugs are included in several schedules, and the criterion for inclusion relates to the amount of controlled substance in a given drug.

- ◁ Schedule I drugs are narcotics-opium derivatives, hallucinogens, depressants, and stimulants that have a high risk of abuse, are considered to have no therapeutic value, and cannot be obtained even with a prescription. Common Schedule I drugs include, but are not limited to, LSD, Marijuana (and its deriva

to, Benzphetamine, Secobarbital, Narcan, Codeine, Morphine, Dihydro-codein-one, and Anabolic Steroids.

- < Schedule IV drugs have therapeutic value and require a prescription. Two common examples are Valium and Chloral Hydrate.
- < Schedule V drugs also have therapeutic value and can only be obtained with a prescription. They are divided into Narcotic drugs and Narcotics. (v)17(i)-23(d)31(e)-2(d)31()-18(i)-23

A complete list of Ohio alcohol offenses and possible penalties can be found in [Chapter 4301 of the Ohio Revised Code](#).

21 U.S.C. 844 (a)

- ◁ First conviction: Up to one (1) year imprisonment and fine of at least \$1,000 but not more than \$100,000, or both.

- ◁ Following a report of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee a written explanation of the student's or employee's rights and options.

- < Equity and clarity for process and procedure. The policy outlines reporting, investigation, and resolution of complaints in cases where there is reported prohibited conduct. The policy ensures that all parties involved are treated fairly, equitably, and respectfully through the process.
- < Thorough descriptions of resources within the campus and the external community. The College of Wooster is committed to supporting any person who is impacted by violations of this policy. That includes assisting in the management of the impact that prohibited conduct may have on a person and/or other members of the campus community.

All members of The College of Wooster community have the right to:

- < Make a report to local law enforcement and/or state police and be assisted by campus authorities if reporting a crime to law enforcement.
- < Have disclosures of illegal discrimination and harassment, domestic violence, dating violence, stalking, and sexual misconduct treated seriously.
- < Make a decision about whether or not to disclose a crime or violation and/or to participate in the College's resolution process and/or criminal justice process.
- < Participate in a process that is prompt, fair, and impartial and that ensures a meaningful opportunity to be heard.
- < Be treated with dignity and respect and to have access to health care and counseling services as needed.
- < Change academic, living, transportation, or working situations to avoid a hostile environment.
- < Obtain or enforce a no contact order (issued by the College) and/or seek a restraining order (issued by the local court system).
- < Have a clear description of the College's disciplinary process and know the range of possible sanctions for violating this policy.
- < Receive contact information about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available both on campus and i

participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Prohibited conduct under this policy is also prohibited under the Clery Act as amended by the Violence Against Women Act (VAWA), Title VII of the Civil Rights Act of 1964, Ohio Revised Code Chapter 4112, and other applicable statutes, regulations, and administrative code provisions.

Scope of Policy

This policy applies to all reports of sex-based and gender discrimination, sexual harassment, and sexual misconduct occurring on or after the effective date of this policy.

When used in this policy, "complainant" refers to individual who is alleged to be the victim of conduct that could constitute prohibited conduct under this policy. "Respondent" refers to an individual who has been reported to be the perpetrator of conduct that could constitute prohibited conduct under this policy. This policy applies in any instance in which a member of the Wooster community is alleged to have engaged in illegal discrimination or harassment, or to have committed sexual misconduct against another person, including visitors to the campus. The College of Wooster will not tolerate illegal discrimination, harassment or sexual misconduct against any employee, student, visitor, or guest. This policy will be enforced regardless of the complainant's or respondent's sex, gender, sexual orientation, or gender identity or expression.

The College is required by Title IX to distinguish prohibited conduct depending on whether that conduct meets certain definitions and where the conduct occurs.

- ◁ Off-campus: This policy applies if illegal discrimination or harassment, including, but not limited to prohibited conduct has been alleged to have occurred on a property not controlled by the College if there are adverse, on-going effects that create a hostile environment for any member of the Wooster community at or on College of Wooster property.

Title IX Jurisdiction

The College must distinguish Title IX conduct from other forms of sexual misconduct. The College has Title IX jurisdiction to address conduct that constitutes Title IX Misconduct under this policy and occurs within the following parameters:

- ◁ The individual experiencing the conduct is located in the United States when the conduct occurs
- ◁ The conduct occurs in/at a location, event, or circumstance over which Wooster exercises substantial control over both the respondent and the context of that location, event, or circumstance. Conduct that occurs in buildings that are owned or controlled by student organizations officially recognized by the College is deemed to meet this element of substantial control.

