

Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act Annual Security and Fire Safety Report

The University of Akron, 2019

Including Statistics for calendar years 2016, 2017 and 2018

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Annual Campus Safety and Fire Report

Letter of Commitment

This information is provided as part of The University of Akron's commitment to safety and security on campus and in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (the “Clery Act”) and The Higher Education Act: Fire Safety Report. This report also contains information concerning the University’s efforts to prevent the illicit use of drugs and the misuse or abuse of alcohol by students and employees, consistent with the Drug Free Schools and Communities Act Amendments of 1989 (Public Law 101-226.)

Safety: A shared responsibility

Your safety is our priority and our concern. It also must be your concern. As a university, we work very hard to prevent crime, fire, accidents and illness associated with drug and alcohol abuse, but nothing we do is as important as what you do - and, in some cases, don't do. The University of Akron Police Department has primary responsibility for crime prevention and law enforcement on campus. Other areas, such as the Division of Student Affairs, and the Offices of Transportation and Parking, Environmental Health and Safety and many others also contribute to making The University of Akron a safer place to study, work and live.

This report contains valuable information about how members of the University community can promote and practice safety on or off campus. Paying special attention to the following safety tips and programs will greatly reduce the chances of becoming a victim of crime, getting injured or losing valuables. Working together we can make campus and the surrounding area a safe place to study, work and live.

James P. Weber
Assistant Vice President - Campus Safety and Chief of Police

Emergency numbers

Consider programming these numbers into your cell phone.

University of Akron Police Department

Campus Emergency using cell phone 330-972-2911

On-Campus Emergency using campus phone 9-1-1

Non-Emergency 330-972-7123

Akron Police

Emergency 9-1-1

Non-Emergency 330-375-2181

Akron Fire

Emergency 9-1-1

Non-Emergency 330-375-2211

Lakewood Police Department

Emergency 9-1-1

Non-Emergency 216-521-6773

Police Authority

About The University of Akron Police Department

Campus law enforcement is primarily the responsibility of The University of Akron Police Department (UAPD.) The University's full-time police officers are designated by statute as the law enforcement officers of the university and are commissioned by the State of Ohio with full law enforcement authority identical to that of a municipal police officer or sheriff's deputies (Ohio Revised Code §3345.04.) It is the mission of the University of Akron Police Department to protect, serve, and provide safety for a diverse community in order to promote student success. The University of Akron Police Department strives for excellence and legitimacy in pursuit of its mission.

UAPD officers meet or exceed training standards of the Ohio Peace Officers Training Council and receive ongoing in-service and specialized training, including training in victim based sexual assault investigations. UAPD enforces laws of the State of Ohio and the City of Akron and is responsible for public safety services such as crime prevention, medical emergencies, fire emergencies and traffic accidents. UAPD is empowered investigative authority on reasonable suspicion of crime, to search and arrest as authorized by law and to use reasonable and necessary force to enforce all laws and protect property on all University property and where authorized through agreement with local law enforcement. The UAPD also has the authority to address and refer students for suspected violations of the Code of Student Conduct.

UAPD works closely with other law enforcement agencies and law enforcement information is shared through personal contacts and technological interaction. In addition, UAPD and the City of Akron Police Department share a common records system and UAPD reports are exchanged on an as-needed basis among other police agencies, so that all agencies share pertinent information.

The Akron Post of the Ohio State Highway Patrol (OSHP) is located on the University's campus. Owned by the University and leased to OSHP, this arrangement reflects a unique partnership that provides benefits to the campus, city and county in terms of safety and protection for the entire community.

In addition, the University maintains mutual aid agreements with several law enforcement agencies, including the cities of Akron and Orrville, and UAPD may enforce the law as provided by these mutual aid compacts. Copies of these mutual aid agreements:

City of Akron: <http://www.uakron.edu/dotAsset/1552726.pdf>

City of Orrville: <https://www.uakron.edu/safety/docs/mutual-aid-orrville.pdf>

Summit County: <http://www.uakron.edu/dotAsset/1552744.pdf>

Northern Ohio Violent Fugitive Task Force: <http://www.uakron.edu/dotAsset/1552720.pdf>

Participating Ohio universities: <http://www.uakron.edu/dotAsset/1552738.pdf>

UAPD provides law enforcement services to the Akron campus 24-hours-a-day, 7 days a week. Law enforcement services are provided to the University's other campuses 24-hours-a-day, 7 days a week, through a combination of UAPD and local law enforcement agencies. Response areas include all parking lots and residence halls (including fraternity and sorority houses). UAPD has established a strong working relationship with the City of Akron Police Department and through its' agreement with the City of Akron, UAPD has the authority to engage in patrol, crime interdiction and joint crime prevention efforts in the neighborhoods near to the Akron campus.

UAPD makes routine audits of the city neighborhoods near campus to report malfunctioning street lights, missing or damaged street signs, graffiti, and other nuisance issues to the proper agencies.

UAPD instituted a shift realignment in January 2018 to align coverage in the Exchange Street Corridor with peak pedestrian periods during the night. The shift works with the City of Akron Police to provide directed vehicle and foot patrols and adjusts to day of week and seasonal variables.

The UAPD police station is in the Physical Facilities Operations Center at the corner of Forge and Hill Streets. (GPS location of 146 Hill Street, Akron, OH 44325). UAPD is staffed 24-hours every day of the year, to receive reports and investigate crimes. Emergency telephone service, 2-9-1-1, is available from all campus phones and over 480 emergency phones located throughout campus, including over 150 "Blue Light" phones. Walk-in service is available 24/7. Non-emergency phone contact is also always available by calling 330-972-2911. Questions may also be directed to UAPD through electronic mail at UAPD@uakron.edu.

Off-Campus Patrol

The University of Akron utilizes the Block-by-Block Off-Campus Patrol service to provide unarmed safety and patrol services in the Exchange Street corridor. The corridor is bound by East Exchange Street to the north, Power Street to the south, Grant Street and Sherman Street to the west and, Goodkirk Street and Brown Street to the East. The patrol also will provide an escort across the bridge on East Exchange St. to the Downtown Akron Partnership special improvement district at South Broadway. The following map indicates the patrol area. Block-by-Block works the area south of campus seven days a week between 7:30 p.m. and 4:00 a.m. and has direct communication with UAPD dispatchers if a student requests an off-campus escort in the patrol zone. Its bicycle patrol assists with off-campus outreach and relations and reporting safety hazards.

Off-Campus Patrol completes routine weekly reports to the City of Akron Nuisance Compliance Division for violations of the City's Nuisance Codes including high grass and weeds, trash and debris, junk motor vehicles, graffiti, sidewalk obstructions, and some exterior housing code violations. The Ambassadors also identify malfunctioning street lights, help monitor the city park in their patrol zone, and pick up glass bottles on the sidewalks.

Criminal Activity Off Campus

The City of Akron has primary law enforcement responsibility for the off-campus areas adjacent to the University's Akron campus. The City of Orrville has primary law enforcement responsibility for the off-campus areas adjacent to the Wayne campus. The Cities of Akron and Orrville and the University have mutual aid agreements that allow UAPD to assist the cities with off-campus incidents.

The University, through its relationships with the cities of Akron and Orrville police departments, and through its common records system with the City of Akron, is able to monitor and record non-campus (as defined by Clery regulations in Appendix B) and off-campus criminal activity by students, including criminal activity at non-campus locations of recognized student organizations. The University also has the authority to address non-campus and off-campus conduct in accordance with its Code of Student Conduct.

The Ohio State Highway Patrol leases a post building on campus. Because of their proximity to campus, the University has requested assistance in patrolling adjacent campus areas to promote safety.

Campus Safety Programming

Summary of Community Policing/Crime Prevention Program

The following is an overview of safety programs offered by the University and its Police Department. Programs are available throughout the academic year, which are intended to inform to students and employees about personal safety, community safety and crime prevention.

The specific time and location for each program is announced through various campus media throughout the year. Programs can also be scheduled individually by contacting UAPD directly at 330- 972-2911. In addition, UAPD frequently provides informational tables at campus-wide events and safety fairs, which are staffed by UAPD officers, who are available to answer questions.

Event	Description
Akron Experience	UAPD participates in the "Akron Experience" curriculum by providing instruction on general campus safety or ALiCE (instructor's choice) to each of the Akron Experience classes each semester.
Alcohol Awareness/ "Beer Goggle"	This program discusses the law, culture and consequences of consuming alcohol. There also are activities to show the effects of alcohol on motor skills while riding a tricycle and wearing "beer goggles."

ALiCE	This program teaches the community about the options and mental mindset they can have during a crisis on campus. ALiCE is an acronym which stands for Alert, Lockdown, Inform, Counter, Evacuate. The program lasts forty-five minutes to one hour. UA's AliCE program was selected for the 2018 Best Practice in Educational Activities Award, by NASPA Student Affairs Administrators in Higher Education, Campus Safety and Violence Prevention Knowledge Community.
Early College Orientation	This campus safety lecture is provided to Akron Public School students participating in the Early College Program.
Female Self Defense Course	This program is a modified version of the program P.R.O.T.E.C.T: (Personal Response Option and Tactically Effective Counter Techniques). The program teaches easy to learn techniques for safety and self-defense.
International New Student Orientation	This program provides international students information about safety on and off campus. The program also explains law enforcement and driving responsibilities.
Lockdown Drills	This State mandated program is presented to the Early College Program.
Mental Health and Wellness Program	This program addresses mental health issues on campus and raises awareness about available resources and inspiring future mental health advocacy initiatives. The program, sponsored by the Women's Resource Center, the Multicultural Center and the Counseling Center, is open to all students, and employees.
New Faculty Orientation	UAPD provides an overview of the police department, including services and personal safety tips. Orientation also includes sexual harassment and Title IX training.
New Student Orientation	This program is provided to parents who participate in the orientation process at the University. UAPD provides a department overview, safety tips for property and person; tips for protecting property by marking and engraving those items.
Office Safety	This program discusses how to arrange your office to allow for safety, including: how to deescalate an agitated person; how to keep valuables safe; and how to describe a suspicious person.
Sexual Assault and Awareness Program	This program is included in the alcohol awareness programs. Issues related to consent and acquaintance rape are discussed.

Sexual Assault and Violence Prevention Workshop	This workshop, sponsored by several campus organizations, is designed to equip women with some practical tools to help them effectively reduce the risk of sexual assault and to address some of the trauma from being sexually assaulted or experiencing an attempted sexual assault. It is typically led by a counselor or faculty member interested in gender-based violence prevention.
UAPD Safety Programs	These programs give participants an overview of UAPD and safety tips for on and off campus living and personal safety tips, including how to identify a suspicious person, location and use of campus safety phones and the availability of the campus escort.
Coffee with a Cop	Near the beginning of the fall and spring semesters UAPD provides coffee at various locations across campus including the Jean Hower Taber Student Union and Bierce Library. The informal welcome table allows students and employees to meet UAPD and officers from other agencies and have questions addressed.