Title IX Jurisdiction applies to the following types of Prohibited Conduct:

- ◁ Title IX Quid Pro Quo Sexual Harassment
- ◁ Title IX Hostile Environment Sexual Harassment
- ◁ Title IX Sexual Assault
- ◁ Title IX Dating Violence
- ◁ Title IX Domestic Violence
- ◁ Title IX Stalking

Sexual Misconduct Jurisdiction

The College prohibits sexual misconduct in broader contexts than the Title IX law and regulations. Conduct defined as subcategories of "Sexual Misconduct" under the "Prohibited Conduct" section below is prohibited and the policy will apply in the following contexts:

- ◁ On-campus Programs: This policy applies if illegal discrimination or harassment, including, but not limited to prohibited conduct has been alleged to occur on property owned or controlled by the College.
- ◁ Off-campus College Programs: This policy applies if illegal discrimination or harassment, including, but not limited to prohibited conduct has been alleged to occur in the context of College employment or educational programs or activities, such as but not limited to Wooster study abroad programs, Wooster internship programs, trips/retreats organized by Wooster, etc.
- ◁ Off-campus: This policy applies if illegal discrimination or harassment, including, but not limited to prohibited conduct has been alleged to have occurred on a property not controlled by the College if there are adverse, on-going effects that create a hostile environment for any member of the Wooster community at or on College of Wooster property.

Sexual Misconduct Jurisdiction applies to the following types of Prohibited Conduct:

- ◁ Sexual Misconduct: Sexual Harassment
- ◁ Sexual Misconduct: Non-Consensual Sexual Intercourse
- ◁ Sexual Misconduct: Non-Consensual Sexual Contact

- < Sexual Misconduct: Sexual Exploitation
- < Sexual Misconduct: Stalking
- < Sexual Misconduct: Intimate Partner Violence
- < Sexual Misconduct: Indecent Exposure

Procedures for Incidents Involving Individuals Who are Not Current Members of the Campus Community: In complaints of alleged violations of the Anti-Sexual Harassment, Discrimination, and Misconduct Policy by persons who are not currently members of the campus community, a report can be filed with the Office of the Dean of Students, the Title IX Coordinator, Campus Safety, and/or the Director of Alumni Relations, if the matter involves an alumnus. The Title IX Coordinator and a designee from Alumni Relations will meet to determine if the alleged violations affect a substantial College interest. The violation affects a substantial College interest if: it occurred on College property, it occurred on non-College property during an event associated with the College, or has significant impact or disruption on a current member of the College community.

The designees will meet and determine an appropriate response, including, but not limited to:

- < Citation or written warning
- < Restitution: in complaints involving vandalism or property damage
- < Exclusion from College property and/or events associated with the College
- < Referral to appropriate law enforcement agency(ies)

Procedures for Incidents Involving Admitted Students: In some cases, the College may choose to investigate an allegation of policy violation(s) depending on the nature of the report. The College reserves the right to rescind admission without an investigation prior to the first day of classes.

Procedures for Incidents Involving a Member of the Board of Trustees: Complaints against a member of the Board of Trustees should be directed to the Chair of the Board of Trustees and will be handled through the Board of Trustees' Code of Conduct, in consultation with the Title IX Coordinator, if applicable.

Procedures for Incidents Involving the Title IX Coordinator: Complaints against the Title IX Coordinator should be directed to the President of the College. In the event of a complaint against the Title IX Coordinator or someone to whom they report, alternative arrangements will be made to ensure an impartial investigation and adjudication. The alternative arrangements will be provided in writing to all parties.

Title IX Dismissal

The College is required by the Title IX Regulations to dismiss a formal complaint for certain conduct when the conduct does not meet the definitions of Title IX Misconduct, as defined in the Prohibited Conduct section below, or occurs in contexts outside of the College's Title IX Jurisdiction. The College calls this process Title IX Dismissal. The College has created the definitions and procedures in this policy to investigate and adjudicate all prohibited conduct in this policy, even if the College must issue a Title IX Dismissal. Regardless of whether conduct is dismissed from the Title IX Misconduct definitions or Jurisdiction, the College will utilize the same procedure and afford all parties the same rights as if dismissal had not occurred.

A formal complaint must go through Title IX Dismissal

- ◁ Title IX Dating Violence: Title IX Dating Violence means an act of violence committed by a person who is or has been in a romantic or intimate relationship with the complainant. The existence of such a romantic or intimate relationship is determined by the length of the relationship, the type of relationship, and the frequency of interactions between the individuals involved in the relationship.

Acts of violence may include, but is no limited to:

- Recklessly causing bodily injury;
- Attempts to cause bodily injury; and

< Sexual Misconduct: Sexual Harassment:

◀ Sexual Misconduct: Sexual Exploitation.

or have been involved in a sexual, dating, spousal, or domestic relationship, or other intimate encounters. Intimate partner violence may take the form of threats, assault, property damage, violence or threat of violence to one's self, one's sexual or romantic partner, or to the family members or friends of the sexual or romantic partner. Intimate partner violence affects individuals of all genders, gender identities, gender expressions, and sexual orientation and all racial, social, and economic backgrounds. Dating violence and domestic violence are both forms of intimate partner violence.

- < Sexual Misconduct: Indecent Exposure. A person commits indecent exposure if that person exposes their genitals in a sexually explicit manner in any public place or in any place where there are other persons present under circumstances in which one knows or

regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. Consent is active, not passive. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

The following are essential elements of Consent:

- ◁ Informed and reciprocal: All parties must demonstrate a clear and mutual understanding

Wooster to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Wooster offers supportive measures to both complainants and respondents. If the Title IX Coordinator does not offer supportive measures to the complainant, the Title IX Coordinator will document the reasons why they did or did not take such action.

The College of Wooster will implement initial remedial and responsive and/or protective actions upon notice of reported harassment, retaliation, and/or discrimination whether or not charges are initiated through the College's conduct system and/or the state criminal system. Persons who make a complaint (complainants) and those against whom a complaint is filed (respondents) have the same remedial actions available to them when appropriate.

If, after receipt of a complaint and an individualized safety and risk assessment, Wooster determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of prohibited conduct justifies removal of a respondent, Wooster may remove the respondent on an emergency basis. Threats must pose more than a generalized, hypothetical, or speculative risk to health and safety for emergency removal to be appropriate. Wooster will take steps to continue providing the removed respondent as much access to their educational activities as possible when the individual facts and circumstances of the removal are considered.

Respondents that are removed from campus may, within three

The College of Wooster strongly recommends that all complainants who have experienced a criminal offense report to local law enforcement agencies. The College will not require an individual to speak with law enforcement officials. The filing and process for addressing prohibited conduct outside of the College's resolution process is a separate entity from the College. The College will not wait for a conclusion from local law enforcement for any criminal investigation or impending court proceedings. Law enforcement's determination of whether or not to initiate prosecution will hold no weight on the College's decision to charge a respondent through the College conduct process if it is believed that a violation of this policy may have occurred.

Should either party wish to cooperate with local law enforcement in a criminal investigation pertaining to a matter of sexual misconduct, they may do so under the guidance of the appropriate legal authority(ies) without fear of penalty by The College of Wooster for violating a no contact order issued by the College.

If a respondent is a current student, no notation will be placed on the respondent's personnel record of a complaint of pending disciplinary action prior to the conclusion of the resolution process. If a respondent chooses to withdraw from the College prior to the completion of the resolution process, a notation will be made in the student's personnel record that a withdrawal occurred with pending investigation and/or with a pending disciplinary action. Respondents are presumed to have not violated this policy until a determination regarding responsibility is made at the conclusion of the grievance process.

The College community encourages the reporting of misconduct and crimes by reporting parties and witnesses. Sometimes, reporting parties or witnesses are hesitant to report to College officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interests of this community that reporting parties choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, the College pursues a policy of offering reporting parties and witnesses amnesty from minor policy violations related to the incident. The use of alcohol or other drugs does not justify prohibited conduct, and a person who was incapacitated due to the use of alcohol or other drugs is not held responsible for their actions.

all individuals protected by FERPA whose personally identifiable information is contained in the documents must complete this form before the College is able to share records with an advisor. Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the College. The College may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the College's privacy expectations.

The College expects an advisor to adjust their schedule to allow them to attend College meetings when scheduled. The College does not typically change scheduled meetings to accommodate an advisor's inability to attend. The College will, however, make reasonable provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, video, and/or virtual meeting as may be convenient and available. If an advisor has scheduling conflicts that would require a hearing to be unreasonably delayed, the College may require the party that advisor serves to either choose a new advisor or utilize a College-appointed advisor.