Summary of Sexual Assault and Interpersonal Violence Education and Prevention Programming

The University of Akron strives to develop and maintain a campus culture that is safe for, and respectful of all its community members. To achieve this goal, the University offers a combination of primary prevention and awareness programs and ongoing prevention and awareness campaigns that are designed to create awareness of, and prevent dating violence, domestic violence, sexual assault and stalking. Primary prevention programming includes programs, initiatives, and strategies that are intended to prevent dating violence, domestic violence, sexual assault and stalking before it occurs. The programming, which is informed by research and assessed for effectiveness, is intended to promote positive and healthy behaviors that will: foster relationships that are mutually respectful; encourage safe bystander intervention and seek to promote healthy and safe behavioral norms. Ongoing campaigns include programming and strategies that are sustained over time and focused on understanding topics related to dating violence, domestic violence, sexual assault and stalking. Programming is developed for various audiences and available to the campus community throughout the year.

The University uses many forms of media to disseminate its policies to students. The Code of Student Conduct (which incorporates the University's Sexual Harassment Policy) and a description of the Student Conduct process is on the Department of Student Conduct and Community Standards ("SCCS") Website: www.uakron.edu/studentconduct. Information concerning the Code of Student Conduct and SCCS also is in the New Student Orientation Handbook and the Department of Residence Life and Housing Handbook. SCCS also offers numerous presentations throughout the year that explain: The Code of Student Conduct, services offered by SCCS; how to report a conduct violation; and an overview of the conduct process.

In addition to the primary education programs identified above, the University, as well as its constituent student and employee organizations, offers various safety and sexual assault/sexual harassment training and programming for student and employee audiences throughout the year. Information regarding ongoing prevention and awareness training and programming is communicated to students and employees through informational postings, webpage announcements and electronic newsletters that the University sends to students (through Zipmail) and employees (through the Digest.) Student organizations also may use the Zipmail system to share information with University students. A description of the programming offered during 2018 is available in the attached Appendix E.

Campus Safety Initiatives and Resources to Inform Crime Prevention and Encourage Personal Safety

Crime Prevention Initiatives

In addition to the campus safety programming described previously, The University of Akron employs many additional crime prevention initiatives, including:

Community Policing: UAPD utilizes a community policing philosophy with the goals of:

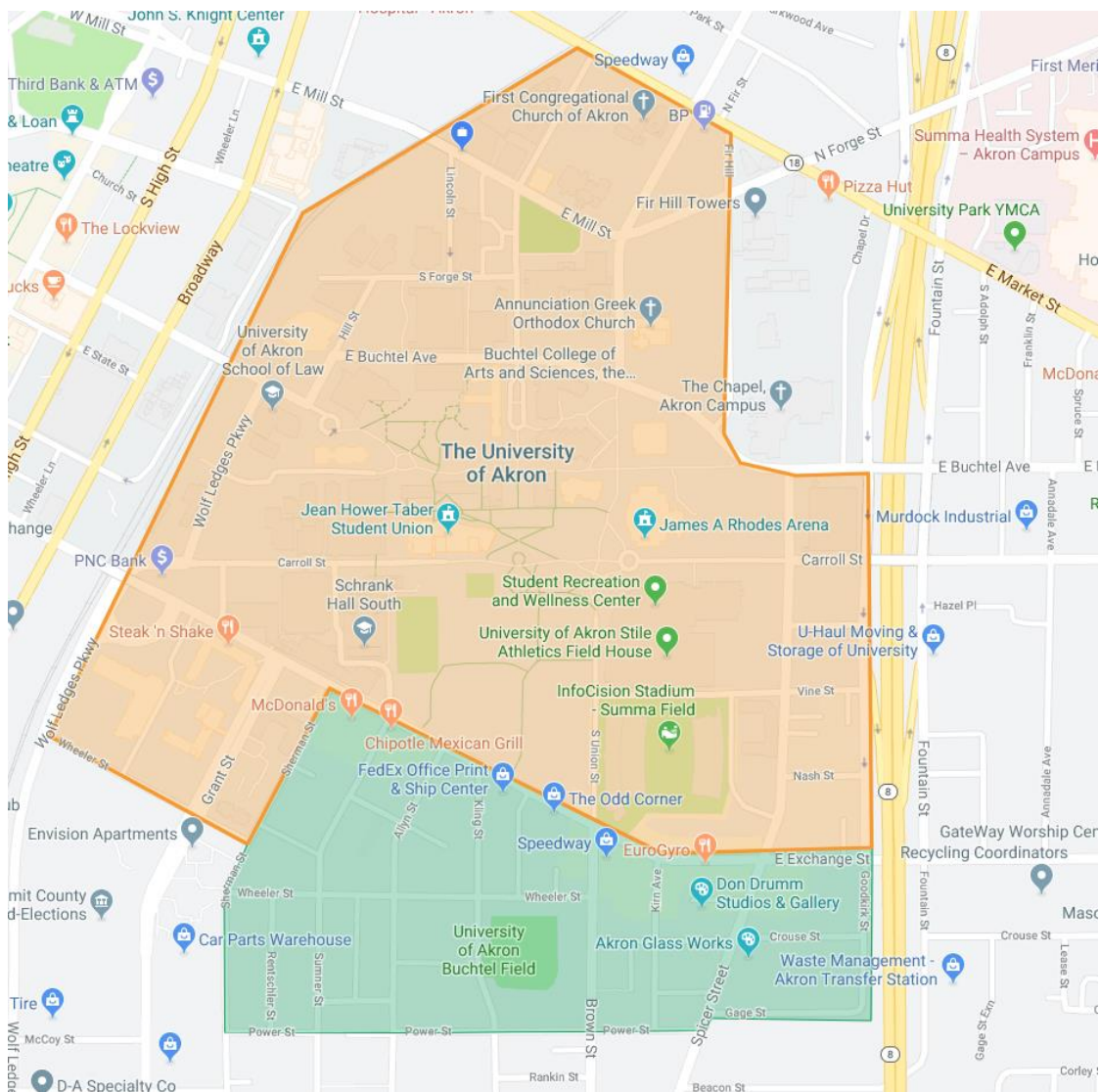
- establishing positive contacts with the campus community;
- identifying real and/or perceived problems that exist in the campus community, and
- developing programs that aid in resolution of identified problems.

To assist in its community policing efforts, UAPD uses various modes of transportation, including bicycles, motorcycles, cars and foot patrol.

Emergency phones: Over 480 emergency phones are located throughout the University campus, including over 150 “Blue Light” phones, and 3 additional “Blue Light” phones are located off-campus, which provide a direct line of communication to UAPD for individuals in need of emergency assistance. These phones are strategically positioned along pedestrian walkways, inside parking decks and at many building entrances. UAPD responds to all activated emergency phones even if no one speaks.

Campus Patrol: The UAPD’s Campus Patrol or UAPD officers are available 24-7 to escort callers to and from their vehicles and residence halls to classrooms and labs. By calling 330-972-2911, an escort will come to the callers’ locations and accompany them to their local destinations. Student Campus Patrol members are employed and trained by UAPD. They are easily identified by conspicuously marked shirts or jackets. Campus Patrol assist UAPD in patrolling the campus, including parking lots, and reporting suspicious behavior.

Prospective and current student crime awareness and prevention programs: UAPD and the Division of Student Affairs present information to prospective students and their parents about University safety programs and general campus safety tips. Safety literature and displays are available during orientation and at move-in. Information is also available at various Web sites such as <http://www.uakron.edu/safety/> and <http://www.uakron.edu/title-ix/>.



Victim Rights and Advocacy

Victim's Rights: The Ohio Attorney General's Office developed a Victim's Rights Handbook (<http://www.uakron.edu/safety/annual-safety-report/docs/crime-victims-booklet-Aug-2015.pdf>), which details the rights of victims, including information regarding resources for victims and expectations for the criminal justice process.

Marsy's Law: Ohio became the sixth state to pass Marsy's Law in November 2017. Marsy's Law shields victims from offender harassment and empowers victims by giving them legally enforceable rights. UAPD provides every victim of an alleged crime with a written document that includes a list of victim rights conferred to them under the Ohio Constitution, Article 1, Section 10(a), a local list of resources for victim services, and contact information for the City of Akron Prosecutor's Office.

UAPD Safety TIPS- Steps to enhance personal safety

Whether on campus or any public place, here are some general safety tips to consider:

- Travel in groups. Often, there is safety in numbers. If you are going to separate from your group, tell someone when you expect to return.
- Take a cell phone.
- Park in well-lit areas.
- If you feel threatened, cross the street or enter a store or business.
- Have your keys in hand as you approach your car. Check under the vehicle and the back seat before you unlock and enter.
- Alcohol and other drugs impair your perceptions and decision-making. Do not place yourself in a vulnerable position by being intoxicated or under the influence of other drugs.
- If you do drink, set a limit and stick to it. Don't drink on an empty stomach. Also, never leave a drink unattended. If you are away from your drink any amount of time, toss it. It's not worth the risk.

Out and about

- Use the campus escort service. Patrol members will escort students between campus locations, when available, during school hours. If not available, UAPD officers will escort university community members. Call 330-972-2911 to request the service.
- If you feel threatened or if you want to report something suspicious, use one of over 480 emergency phones on campus, including more than 150 "Blue Light" phones. These phones, distinguished by their blue lights, connect directly to the UA police dispatcher at all hours.
- Program the University's emergency line into your cell phone: 330-972-2911.
- Notify the UAPD if you notice anything suspicious or unusual. Call the department at 330-972-2911 (or 9-1-1 in an emergency) at any hour. We value every call.

In the residence halls:

- Always lock your door; even when you're sleeping or just going down the hall.
- Do not allow strangers to enter your room or your complex. Do not open your door unless you can identify the person seeking entry.
- Do not prop any exterior doors open that may promote unescorted visitors into the residence hall.
- Report lost or stolen residence hall keys or Zip Cards immediately to your residence hall staff.
- Report any malfunctioning locks, doors or windows to Residence Life and Housing.
- Do not leave your keys or Zip Card lying around in your room when you are not in the room.
- Do not leave messages on your door about when you will be returning to your room.