Any party involved in a prohibited conduct complaint has the right to decline participation in the investigation or complaint process. It is important to note that the College may continue with an investigation without the complainant's and/or respondent's participation. Complainants may submit a request to the Title IX Coordinator that the formal grievance process stop, however, the Title IX Coordinator retains discretion as to whether the process will continue.

Retaliation is any words or actions taken in response to reporting of a policy violation or participation in the College's complaint process or the follow up to a complaint. Neither Wooster nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the regulations

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by

There are limits to confidentiality and they include:

- ◁ All Wooster employees, including confidential resources, are required to immediately report any knowledge or reasonable suspicion that a minor (someone under 18 years old or under the age of 21 with a developmental disability or physical impairment) is experiencing abuse or neglect based on information shared by the minor, any other individual, or one's own observations or knowledge. Any Wooster employee suspecting abuse or neglect is required to bring all suspicions to the immediate attention of the Director of Campus Safety and the Title IX Coordinator. Wooster community members who are not employees are strongly encouraged to report any knowledge or reasonable suspicion of child abuse to the Director of Campus Safety or to law enforcement. In addition to notifying the Title IX Coordinator and the Director of Campus Safety, College employees must make a direct report to the Wayne County Children's Services Child Abuse Hotline at Report Abuse: 330-345-5340 / 1-855-642-4453 (855-O-H-CHILD).
- ◁ Under Ohio law, most individuals must report felonies, including sexual violence. This legal requirement means that the Title IX Coordinator or Campus Safety must report knowledge of any felony to the Wayne County Sheriff's Department. Where the College makes a report to law enforcement under this section, the College will communicate with the complainant what information and when the information was reported to law enforcement. To the extent reasonably possible, the College will communicate with the complainant in advance of any report to law enforcement. The complainant may choose whether and how to participate in any subsequent criminal investigation if one results.
- ◁

- < Discuss if there is a pattern evidence or other similar conduct by the respondent.
- < Explain the applicability of the College's medical assistance amnesty policy.
- < Explain retaliation and the prohibition of it.
- < Discuss the Clery Act and Ohio Revised Code obligations.

- < Explanation of retaliation and the prohibition of it
- < The Clery Act and Ohio Revised Code obligations

The assigned investigator will begin the formal investigation promptly, and will conduct the investigation in a manner that is complete, thorough and impartial. During the investigation, both the complainant and respondent may present statements, witnesses and other evidence to the investigator. The complainant, respondent, and witnesses with relevant information may be interviewed as part of the full investigation. The interviews will be supplemented by gathering of any physical, documentary, or other evidence, as appropriate and available. Follow-up interviews may be conducted by the investigator as needed. The full investigation is designed to provide a

be kept on file

If the report involves multiple complainants, multiple respondents, or both, the investigator may issue a single investigative report.

Relevance

During the hearing, only relevant cross-examination and other questions may be asked of a party or witness.

The following may be considered irrelevant for both questioning purposes at the hearing and for preparation of the investigative report:

- ◁ Repetition of the same question;
- ◁ Evidence that is duplicative of other evidence;
- ◁ Information protected by a legally recognized privilege;
- ◁ Questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless:
 - Such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or;
 - The questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent;
- ◁ Any party's medical, psychological, and similar records, unless the party has given voluntary, written consent, and;
- ◁ Party or witness statements that have not been subjected to cross examination at a live hearing.

Wooster will not exclude relevant evidence because such relevant evidence may be unduly prejudicial, concern prior bad acts, or constitute character evidence, however, the decision-maker/panel may objectively evaluate such evidence by analyzing whether that evidence warrants a high or low level of weight or credibility.

Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker/chair of the panel will first determine whether the question is relevant and explain any decision to exclude a question as not relevant. A decision-maker/chair of the panel may request to review questions the advisors plan to ask during a live hearing or other q 1 72

After the hearing, the decision-maker/panel will conduct an objective evaluation of all relevant evidence –

A party's answers to cross-examination questions can and should be evaluated by a decision-maker/panel in context, including taking into account that a party may experience stress while trying to answer questions. Parties will not be unfairly judged due to inability to recount each specific detail of an incident in sequence, whether such inability is due to trauma, the effects of drugs or alcohol, or simple fallibility of human memory.