Living off campus

If you reside in off-campus housing:

- Call the UA Police Department and request a free security audit of your rental. Our officers will test the adequacy of your locking system; study all entry points and offer suggestions to improve their security; and offer tips about exterior lighting and other tactics to deter would-be criminals.
- To arrange for an audit, call the UAPD at 330-972-5595 (if no answer, please leave a message).
- Don't open the door in the middle of the night unless you are expecting someone. Ask your landlord to install a peephole in your front door. If you see someone unexpected at your door during the overnight hours, call Akron PD at 911 or UAPD at 330-972-2911.
- If you leave home, leave on a light, radio or TV to make it appear as if someone is home.
- Lock doors and windows. Many times, thieves enter through unlocked doors and windows. Ask your landlord to install a deadbolt, if one is not present.
- Let the police department know if a streetlight is out or contact the City of Akron "311" at 330-375-2311.

** Sources: UAPD and the International Association of Campus Law Enforcement Administrators

Building Security and Access

The University of Akron implements numerous safety precautions on its campus. Extensive lighting is found throughout the campus, and the University continues to implement additional lighting improvement projects and to consider public safety in maintaining its buildings and grounds. In addition, construction and renovation plans for University facilities are reviewed for principles associated with crime prevention through environmental design, both in the facility itself, and if practicable, in the adjacent area.

Access to campus buildings is restricted after normal business hours, and valid University identification must be shown to gain admittance to select academic and administrative facilities during normal business hours. Access to the University's residence halls is restricted to student occupants, escorted guests and authorized University personnel. Unescorted persons are prohibited in the residence halls. While all residence halls have 24-hour visitation, buildings always remain locked and require a University-issued identification for access.

Campus Resources

The following Offices provide additional resources to promote and enforce the safety, health and community standards of the University.

The Department of Residence Life and Housing: About 2,300 students live in the University's ten residence halls. Access to the University's residence halls is restricted to student occupants, escorted guests and authorized University personnel. Unescorted persons are prohibited in the residence halls. While all residence halls have 24-hour visitation, buildings always remain locked and require a University-issued identification for access.

Residence hall staff members receive special training from UAPD about security and safety procedures and the enforcement of residence hall regulations. Safety inspections every semester help students to maintain a safe environment. Department of Residence Life and Housing professional staff conduct programs with resident students to heighten awareness of safety on campus. Sessions cover topics from common sense precautions, (such as walking with a companion or in groups at night), to more difficult issues (such as sexual assault, including acquaintance rape). Student programming offers other sessions such as a nationally recognized program that covers topics including bystander training, safe sex, rape prevention, LGBTU+ issues, and interracial relationships. As a part of crime prevention in the residence halls, UAPD patrols the residence halls during evening hours, seven days a week. Officers participate in residence hall programs and respond to all police, fire and safety issues in the residence halls.

The Department of Student Conduct and Community Standards (SCCS): SCCS' primary focus is to promote and enforce University community standards through the administration of The University of Akron Code of Student Conduct. The Department also serves as an information source on student discipline, conduct hearings, appeals and academic misconduct concerns. The purpose of the University discipline system is to promote student development by addressing behaviors that are inconsistent with community standards and expectations, as defined by the Code. SCCS often coordinates its services with other campus offices to serve students to the fullest extent. When appropriate, referrals will be made to other University offices to best serve students.

Disciplinary complaints may be heard by either an Administrative Hearing Officer or Disciplinary Board made up of specially trained faculty and students. The hearings are designed to provide a prompt, fair and impartial investigation and resolution of complaints, and when appropriate, the Department administers proactive and educational sanctions. Though procedural requirements are not as formal as those existing in the courts of law, the student conduct process provides procedural safeguards for accusers and accused alike. Both the accuser and the accused are entitled to:

- be informed of the University's student conduct process;
- protection under applicable privacy law (i.e. the Family Educational Rights and Privacy Act "FERPA");
- access information that will be used at the hearing;
- present relevant witnesses and other information;
- the presence of an advisor of her/his choice (including legal counsel) during the entire conduct process as designated in the applicable University Rule. The advisor may advise but may not participate in the hearing or address the board unless responding to a direct question from the chairperson to the advisor, and

Consistent with the obligations of FERPA and the Clery Act, the University may disclose the results of disciplinary actions as follows:

Victims of an Alleged Sex-Based Offense:

- Both the accuser and the accused are informed simultaneously in writing of the outcome of each stage of an institutional conduct proceeding that arises from an allegation of dating violence, domestic violence, sexual assault or stalking. Both the accuser and the accused are informed of the appeal procedures for a disciplinary hearing, any changes that occur prior to the results becoming final and when the results become final. For additional information regarding Title IX offenses see section: University of Akron Gender-Based Misconduct Protocol for Students, VII, B University Records.

Victims of an Alleged Perpetrator of a Crime of Violence:

- Upon request, the victim of an alleged perpetrator of an alleged crime of violence will be advised of the final results (i.e. whether the accused was found responsible and, if so, the imposed sanction) of the disciplinary proceeding.

All Others:

- If an accused student is an alleged perpetrator of a crime of violence or non-forcible sex offense and has been found in violation of the Code of Student Conduct, the University may release to anyone:
 1. The student's name;
 2. The specific Code of Student Conduct violation; and
 3. The final results of the disciplinary action.

*Advisor means any individual who provides the accuser or accused support, guidance or advice.

** Result means any initial, interim and final decision by any official or appropriate division authorized to

resolve disciplinary matters within the institution. The result includes any imposed sanctions.

For matters involving alleged violations of the Code of Student Conduct that would constitute a Title IX offense or sexual harassment, see University of Akron Gender-Based Misconduct Protocol for Students, Section IV Code of Student Conduct.

Student Health Services: Student Health Services works to assist students to meet their educational and personal goals by addressing their health concerns during enrollment. Student Health Services' Health Education section provides health education, wellness promotion and risk reduction programming to students, faculty and staff. Student Health Services continues to maintain the University's strategic vision of "shared responsibility" to plan, develop, implement, and evaluate health promotion techniques and continue to be a resource for those in need.

Student Health Services is designed to provide medical care for uncomplicated illnesses and injuries that are of recent onset and short duration. Student Health Services also provides confidential assistance in the event of a sexual assault. If you have any questions, please call us before your visit. Student Health Services is in the Student Recreation and Wellness Center Room 260 and is open Monday through Friday from 8 a.m. to 5 p.m. (Last appointment at 4:30 p.m.) Student Health Services is closed on weekends and holidays. The office can be reached at 330-972-7808. Website: <http://www.uakron.edu/healthservices/>

Policies for Reporting Crimes and Preparing Annual Reports

Individuals who are victims of, or witnesses to a crime, or otherwise become aware of a crime, are strongly encouraged to timely report that crime to the police. In fact, under Ohio law, persons who have knowledge of a felony (a victim of or witness to the crime) are required to report the crime to the police and failure to report a crime may itself be a crime. (Ohio Revised Code §2921.22)

Reporting Crime

- Crimes occurring on campus at the Akron campus should be reported to UAPD by calling 9-1-1 or 330-972-2911.
- Crimes occurring off campus in Akron should be reported to the City of Akron Police Department by calling 9-1-1 (emergency) or 330-375-2181 (non-emergency).
- Crimes occurring on campus at the Wayne College campus should be reported to UAPD by calling 9-1-1 or 330-972-7123.
- Crimes occurring off campus near the Wayne College campus should be reported to the City of Orrville Police Department at 330-684-5025 or dial 9-1-1.
- Crimes occurring on campus at the Medina campus should be reported to City of Medina Police Department at 330-725-7777, and crimes occurring off campus to either the City or the County Sheriff's office at 330-336-6650 or dial 9-1-1.
- Crimes occurring on or off campus at the Lakewood location should be reported to the City of Lakewood Police Department at 216-521-6773 or dial 9-1-1.
- Crimes occurring on or off campus at the Millersburg location should be reported to the Village of Millersburg at 330-674-5931 or dial 9-1-1.

If a crime occurs at a location other than those listed above, including non-campus locations, the crime should be reported to the applicable local law enforcement.

In addition to the police, information on criminal behavior may be reported to:

- Offices within the Division of Student Affairs, including Student Conduct and Community Standards;
- Department of Athletics, Office of the Athletic Director and athletic coaches;
- Residence Life and Housing staff;
- Advisers to recognized student organizations; and
- Title IX Coordinator and Deputy Coordinators.

The University strongly encourages all victims of, or witnesses to crime to report all criminal activity to police to insure prompt evaluation for timely warning or emergency notification and for inclusion in the statistics for the annual crime report.

The University encourages the reporting of criminal activity both when the victim elects to report and when the victim is unable to do so.

Confidentiality and Crime Reporting

The University does not have procedures for the voluntary confidential reporting of crime statistics and violations of law are referred to the appropriate law enforcement jurisdiction. However, UAPD offers the opportunity for individuals to report crime anonymously. Anonymous crime reporting is available at:

<http://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot> and
<https://secure.ethicspoint.com/domain/media/en/gui/61475/index.html>

Crimes reported on-campus to counselors at the University's Counseling Center or to a physician or nurse at Student Health Services are confidential to the extent allowed by law. Some off-campus reports also may be confidential to the extent allowed by law (e.g. to: clergy; physicians; Portage Path Behavioral Health counselors; and Rape Crisis Center counselors). Counselors and physicians are encouraged to report crimes reported to them, consistent with their professional ethics and the limitations imposed by applicable confidentiality laws, to ensure inclusion in the annual collection and disclosure of crime statistics. However, crimes reported to counselors and physicians that are learned within the scope of their professional licenses may not be included in the annual crime statistics report.

The University makes every effort, in compliance to Ohio law, to protect the identity of sexual assault victims. If sexual assault victims wish to remain anonymous or not file a police report, UAPD honors their request while still offering them referrals to medical care and/or counseling, as well as making appropriate referrals to the Title IX Coordinator(s) and SCCS.

Because of the Ohio public records laws and the law requiring individuals having knowledge of a felony to report such crime, The University of Akron is not able to guarantee confidentiality to persons reporting crimes to non-privileged recipients, including individuals or offices (e.g. Residence Life and Housing staff; Student Affairs staff; title IX Coordinators, etc.) that supply crime statistics for this annual report.

Preparing annual reports

The University of Akron's Annual Security Report ("ASR") is the result of the efforts of many people on campus. Each year the offices and individuals listed in this section provide information for inclusion in the annual report. No formal police report is required for a crime to be included in the statistics. Every effort is taken to ensure that all persons required to report do so, and that statistics are as accurate and complete as possible. Information included in the annual report is reviewed for accuracy, completeness and readability.

If you have any questions or concerns about any of the statistics and information in this report, please contact UAPD at 330-972-2911.

Crimes that are reported to the following individuals or offices are included in the annual crime statistics report. Campus offices are strongly encouraged to report criminal incidents to UAPD contemporaneous with occurrence to ensure inclusion and avoid duplication of statistics in the ASR.

The University of Akron Police Department
Bath Township Police Department
City of Akron Police Department
City of Barberton Police Department
City of Brunswick Police Department
City of Columbus Police Department
City of Lakewood Police Department
City of Orrville Police Department
City of Wadsworth Police Department
Copley Township Police Department
City of Medina Police Department
Village of Millersburg Police Department
Applicable Locations for Qualifying Domestic and International Student Travel
Wayne County Sheriff's Office
Ohio State Highway Patrol
Recognized Student Organizations Advisors
Department of Residence Life and Housing
Department of Athletics, Offices of the Athletic Director and Athletic Coaches
Offices of the Division of Student Affairs, including Student Conduct and Community Standards
Student organizations with off-campus housing
Title IX Coordinators

Reporting Sexual Misconduct and Sexual Assault

University of Akron Gender-Based Misconduct Protocol for Students (see pg. 51 for protocol for employees)

This Protocol describes how The University of Akron responds to reports of gender-based misconduct involving students. It also:

- Provides guidance for students who have been discriminated against;
- Outlines The University of Akron disciplinary response to formal complaints of discrimination;
- Identifies who can help and where to turn to for support.

When gender-based misconduct occurs, the University will take appropriate steps to end the discrimination/harassment, prevent its recurrence and remedy the discriminatory effect on the complainant and others, as appropriate.

I. Policy and Procedural Definitions

A. Consent, Incapacitation and coercion.

1. Consent

Consent is when a person agrees or gives permission to another person to engage in certain sexual acts.

- Consent is a knowing and voluntary verbal or non-verbal agreement between all parties to participate in each and every sexual act.
- Consent to one sexual act does not imply consent to other or all sexual acts.
- Conduct will be considered “non-consensual” if no clear consent, verbal or non-verbal, is given. The absence of “no” does not mean “yes.”
- A person has the right to change one’s mind at any time during the act. In other words, consent can be withdrawn at any point, if the person clearly informs the other party of the withdrawal.
- Taking drugs or consuming alcohol does not relieve the obligation to obtain consent.

2. Effective Consent

Effective consent can be given by words or actions so long as the words or actions create a mutual understanding between all parties regarding the conditions of the sexual activity. A helpful tool is to ask yourself: “Do all of us understand and agree regarding the who, what, when, where, why, and how this sexual activity will take place?”

3. Consent in Relationships

Current or past sexual relationships or current or past dating relationships are not enough grounds to constitute consent.

- Regardless of past experiences with other partners or a current partner, consent must be obtained.
- Consent can never be assumed, even in the context of a relationship. A person has the right to say “no” and has the right to change their mind at any time for whatever reason.

4. Incapacitation – Cannot Give Consent (No Matter What They Might Say)

Incapacitation can occur in several ways. For example, when a person is severely intoxicated due to use of alcohol or drugs. They may be unconscious or severely impaired.

A helpful tool is to ask yourself: “Do all of us understand and agree regarding the who, what, when, where, why, and how this sexual activity will take place?”

A person may also be incapacitated if that person is physically or mentally disabled.

5. Coercion

The use of force, threat of force, deception or when a person is beaten, threatened, isolated, or intimidated.

When a person affirmatively demonstrates that (1) they do not want to have sex, (2) they want to stop any sort of the sexual acts, or (3) they do not want to go any further, the other party must stop completely. Continued pressure after that point can be coercive. A person is not required to physically or otherwise resist an aggressor.

B. Reporting Protocol Definitions

1. The Parties

These terms are used throughout this document and are defined as follows:

a) Complainant

Complainant(s) are individuals who are eligible to file a formal complaint or to report a violation of this policy. Complainants also include any person who is reported to have experienced a violation of this policy in cases where a third party has made a report. Terms that may be commonly used to describe a complainant: survivor, victim, target, or reporting party.

b) Respondent

Respondent(s) are individuals who have been alleged to have violated this policy. Terms that may be commonly used to describe a respondent: accused, alleged, perpetrator, or responding party.

c) Witness

A Witness is an individual who may have additional information about a report or formal complaint of gender-based misconduct. Witnesses may include, but are not limited to: eye-witnesses, friends, police, University students and staff who responded to an incident or received an initial report.

d) Advisor

Complainants and respondents have the right to be accompanied to any meeting or proceeding by an advisor of their choice. Advisors may include an attorney or advocate. Advisors are not permitted to participate or interject during any meeting or proceeding.

e) Campus Security Authority

The Clery Act requires the University to designate University staff members who have significant responsibility for student or campus activities as Campus Security Authorities. At The University of Akron, Campus Security Authorities include: the Dean of Students and Deputy Title IX Coordinator for Students; most managerial staff in The Division of Student Affairs; Residence Life and Housing staff, including resident assistants; advisors to registered student organizations; the Director and Associate Directors of Athletics and athletic coaches.

2. Report

A Report refers to notice provided to the University that gender-based misconduct has or may have occurred. Reports may be submitted by a complainant, respondent, responsible employee, a campus security authority (CSA), or by a third party.

3. Formal Complaint

A formal complaint refers to a request for an investigation by The University of Akron to determine if a University Policy has been violated or a criminal act has occurred. The University of Akron Police Department (or local police agency), The Department of Student Conduct and Community Standards, or The Office of Equal Employment Opportunity and Affirmative Action investigate formal complaints. Formal complaints may be initiated by a complainant, The University of Akron Title IX Coordinator, or their designee.

4. Timely Warning – Safety Advisory

If a report of a sexual misconduct or intimate partner violence indicates there is an immediate threat to the health or safety of persons on campus or that an on-going serious or continuing threat to the campus community exists, a Timely Warning Safety Advisory (“Timely Warning”)

will be issued to the campus community. The purpose of a Timely Warning is to enable persons to protect themselves, heighten safety awareness, and seek information that will lead to an arrest and conviction of the perpetrator. Timely Warnings will not include the complainant's name or other personally identifying information.

Information regarding Timely Warnings and sexual misconduct and intimate partner violence are included in the Emergency Notification and Response section later in this report.

C. Title IX Coordinator(s) – Who they are and what they do

Ms. Jolene Lane serves as Chief Diversity Officer, Vice President for Inclusion and Equity and Title IX Coordinator. As Title IX Coordinator she is responsible for overseeing the University's Title IX process and coordinates the University's efforts and responsibilities to ensure compliance with Title IX.

1. Deputy Title IX Coordinators

The Title IX Coordinator is assisted by Deputy Title IX Coordinators:

a) Deputy Title IX Coordinator for Students

Mr. Michael Strong serves as the Dean of Students and Deputy Title IX Coordinator for Students. Mr. Strong serves as the intake coordinator for all reports of gender-based misconduct involving students on the main campus. Mr. Strong meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based misconduct. Mr. Strong also refers formal complaints to the Office of Student Conduct and Community Standards. Mr. Strong can be reached at the Student Union, 152, The University of Akron, Akron, OH 44325-4612, (330) 972-6048 or mstrong@uakron.edu.

b) Deputy Title IX Coordinator for Employees

Ms. Tami Hannon serves as the intake coordinator for all reports of gender-based discrimination involving employees and third-parties. Ms. Hannon meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based discrimination. Ms. Hannon processes complaints through the Equal Employment Opportunity and Affirmative Action Office. Ms. Hannon can be reached at The Administrative Services Building, The University of Akron, Akron, OH, 44325-4733, (330) 972-7300 or tlz2@uakron.edu.

c) Deputy Title IX Coordinator for Regional Campuses, including Wayne College

Mr. Gordon Holly serves as Assistant Dean of Student Success and Deputy Title IX Coordinator for Wayne College. Mr. Holly meets with both complainants and respondents from the regional campuses, including Wayne College. Mr. Holly may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based misconduct. Mr. Holly also refers formal complaints to the Office of Student Conduct and Community Standards. Mr. Holly can be reached at Boyer HPE Bldg E242, The University of Akron Wayne College, Orrville, OH 44667-9758, (330) 972-8740 or gholly@uakron.edu.

d) Deputy Title IX Coordinator for Athletics

Mrs. Mary Lu Gribschaw serves as the Senior Associate Athletics Director and Deputy Title IX Coordinator for Athletics. Mrs. Gribschaw coordinates support for student athlete complainants and respondents. Mrs. Gribschaw also coordinates response to reports and formal complaints within the Department of Athletics. Mrs. Gribschaw can be reached at James A. Rhodes Arena 183, The University of Akron, OH 44325-5201 (330) 972-7080 or marylu@uakron.edu.

e) Title IX Investigators

When a formal complaint is initiated in which the respondent is a University of Akron student, The Department of Student Conduct and Community Standards staff serve as the investigator(s) of the formal complaint. The Department of Student Conduct and Community Standards is in Simmons Hall 302, (330) 972-6380.

When a formal complaint is initiated in which the respondent is a University of Akron faculty member, staff member, or guest of the University, The Office of Equal Opportunity Employment and Affirmative Action staff serve as the investigator(s) of the formal complaint. The Office of Equal Opportunity Employment and Affirmative is in the Administrative Services Building, 185 E. Mill Street, (330) 972-7300.

Criminal complaints occurring at The University are investigated by The University of Akron Police Department. The University of Akron Police Department may also assist and liaison with local police agencies when a crime is investigated in a nearby community. The University of Akron Police Department is located at 146 Hill St. Akron, OH 44325-0402, (330) 972-2911.

2. Additional University Staff

All members of the University community share a responsibility for ensuring violations of this policy are reported.

a) Responsible Employees

Pursuant to Title IX, all employees of the University of Akron are considered “responsible employees.” Therefore, should a responsible employee become aware of an instance of gender-based misconduct, or if they observe such conduct, they are required to report the conduct to one of the University’s Deputy Title IX Coordinators. This duty to report applies to all University of Akron administrators, supervisors, managers, faculty and staff. Specific student employees, considered responsible employees, are identified below in sections (2) and (3). To ensure the safety of the community, responsible employees are required to report when they know gender-based misconduct has occurred or when they believe misconduct may have occurred – even if they are not certain. Responsible employees are not required to investigate, ask for additional information, question or compel a complainant, respondent or witness for more information than initially provided.

Exemption

Responsible employees are not required to report information disclosed at public awareness events (e.g., “Take Back the Night,” “candlelight vigils,” “survivor speak-outs,” or other public forums or discussions in which students or employees do not intend

to make a report of gender-based misconduct). Information about the University reporting protocols for gender-based misconduct, community resources and support should be provided at such public awareness events. In the classroom, instructors should remind students that faculty are required to report gender-based misconduct.