Sanctions and Remedies

If it is determined that a respondent violated the policy, the Decision-Maker/Panel will determine appropriate sanctions. Sanctions may be determined in consultation with the Dean of Students Office (for students), Human Resources (for staff), and the Provost's Office (for faculty). Sanctions are instituted with the goal of stopping the conduct and preventing its recurrence. Sanctions for respondents may include anything from a warning, up to and including disciplinary expulsion or termination. When determining the appropriate sanctions to be imposed, consideration shall be given to the principle that the sanctions should be proportionate to the offense, seek to educate the respondent, but also to provide a remedy to the complainant, and prevent recurrence of the offense for the protection of the campus community as a whole. Any person determined to be responsible for violation of the policy should expect to receive College sanctions, up to and including disciplinary expulsion or termination. Sanctions may also include educational requirements, restorative measures, and implementation/continuation of protective measures.

For student respondents, sanctions may include, but are not limited to: warning; required participation in assessment and/or counseling; educational program or paper; housing relocation or future housing restrictions; mutual or non-mutual no contact orders; restriction on participation in student activities, leadership roles, athletic activities, etc.; restrictions on course assignments; restrictions on campus movement or access to various campus spaces; loss of future privileges; disciplinary probation; suspension with conditions for return; expulsion.

For faculty and employee respondents, sanctions may include, but are not limited to: warning; performance improvement plans; letters of reprimand; letter in personnel/tenure/promotion file; educational interventions; targeted coaching; mutual or non-mutual no contact orders; office or work location relocation; assignment to different work duties; referral to Employee Assistance Program; required participation in assessment and/or counseling; restrictions on merit salary increases;

Appeals

Complainants and respondents may appeal the decision-maker's/panel's determination regarding responsibility, or Wooster's Title IX Dismissal of a formal complaint or any allegations therein. Wooster will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties. Both parties will have a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome. The decision-maker for the appeal will issue a written decision describing the result of the appeal and the rationale for the result and provide the written decision simultaneously to both parties.

Grounds for appeal include:

- ◁ Procedural irregularity that affected the outcome of the matter⁵;

- < Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- < Criminal Homicide—Manslaughter by Negligence: The killing of another person through gross negligence.
- < Criminal Homicide—Murder and Nonnegligent Manslaughter: The willful (nonnegligent) killing of one human being by another.
- < Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- < Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- < Aggravate Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied

- o Incest—

- ◁ Sex Offenses, Non-forcible – Unlawful, non-forcible sexual intercourse. This includes Incest and Statutory Rape which are defined below

- ◁ Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of the relationship; and the frequency of interaction between the persons involved in the relationship.
- ◁ Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.
- ◁ Hate Crimes – Crimes that manifest evidence the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, sexual orientation,

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Fax: 330-263-2538
Emergency: 330-287-3333

Residence Halls

Small Houses

Use of fire within College facilities (particularly within residential units) endangers life and property and is viewed as a serious offense. Maximum penalties may be imposed for such violations. Because of the possible danger involved, the College has provided a list of Prohibited Items. Failure to observe this regulation will be considered a serious violation and if a fire occurs

- < Locate those persons with special needs and provide assistance if possible. Otherwise, provide their location to emergency responders.
- < Report to your department's or housing facility's designated gathering point to be accounted for.
- < Call 9-1-1.

If you hear a fire alarm:

- < Walk quickly to the nearest exit. Do not use the elevators.
- < If you are able, help those who need special assistance.
- < Notify fire personnel if you believe someone may still be in the building.
- < Gather away from the building and emergency responders at the pre-designated location.

re-enter the building until the fire department has cleared the scene. If caught in smoke:

- < Drop to your knees and crawl to the closest safe exit. (The air is clearer near the floor.)
- < Breathe through your nose, and use a shirt or towel to breathe through, if possible.

If trapped in a building:

- < Close all doors and windows.
- < Wet and place cloth materials around and under the door to prevent smoke from entering.
- < Attempt to signal people outside of the building. Call for help using a telephone or cell phone.

Culbertson/Slater Com9()-18(a)11()-637r the

Westminster House	904 Beall Ave.	0		0	0	0
Yost House	817 College Ave.	0		0	0	0
East End Apts.	723 and 725 E. University St.	0		0	0	0
Fairlawn Apts.	1015 E. Wayne Ave.	0		0	0	0
Henderson Apts.	1462 Beall ave.	0		0	0	0
Howell Apt.	958 Spink St.	0		0	0	0
Helms Duplex	330 Pearl St.	0		0	0	0
Gault Schoolhouse	706 Beall Ave.	0		0	0	0
Total:		0		0	0	0