(1) **Confidential Employees (Not Required to Report)**

Only those employees with a legal privilege of confidentiality under Ohio law (including doctors and licensed counselors acting in their capacity as counselors) are not required to report when the information is obtained during a confidential communication. Those offices with staff who are exempt from reporting include:

- The University of Akron Counseling & Testing Center - Simmons Hall
- The University of Akron Wayne College - Counseling and Accessibility Services
- The University of Akron Health Services - Student Recreation and Wellness Center
- The University of Akron Clinic for Individual and Family Counseling – Chima Family Center
- The University of Akron Department of Psychology Counseling Clinic – Buchtel College of Arts and Sciences

(2) **Graduate Students who are Responsible Employees (Required to Report)**

Some graduate assistants may also be required to report instances of gender-based misconduct, or retaliation. Those required to report are as follows:

- Teaching Assistants
- Graduate Assistants in administrative units

Most graduate students are not required to report.

(3) **Undergraduate Students who are Responsible Employees (Required to Report)**

Some undergraduate students are required to report by their specific student employment to report instances of sexual misconduct, intimate partner violence, sexual harassment, or retaliation. Those undergraduate students required to report are as follows:

- Resident Assistants
- Student employees in the Department of Student Recreation and Wellness Services
- Student employees in the Department of Student Life including, but not limited to, student employees of: The SOuRCe, Zips Program Network, Student Union Game Room, Marketing, Campus Programs, Serve Akron, Lead Akron, and the Student Union Information Desk
- Office of Multicultural Development Peer Mentors
- Choose Ohio First Peer Mentors

b) Campus Security Authorities

Campus Security Authorities are required to provide information regarding any report of a Title IX offense to UAPD to be included in the University's Annual Report of Crime

Statistics and, if appropriate, for issuing a safety advisory (timely warning) or other emergency notification. A victim's name and other personally identifying information is not included in any safety alert or emergency notification.

D. Statement of Shared Interests and Rights

In a University investigation, participants have legal and other rights, including the right to due process. A presumption of responsibility will not be made as the result of any report or formal complaint.

All University of Akron students including complainants and respondents are provided:

- Access and encouragement to seek guidance from a member of the University community or the Deputy Title IX Coordinator for Students.
- Access to counseling and/or support services through the University's Counseling and Testing Center.
- The right to choose not to speak or choose not to respond to The University. Choosing not to respond does not absolve a student of responsibility for their actions.

All complainants and respondents are provided the following:

- The right to be notified of formal complaints made in which they are a complainant or a respondent.
- The right to be accompanied by an advisor of their choice to any related meeting or proceeding. The role of the advisor is only to be present to advise. Advisors will not be permitted to interject during the meeting or proceeding.
- The right to know the name of the reporter (and complainant if different from the reporter) and information regarding the nature of the allegation(s).
- The right to participate in an investigation which they are a complainant or a respondent.
- The opportunity to provide a written statement, to submit relevant information/evidence, and to identify relevant witnesses.
- The right to timely access to information being considered in the investigation process.
- The right to reasonable accommodations during meetings and or proceedings.

II. Prohibited Behaviors – Gender-Based Misconduct (Policy Violations)

Any person, regardless of gender, can be a target of these behaviors.

A. Sexual Misconduct

The following behaviors are considered sexual misconduct and are criminal actions:

1. Sexual Assault

Sexual assault is any sexual act directed against another person, without their consent, including instances where the person is incapable of giving consent. Examples include:

a) Rape

Any non-consensual sexual intercourse, defined as any sexual penetration however slight, with any body part or object by any person upon any person without consent.

b) Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is

incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

c) Statutory Rape

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

d) Incest

Non-forcible sexual intercourse between persons who are related to each other within the degrees where marriage is prohibited by law.

2. Sexual Exploitation

Sexual exploitation is taking non-consensual, unjust or abusive sexual advantage of another. Examples include non-consensual video or audio recording of sexual activity, going beyond the boundaries of consent (such as knowingly allowing another to secretly watch otherwise consensual sexual activity) and engaging in non-consensual voyeurism.

3. Indecent Exposure

Indecent exposure is the exposure of the private or intimate parts of the body in a lewd manner in public or in private when the respondent(s) may be readily observed.

B. Intimate Partner Violence/Interpersonal Violence

The following behaviors are considered intimate partner violence or interpersonal violence and are prohibited:

1. Dating Violence

Dating Violence is an act of violence committed by a person who is or has been in a social relationship of an intimate or romantic nature with the victim. Examples include threatened physical violence, intimidation or force that causes a reasonable person to fear harm to self or others.

The existence of such a relationship shall be determined based on consideration of the following factors:

- Length of the relationship.
- Type of relationship.
- Frequency of interaction between the persons involved in the relationship.

2. Domestic Violence

Domestic Violence is an act of violence committed by a current or former spouse or intimate partner of the victim or a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner or person similarly situated, or by a parent with whom the victim shares a child in common.

3. Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. Stalking includes repeatedly following, harassing, threatening, or intimidating another by telephone, mail, electronic communication, social media, or any other action, device or method that purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death.

Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

4. Battery

Battery is intentionally, or negligently, causing physical contact or bodily harm to another person. When this action is taken because of a person's sex or gender the crime is also prohibited by this policy.

C. Sexual Harassment

Sexual Harassment is unwelcome sex or gender based verbal or physical conduct that unreasonably interferes with a student's work or educational experience or creates an intimidating, hostile or offensive working, educational or residential environment. Sexual harassment includes sex or gender-based conduct that is sufficiently severe or pervasive such that it unreasonably interferes with, denies, or limits a student's ability to participate in or benefit from the University's educational programs and activities. The more severe the conduct, the less need there is to show a repetitive series of incidents to demonstrate a hostile environment. In fact, a single severe incident may be sufficient to create a hostile environment. Sexual Harassment exists when:

1. Quid Pro Quo

There are unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct and submission to such conduct is made explicitly or implicitly a term or condition of a student's employment or academic status.

The submission or rejection of such conduct is used as the basis for employment or academic decisions.

2. Hostile Environment

There is verbal or physical sexual conduct that is sufficiently severe or persistent that it unreasonably interferes with a student's work performance or creates an intimidating, hostile or offensive work, educational or campus residential environment.

D. Gender-Based Discrimination

Gender-based discrimination is treating someone unfavorably because of that person's sex or gender. An example of gender-based discrimination is when a person is treated unfavorably in class, at work, or in housing due to social behavior such as the nonconformance of gender roles.

E. Retaliation

Retaliation, including vengeful harassment, against any individual who reports, makes a formal complaint, pursues legal action, participates in an investigation or is a witness in any investigation of gender-based misconduct is strictly prohibited. Retaliation is prohibited by Title IX. Like sexual misconduct, intimate partner violence, interpersonal violence and sexual harassment, and gender-based discrimination, retaliation is a violation of this policy.

1. Procedures to Address Retaliation

The same procedures outlined in this policy to address all forms of gender-based misconduct will be used to address retaliation.

Those who engage in retaliation will face University disciplinary action up to and including suspension or dismissal. Formal complaints of retaliation should be reported to the Deputy Title IX Coordinator for Students. At the Akron Campus reports are submitted to Mr. Strong, Deputy Title IX Coordinator for Students, and those that occur at any of the regional campus locations, including those at the Wayne Campus, are submitted to Mr. Gordon Holly, Deputy Title IX Coordinator for Wayne College.

III. Reporting Options

A. Personally Reporting

1. Reporting to Deputy Title IX Coordinator

Reporting to a Deputy Title IX Coordinator provides the complainant access to additional support, interim measures, and opportunities for investigations not available through confidential reporting and anonymous reporting options.

Reports may be submitted to a Deputy Title IX Coordinator from:

- responsible employees who are required to report;
- police who are reporting criminal conduct;
- bystanders and third parties who are concerned for the welfare of students; and,
- students who are sharing first-hand (witness) accounts of violations.

The University may be able to provide appropriate supportive measures no matter how long ago the alleged incident(s) occurred.

If the complainant is incapacitated for any reason and unable to report, a report should be made on their behalf.

a) Limited Amnesty

While the University does not condone underage drinking, drug use, or violation of other University rules/policies, it considers reporting sexual misconduct and intimate partner violence to be of paramount importance. To encourage such reporting and adjudication of sexual misconduct and intimate partner violence, The University of Akron extends limited amnesty to complainants, respondents, witnesses. The University will generally not seek to hold the student responsible for a violation of the law (e.g., underage drinking) or Code of Student Conduct during the period immediately surrounding the sexual misconduct or intimate partner violence.

2. Confidential Reporting Options

A complainant or respondent may speak confidentially to individuals in legally protected roles, including the following:

- The Rape Crisis Center of Medina and Summit Counties, Student Recreation and Wellness Center, 246, (330) 972-6328.
- The University of Akron Counseling & Testing Center, Simmons Hall, 306, (330) 972-7082.
- The University of Akron, Wayne College, Counseling and Accessibility Services, Wayne College and Boyer HPE Building, B112, Wayne College, Orrville OH (330) 972-8767.

- The University of Akron Health Services, Student Recreation and Wellness Center, 260, (330) 972-7808.
- OneEighty, Wayne and Holmes counties, (330) 264-8498
- Off-campus with clergy, counselors, physicians, and Sexual Assault Nurse Examiners (SANE).

A confidential report will not result in a report to law enforcement or a University investigation. It will not be reported to the Title IX Coordinator, a Deputy Coordinator, or to The University of Akron Equal Employment Opportunity/Affirmative Action Office. A confidential report will not be included in the annual Campus Security Report.

3. Anonymous Reporting

Anonymous reports will be accepted by The University of Akron.

Options for Anonymous reporting are available at <http://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot>. The University's options for investigating or resolving anonymous reports may be limited because of the unique challenges presented, including the following:

- The University is not able to provide support or services to a complainant that has not been identified.
- The University is not able to hold a student or employee responsible for an alleged violation of this policy because a respondent has a right to know the name of the reporter (or complainant if different from the reporter) as well as information regarding the nature of the formal complaint.

The University encourages all complainants to consider reporting to a Title IX Coordinator or choosing a Confidential Reporting Option.

B. Reporting Requirements of Responsible Employees

Responsible employees have a duty to report gender-based misconduct. In addition, Ohio law requires those not in a legally protected role with knowledge of a felony to report it to law enforcement. All responsible employees also have an obligation to notify The University of Akron Police Department of a felony. For sexual misconduct, intimate partner violence, or interpersonal violence that may also constitute a criminal offense that occurred on The University of Akron campus, contact the University Police directly at (330) 972-2911 to file a police report. The University of Akron Police officers are trained to respond quickly, with sensitivity and compassion.

Students at the Wayne College Campus should report to the Wayne College Campus Police at (330) 684-8910.

C. Third Party Reports

Students, active bystanders, family, or other concerned individuals are not required, but are able to report gender-based misconduct. Reports from third parties will result in the Deputy Title IX Coordinator for Students contacting the complainant as with all other such reports.

D. How to Submit a Report

All concerns about sexual misconduct, intimate partner violence, sexual harassment, or retaliation should be reported to:

- Deputy Title IX Coordinator for Students – Michael Strong mstrong@uakron.edu (330) 972-6048.
- Deputy Title IX Coordinator for Employees – Tami Hannon tlz2@uakron.edu (330) 972-7300
- Deputy Title IX Coordinator for Wayne College – Gordon Holly gholly@uakron.edu (330) 972-8740 (if the alleged conduct is related to a regional campus, including Wayne College).
- Title IX Coordinator – Jolene Lane jolenealane@uakron.edu (330) 972-7522.

Another easy and effective way to report Title IX violation is through The University of Akron’s online reporting system at: www.uakron.edu/title-ix/online. All online reports are transmitted electronically to the Title IX Coordinator and Deputy Title IX Coordinators

A student who experienced gender-based misconduct (sexual misconduct, intimate partner violence, interpersonal violence, sexual harassment, or gender-based discrimination) should retain all communications from the respondent, including email, voicemail, text-messages, and social media communication.

For emergency situations, please contact The University of Akron Police Department by calling (330) 972-2911.

E. When Police Receive a Report

Responsible employees are required to report criminal behavior; however, complainants are not required to speak with police. The University of Akron will comply with a student’s request for assistance in notifying the University of Akron Police. A report to The University of Akron Police or other law enforcement agency does not require the complainant to pursue a University investigation (formal complaint).

When the University of Akron Police Department receives a report of sexual misconduct or intimate personal violence, they will investigate the criminal behavior. The University of Akron Police will verify that a Title IX referral has been submitted and evaluate the available information to determine if a timely warning safety notification will be made.

When the University of Akron Police receive a report from a Deputy Title IX Coordinator on behalf of a complainant who does not wish to speak to the Police, the Police, when possible, defer to the request from a complainant for privacy.

Please note that a delay in reporting to police could weaken or result in a loss of evidence used to determine whether an individual is responsible for a criminal offense. In the State of Ohio individuals may have up to 20 years to file a sexual assault report with the police.

1. When a Student is arrested for A Crime of Violence

A student arrested for certain criminal offenses, including rape, sexual battery, gross sexual imposition and domestic violence, may be subject to a “1219” proceeding. “1219” refers to the section of Ohio law which provides for the suspension and dismissal of students arrested and convicted of crimes of violence that occur on or affecting University persons or property. The initiation of a “1219” proceeding against a student does not prohibit the University from investigating and taking University disciplinary action against the same student under the Code of Student Conduct for the same conduct that gave rise to the “1219” proceeding. Additional information about “1219” procedures appears at:

<http://www.uakron.edu/studentconduct/1219.dot>.

IV. When a report is received

If the investigation finds sufficient information exists to believe that gender-based misconduct has occurred, the University will take immediate and appropriate steps to stop the misconduct, prevent any further violations, remedy the effects of the misconduct and prevent retaliation. Such steps may include increasing security in a designated space, no-contact directives, and/or required education/training of the respondent or department or campus training.

A. Outreach and Support from Deputy Title IX Coordinator for Students

Upon receipt of a report, the Deputy Title IX Coordinator for Students will reach out to the complainant and request to meet to discuss support and to ensure the complainant is aware of and understands all available options.

The Deputy Title IX Coordinator for Students provides the complainant with written notification of this policy and information about support services available to complainants.

No police report, formal complaint or investigation need occur before this support is available. A complainant can access these services at any time, even if the student initially declined the service.

When a complainant meets with the Deputy Title IX Coordinator, or designee, they will discuss the report submitted, safety planning and any possible timely warning safety notifications. The complainants will also be offered personalized support through interim measures and will discuss possible formal complaints (investigations) related to the report. Complainants have the right not to meet with the Deputy Title IX Coordinator, or designee, but are encouraged to do so.

Support or referral is available to respondents upon request.

To initiate support or report prohibited behaviors on the Akron campus, contact Mr. Michael Strong, who serves as the Deputy Title IX Coordinator for Students. Mr. Strong is available during regular business hours and serves as the intake coordinator for all reports of gender-based misconduct involving students. Mr. Strong can be reached at the Student Union, 152, The University of Akron, OH 44325-4612, (330) 972-6048 or mstrong@uakron.edu.

To initiate support or report prohibited behaviors at a regional campus, including the Wayne College Campus, contact Mr. Gordon Holly who serves as the Deputy Title IX Coordinator for Wayne College. Mr. Holly is available during regular business hours and meets with students to discuss interim measures of support. Mr. Holly can be reached at Wayne College, Boyer HPE Building, E242, (330) 972-8740 or gholly@uakron.edu.

1. Discuss - Safety Planning

The Deputy Title IX Coordinator will assist the student with possible interim measures of support/protective measures such as:

- immediately attending to any medical needs. The Deputy Title IX Coordinator for Students can assist in arranging an advocate to accompany the student to the hospital, if requested by the student;
- contacting a support person, such as a friend or parent, if desired;
- obtaining a University, no contact directive or assist in referring the student for a court-issued restraining order or other lawful order of protection;
- a temporary safe space within the University residence halls;

- a new residence hall assignment so that the complainant and respondent do not share the same residence hall;
- changing class assignments so that the complainant and respondent do not share the same classes;
- changing of work locations or working conditions;
- transportation/parking options; and,
- discussing support such as safe escorts available through the University of Akron Police Department.

2. Timely Warning Safety Advisory

If a report of a sexual misconduct or intimate partner violence indicates there is an immediate threat to the health or safety of persons on campus or that an on-going serious or continuing threat to the campus community exists, a timely warning will be issued to the campus community. When possible, complainants will be advised if the Deputy Title IX Coordinator anticipates a timely warning may be issued.

3. Privacy Protections

Even if a complainant does not specifically request their information remain confidential, The University of Akron will seek to protect their privacy, to the extent possible. The Deputy Title IX Coordinator for Students will discuss with complainants what information is confidential and what information is not. This discussion includes the privacy protections related to crime logs, annual security reports, timely warnings, police reports, evidence gathered during investigations and interim measures.

It is also possible that reports of gender-based misconduct are incomplete and submitted without all possible detail. The Deputy Title IX Coordinator will discuss with the complainant what information has been reported before providing an opportunity to disclose additional information.

4. Personalize Support

The Deputy Title IX Coordinator will assist the student with interim measures of support which may include, but are not limited to:

- Information about medical and psychological resources available;
- assistance in receiving academic support services including tutoring;
- requesting assistance from faculty in successfully completing academic coursework;
- filing an academic or financial appeal if his or her academic performance is adversely impacted;
- reporting criminal conduct to appropriate authorities;
- offering alternative housing arrangements.

Interim measures may also take the form of a personalized or expedited referral to campus resources. Students are encouraged to seek support from such resources.

a) Counseling

Counselors at a variety of agencies both on and off campus can help a person decide what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling, and reporting to authorities. The University of Akron has rape crisis center advocates on campus. Information, support and advice are available for anyone who

wishes to discuss issues related to sexual misconduct, intimate partner violence or sexual harassment; whether a report of gender-based misconduct has been submitted or if the person is seeking information on behalf of a complainant, witness or respondent.

(1) **On Campus Counseling Resources**

Professional staff members who are legally obligated to maintain confidentiality work at these offices. Meeting with one of these staff members will not initiate the reporting process.

- The Rape Crisis Center of Medina and Summit Counties, Student Recreation and Wellness Center, 246, (330) 972-6328.
- The University of Akron Counseling & Testing Center, Simmons Hall, 306, (330) 972-7082.
- The University of Akron, Wayne College, Counseling and Accessibility Services, Wayne College and Boyer HPE Building, B112, Wayne College, Orville OH (330) 972-8767.

(2) **Off Campus Counseling Resources**

Crisis intervention and assistance in reporting is available to victims/survivors 24 hours a day by calling:

- The Rape Crisis Center of Medina and Summit County at 877-906-7272.
- The National Sexual Assault Telephone hotline 800-656-HOPE (4673). This hotline, operated by RAINN, connects a caller with a local RAINN affiliate organization based on the first six digits of the caller's phone number.
- Ohio Sexual Violence Helpline at 1-844-OHIO-HELP (1-844-644-6435). This helpline is a confidential, statewide hotline dedicated to serving survivors of sexual assault and relationship violence.

b) Medical Treatment

A complainant targeted with sexual misconduct or intimate partner violence is urged to seek appropriate medical evaluation immediately after the incident.

For life-threatening conditions, call (330) 972-2911, or go to the nearest hospital emergency department.

The University Health Services also offers services through the Well Women's Clinic.

c) Medical – Legal Evidence Collection

A person who has experienced a violation is encouraged to request collection of medical/legal evidence. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution and/or a civil action against the respondent. Collection of evidence may involve interaction with police and a police report. It is the decision of the complainant whether to speak with the police or not, even if the police are notified about the alleged violation.

A free and confidential exam can be administered at most hospitals. The sooner the sexual assault is reported, the more likely important evidence will still be present. "Date rape" drugs may still be present in the complainant's system and should be tested for if

the complainant believes they may have been drugged. To help preserve evidence that may assist in proving a formal complaint or obtaining a protection order, the complainant is encouraged to put any soiled clothes in a paper (not plastic) bag, and to refrain from the following:

- Bathing or douching
- Washing hands or face
- Urinating
- Drinking any liquids
- Smoking, eating, or brushing teeth (including mouthwash and flossing)

If an individual is uncertain about whether they want to report what has occurred, they can still have evidence collected. In cases of sexual assault, the police may be called to the hospital. The complainant can then decide whether to speak with the police at that time to report what has happened.

d) Legal Assistance

For legal assistance you may contact Community Legal Aid Services in Akron at (330) 535-4191 or the Akron Bar Association at (330) 253-5007. Legal services may include, but are not limited to, restraining orders, child support, custody, divorce, visitation restrictions, visa adjustments, and division of debts and property. There may be fees associated with some or all of these legal services.

e) Financial Assistance

A student may be financially impacted by gender-based misconduct. Financial services may be available, and a Deputy Title IX Coordinator can assist with an application, through the following resources:

- Ohio Attorney General's Victims Compensation is available for "innocent victims of a violent crime." Individuals can obtain additional information and/or apply online through the Attorney General's website at:
<http://www.ohioattorneygeneral.gov/VictimsCompensation.aspx>
- The University of Akron Student Emergency Financial Assistance program
<http://www.uakron.edu/referral/emergency-financial-assistance>.

For information regarding The University of Akron's financial aid, please visit the financial aid website at: <http://www.uakron.edu/finaid/>.

f) Advocacy

The Deputy Title IX Coordinator will assist the complainant in contacting the Rape Crisis Center of Medina and Summit County, or other local agency, if they request assistance with a personal advocate.

5. Formal Complaints and Discipline

The University of Akron recommends that all incidents of gender-based misconduct be investigated to the extent possible. A Deputy Title IX Coordinator will review available options for investigations with the complainant.

A Deputy Title IX Coordinator will assist the complainant in determining:

- If the respondent is a University of Akron student, faculty member, or staff member;
- What, if any, University of Akron policies may have been violated;
- Which University investigation model (Equal Employment Opportunity/Affirmative Action or Student Conduct and Community Standards) is applicable;
- If criminal behavior is alleged, which police agency has jurisdiction;
- Reporting options to another college or university, if applicable.

A Deputy Title IX Coordinator will encourage, but not force, the complainant to consider participating in an investigation.

a) Options for Investigation

Complainants are provided information about possible criminal investigations as well as possible University investigations.

A criminal charge and a University investigation may be pursued at the same time, but they are two separate and distinct processes.

If a complainant requests an investigation, a Deputy Title IX Coordinator for Students will assist the student by submitting a formal complaint to the appropriate University department or police agency.

b) When a Complainant Requests That an Incident Not Be Investigated

The University has an obligation to promptly take steps to investigate or otherwise determine what occurred and then to take appropriate steps to resolve formal complaints, to the extent feasible, when it knows or reasonably should know about possible gender-based misconduct, from any source, regardless of whether a complainant declines to participate in the process or a respondent withdraws from the University.

Reporters (or the complainant if different from the reporter) may request that a report not be investigated or that their identity remain confidential. In such cases, a Deputy Title IX Coordinator, in consultation with the Title IX Coordinator, will evaluate the request for confidentiality in the context of the University's commitment to provide a safe and non-discriminatory campus environment.

If the request for confidentiality or that a report not be investigated is granted, the University will not conduct a formal investigation.

However, under some circumstances, a Deputy Title IX Coordinator, in consultation with the Title IX Coordinator, may determine that, despite the request for confidentiality or that the report not be investigated, the University has an obligation to formally investigate a report, such as when there is a significant risk to the campus community. In this case the complainant will be informed of the decision to conduct a formal investigation.

(1) Evaluating Requests Not to Investigate

To evaluate a request for confidentiality or not to investigate a report, a Deputy Title IX Coordinator, in consultation with the University's Title IX Coordinator, may take appropriate steps to conduct a preliminary review into the alleged violation and weigh the request against the following factors:

- Seriousness of the alleged violation (including whether the violation involved the use of a weapon, other illegal activity, illegal drug or intoxicant, multiple respondents, etc.).
- Whether there have been other formal complaints or reports made regarding the respondent (e.g., a history of arrests, a record of misconduct at The University of Akron or other institutions).
- Respondent's right to access the formal complaint or report including the complainant's identity.
- Applicability of any laws requiring disclosure.
- Availability of other information to verify the formal complaint.
- Whether the circumstances suggest there is an increased risk of the respondent(s) committing additional Title IX violations (e.g., a pattern of behavior).
- Whether the respondent has threatened the complainant or others.
- Safety of the reporter and/or complainant.
- Safety of the campus community.

If the reporter (or complainant if different from the reporter) insists that their privacy be protected and that their name or other identifiable information not be disclosed to the respondent, a Deputy Title IX Coordinator will advise the reporter and/or complainant of the University's limited ability to respond to the report.

- (2) Requests for Confidentiality Limit the Ability of the University to Investigate
A respondent has a right to know the name of the reporter (or complainant if different from the reporter) as well as information included in the formal complaint; thus, the University may not be able to both investigate a report and maintain the confidentiality of the reporter (or complainant if different from the reporter).

The University may take other steps to limit (stop and prevent) the effects of the reported gender-based misconduct. The University will respond to formal complaints, reports, or information about incidents of gender-based misconduct to stop prohibited discrimination, eliminate any hostile environment, take steps to prevent the recurrence of the discrimination, and address any effects on campus or in the context of any University programs and activities regardless of location.

c) Types of Investigations

- (1) University Investigations

A Deputy Title IX Coordinator for Students will inform the complainant of their right to request an investigation through the Department of Student Conduct and Community Standards. If the respondent is someone other than a student (e.g., a University employee, vendor, contractor or subcontractor), the Deputy Coordinator for Students will inform the complainant of the right to have an investigation through The University of Akron Equal Employment Opportunity/Affirmative Action Office. If the respondent is a student at another

college or university, the Deputy Coordinator will assist the complainant in reporting the alleged conduct to the respondent's school.

The University of Akron will preserve the complainant's (and respondent's) privacy to the extent possible and permitted by law.

(a) *Student Conduct Investigation*

When the complainant(s) and the respondent(s) in a formal complaint are University of Akron students the Department of Student Conduct and Community Standards staff serve as the investigator(s) of the formal complaint. The Department of Student Conduct and Community Standards is in Simmons Hall 302 and can be reached at (330) 972-6380.

(b) *Equal Employment Opportunity and Affirmative Action Investigation*

When the respondent in a formal complaint is a University of Akron faculty member, staff member, or guest of the University, the Office of Equal Opportunity Employment and Affirmative Action staff serve as the investigator(s) of the formal complaint. The Office of Equal Opportunity Employment and Affirmative is in the Administrative Services Building Room 138 and can be reached at (330) 972-7300.

(2) Police Investigations

The University of Akron informs students who have been the victim/survivor of sexual misconduct, intimate partner violence, or interpersonal violence of their ability to pursue criminal charges against the person or persons they believe to have committed the crime.

A Deputy Title IX Coordinator will assist the student in filing a formal complaint with The University of Akron Police if on-campus or assist in referring the student to another appropriate police department, if off-campus.

If a police report has already been filed, a Deputy Title IX Coordinator may assist the student in learning about the status of an investigation.

(3) Legal Options

Formal complaints may also be filed with the United States Department of Education, Office for Civil Rights. Additional information can be found at: <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

B. Available Interim Measures of Support, Protection, and Remedy

Interim measures are issued to protect complainants and respondents from harm and to remedy the effects of gender-based misconduct. Interim measures may also be issued to protect the larger campus community from harm. Interim measures will be issued by a Deputy Title IX Coordinator after an evaluation to ensure the complainant and respondent are treated fairly and have equitable access to support through these measures.

Students may, upon request, obtain interim support services from a Deputy Title IX Coordinator for Students, such as changing academic, residential, working, and transportation circumstances. The University will make such accommodations or provide such reasonable protective measures if they are

reasonably available. A Deputy Title IX Coordinator for Students will exercise discretion and sensitivity about sharing the identity of the complainant when arranging for interim support services.

The Deputy Title IX Coordinator for Students will maintain as confidential any support services or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the University to provide the support services or protective measures. There may be times when the University must disclose some information about the complainant to University faculty or staff to provide accommodations or protective measures. This information will be limited only to what and who is needed to complete the accommodation/protective measure(s). A Deputy Title IX Coordinator for Students will determine what information will be disclosed and to whom based upon the request.

1. No Contact Directives and Orders of Protection

The Deputy Title IX Coordinator for Students, the Rape Crisis Center of Medina and Summit County, as well as The University of Akron Police Department may assist the student in obtaining a “no contact” directive, an order of protection, or a restraining order.

a) University of Akron - No Contact Directive

A University of Akron “No Contact Directive” can be requested following a report of sexual misconduct, intimate partner violence or sexual harassment. The directive may also be requested upon the initiation of or at any point during an investigation of a formal complaint. This request can be made to a Deputy Title IX Coordinator for Students.

No contact directives can be requested by complainants or respondents.

Any violation of a No Contact Directive should be reported immediately to a Deputy Title IX Coordinator for Students. A violation of a “No Contact Directive” may result in Code of Student Conduct charges or additional charges if a formal complaint has already been made.

b) Criminal – Temporary Protection Order

Upon request, a Deputy Title IX Coordinator, The University of Akron Police, or a Rape Crisis advocate may assist complainants in requesting protection or restraining orders.

An individual who believes they have been the victim of a crime can request a court-issued order from the jurisdiction in which the crime took place and/or the accused individual is located.

Temporary Criminal Protection orders can be requested through the appropriate police departments and/or criminal court. These orders can be issued during an active criminal case against an alleged offender for a specific duration.

For additional information or to request a criminal protection order contact:

- The University of Akron Police Department, (330) 972-2911.
- Criminal Courts: Summit County Court of Common Pleas; Akron Municipal Court.

After a court order is issued, the protected party should provide a copy of the court order to a Deputy Title IX Coordinator for Students. The University of Akron will comply with a lawful order of protection upon receipt of the order.

Any violation of a court-issued order should be promptly reported to the police.

c) Civil Protection Order

Upon request, a Deputy Title IX Coordinator, The University of Akron Police, or a Rape Crisis advocate may assist complainants in requesting protection or restraining orders.

An individual who has experienced or believes they are at risk of experiencing violence, threats, or abuse may apply for a civil protection order. Protection orders may be issued following reports of: domestic violence and stalking or sexually-oriented offense. Civil protection orders can be obtained through local courts, depending upon the location of the incident/accused individual.

After a court order is issued, the protected party should provide a copy of the court order to a Deputy Title IX Coordinator for Students. The University of Akron will comply with a lawful order of protection upon receipt of the order.

Any violation of a court-issued order should be promptly reported to the police.

V. Police Investigations

A respondent who commits a crime may be subject to criminal prosecution and/or civil litigation as well as disciplinary action by The University of Akron. A police report must be made for criminal prosecution to be considered by the local prosecuting attorney. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical and/or legal evidence.

A. Concurrent Investigations

In certain circumstances the University may need to briefly suspend the investigation of a formal complaint at the request of law enforcement while the law enforcement agency is in the process of gathering evidence. The University will maintain regular contact with law enforcement to determine when it will begin/resume its investigation, usually after the law enforcement agency has completed the evidence-gathering process, or sooner if the University determines that the evidence-gathering process will be lengthy or delayed. The University will not wait until the ultimate outcome of the criminal investigation to begin or complete its own investigation of a formal complaint.

B. If a Complainant Stops Speaking with Police

The University of Akron Police Department will not close an investigation due to non-cooperation of a complainant without first providing time to respond that is adequate and reasonable under the circumstance. Nor will University police personnel prohibit the complainant or others from discussing a formal complaint. Support services and resources are available regardless of criminal charges, participation in a University investigation, or University disciplinary action.

VI. Code of Student Conduct

A. Review and investigation

Title IX formal complaints involving complainant(s) and respondent(s) that are University of Akron students will be investigated by the Department of Student Conduct and Community Standards (SCCS).

The University will not mediate sexual misconduct, interpersonal violence or intimate partner violence formal complaints.

The purpose of the investigation is to ascertain whether sufficient information exists to support the formal complaint and specifically to determine if the respondent has violated the Code of Student Conduct or other University Rules; and if so, to determine what responses need to occur.

The investigation is conducted in good faith to provide a prompt, adequate, reliable, equitable, and impartial investigation of the formal complaint.

The University reserves the right to pursue disciplinary action if the University believes there is sufficient information to proceed without the participation of the reported complainant.

Prior to the resolution of a Title IX formal complaint, and to ensure compliance, the Title IX Coordinator will review any proposed resolution (finding and sanctions, if any).

Even absent a finding of responsibility for a Title IX violation, the University may still institute remedial actions deemed necessary to remedy any effects, including but not limited to, education/training.

B. Notice and Due Process

The complainant and respondent have the right to be accompanied by an advisor of their choice, including an attorney or advocate, to any related meeting or proceeding. The role of the advisor is only to be present to advise; they will not be permitted to interject during the meeting. If the advisor is determined to be unreasonably interfering with the investigation, they may be asked to leave.

The complainant and respondent will have equitable and timely access to information being considered in the investigation process.

The complainant and respondent are entitled to the same opportunity to file a written statement, to submit relevant information/evidence, and to identify relevant witnesses.

The investigator will contact the parties and witnesses to establish interview times and locations, as necessary.

Confidential medical/counseling records and information regarding a student's sexual history with others will not be provided to the other party without written consent.

The investigator will prepare a written report of the findings of the investigation. The complainant and the respondent will both be provided with a copy of the final investigative report. Both parties will be given timely and equal access to information that will be used during any subsequent disciplinary meetings and/or hearings.

If the investigator determines that sufficient information exists to support the formal complaint and the respondent admits responsibility for violating university rules, the investigating officer shall issue a sanction or sanctions.

If the investigator finds there is not sufficient information to believe that a violation of the Code of Student Conduct occurred, no disciplinary action may be initiated. The failure of an investigator to find sufficient information for a violation of the Code of Student Conduct is not the same as filing a false report.

C. Disciplinary Hearings

If the investigator determines that sufficient information exists to support a violation of the Code of Student Conduct, and the respondent does not admit responsibility, the case shall be referred to a

university hearing board for resolution. The detailed procedures for the university hearing board appear in the Code of Student Conduct at: <http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

The University will accommodate concerns for personal safety, well-being, and/or concerns regarding confrontation among the complainant(s), the respondent(s) and other witnesses by providing separate facilities, by using audio and or video-conference technology.

The complainant and the respondent will be informed in writing of the outcome of the hearing and their right to appeal.

D. Disciplinary Sanctions

Student sanctions vary depending on the severity of the violation and are commensurate with the violation(s) found to have occurred. In cases where sexual misconduct is found to have occurred, the University will determine appropriate, enforceable sanctions and other measures reasonably calculated to stop the harassment and prevent its recurrence. More than one sanction may be imposed for any single violation. Individual circumstances, attitude, and prior conduct history are some of the factors that are considered when determining the sanction(s). Pursuant to Code of Student Conduct 3359-41-01(F)(c), sanctions include:

- Deactivation - a student organization's loss of all privileges, including university recognition, for a specified period of time.
- Educational sanctions - other appropriate sanctions may be imposed, including but not limited to workshops, work assignments, essays, service to the university, residence hall actions up to and including cancellation of contract, or other related discretionary sanctions.
- Fine - monetary charge assigned for a violation in accordance with the schedule approved by the board of trustees:
 - Administrative Fee - Fact Finding \$50.00
 - Administrative Fee - Hearing Board \$75.00
 - Alcohol Violation Fine - 1st Offense \$50.00
 - Alcohol Violation Fine – 2nd Offense \$100.00
 - Alcohol Violation Fine – 3rd Offense \$150.00
 - Drug Violation Fine – 1st Offense \$100.00
 - Drug Violation Fine - 2nd Offense \$150.00
 - Drug Violation Fine - 3rd Offense \$250.00
 - Theft Fine \$150.00
 - Weapons Fine \$150.00
 - Restitution Fine (as determined or provided)
- All non-monetary sanctions
 - Formal Warning
 - Disciplinary Probation
 - Suspension
 - Dismissal
 - Return to Readiness Form
 - Failure of Course
 - Failure of Assignment
 - Removal from Course
 - Anger Management
 - Mental Health Assessment -University Counseling Center

- Mental Health Assessment-Not University Counseling Center
- E-Chug Survey
- Discussing Our Choices Workshop
- Drug and Alcohol Assessment with treatment recommendations
- Mental Health Assessment with treatment recommendations
- Peer Mentoring Services
- Community Service
- Residence Hall Dismissal
- Residence Hall Suspension
- Educational Papers
- Loss of Access – Recreation Center
- Loss of Access – Residential Facilities
- Loss of Privilege – Laptop Che out from Library
- Loss of Privilege – Laptop Check out from Student Union
- Formal reprimand - a notice in writing to the student that the student is violating or has violated university regulations and that future violations will result in further charges and sanctions.
- Loss of privileges - denial of specified privileges for a designated period of time.
- Probation - probation is imposed for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any university regulation(s) during the probationary period. Students shall not be considered to be in good standing with the university until the probationary period has ended. Probation may affect a student's ability to participate in athletics, serve in a leadership capacity in a student organization or act as a representative of the University of Akron.
- Revocation of an academic degree.
- Revocation of admission (for violations that occur prior to the student's first-class attendance.)
- Restitution - compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- University suspension - separation of the student from the University for a specified period of time, after which the student is eligible to return. Conditions for readmission may be required.
- University dismissal - permanent separation of the student from the University.

E. **Appeal Process**

Both the complainant and respondent have the right to appeal and the procedures following an appeal are defined in the Code of Student Conduct. Both parties will be given the opportunity to participate equally in the appeal process. The grounds for appeal are to determine whether there was a misapplication or misinterpretation of the rule alleged to have been violated; to determine whether the hearing was conducted in violation of procedural requirements set forth in the Code of Student Conduct, and whether these violation(s) could have affected the outcome of the hearing; to determine whether (based solely upon a review of the original hearing record) there was a reasonable basis for the hearing board's or conduct administrator's conclusion that a violation of the Code of Student Conduct had been proven by the applicable standard of the evidence; to determine whether the sanctions imposed were grossly disproportionate to the violations of the Code of Student Conduct for which the appellant(s) was found responsible; or to consider new evidence unavailable to the appellant(s) at the time of the hearing, which is sufficient to alter a decision. Notice of the outcome of the appeal will be provided to the complainant and respondent.

F. Interim Measures

During any stage of the investigation, if the investigator reasonably suspects that a student's continued presence on campus disrupts the good order and discipline of the university or poses a threat to the student's own physical or emotional safety or to that of others, the investigator will notify the University of Akron Police Department, a Deputy Title IX Coordinator for Students, the Title IX Coordinator and the President. If the President, or designee, determines that such a threat exists, this individual may suspend the student immediately, pending the hearing. This interim suspension does not replace the regular conduct process.

Interim suspensions may prohibit the student from all or part of University property and activities or permit the student to remain only under specified conditions (e.g., no-contact directives). See the Code of Student for the detailed procedures regarding interim suspensions:

<http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

VII. Equal Employment Opportunity and Affirmative Action

A. University of Akron

Title IX formal complaints involving respondents who are non-students will be investigated by the Equal Employment Opportunity and Affirmative Action Office (EEO/AA).

A formal complaint involves an investigation, when appropriate, and will conclude with a written finding providing whether, by a preponderance of the evidence, there has been a violation of The University of Akron's Sexual Harassment and/or Affirmative Action Policy. A formal complaint can be made with the Office of EEO/AA. The investigation is conducted in good faith to provide a prompt, adequate, reliable, equitable, and impartial investigation of the formal complaint. The Office of EEO/AA also investigates allegations of retaliation, as defined by this Policy.

Note: In some instances, the parties may agree to an informal resolution. The main purpose of an informal resolution is to stop the offending behavior. Some examples of an informal resolution may include, but are not limited to, educational counseling with the respondent, or disciplinary action against the responsible employee. An informal approach does not result in finding a policy violation. An individual may choose to advance to the formal process at any time. Incidents of sexual assault will not be subject to an informal resolution.

Prior to the resolution of a formal Title IX complaint, and to ensure compliance, the Title IX Coordinator, or relevant Deputy Title IX Coordinator, will review any proposed resolution (finding and sanctions, if any). The failure of an investigator to find sufficient information for cause is not the same as filing a false allegation.

Even absent a finding of responsibility for a Title IX violation, the University may still institute remedial actions deemed necessary to remedy any effects, including but not limited to, education/training.

Corrective Action steps as listed in the general staff University Rule:

3359-26-02 General staff personnel policies and procedures.

E (2) Disciplinary action is normally progressive in nature; that is, repetitions of causes for disciplinary action or a combination of offenses should lead to application of more serious disciplinary sanctions. Some actions, because of their seriousness, represent a threat to the safety and well-being of the individual, other employees, or students or to university operations, (i.e. use of illegal substances, absence in excess of three days without notification, etc.) and may warrant bypassing one or all steps of the disciplinary procedures. The following

defines and outlines the suggested sequence of the various disciplinary actions.

- (a) A verbal warning is an oral discussion between a supervisor and an employee who fails to meet performance standards or exhibits unsatisfactory behavior. Verbal warnings are generally issued for minor offenses and should be considered by the employee as a clear indication that a repetition of the offense may call for more serious disciplinary action. When a verbal warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.
 - (b) A written warning is more serious than a verbal warning and may become a permanent part of the employee's official record. A written warning is issued if the required corrective behavior from a previous verbal warning(s) is not exhibited within the specified time limits, or if the offense is of a serious nature. A copy of the written warning is given to the employee and the original is forwarded to personnel services to be placed in the employee's official file. When a written warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.
 - (c) Continued unsatisfactory performance or the commission of a serious offense may serve as the basis for more severe disciplinary actions beyond a verbal or written warning. A suspension without pay can vary from one day to several weeks or months. A suspension is designed to give an employee some time to think over the seriousness of the offense and it is hoped that the employee will make a commitment to better behavior or performance in the future.
 - (d) A reduction in pay and or position may be on a permanent or temporary basis. Demotions are for situations in which an employee has been promoted and cannot handle the job or is no longer able to perform the regular duties in a competent manner. A removal is the most serious penalty that can be imposed and should be used with care in the event that a previous progressive discipline has not achieved the corrective behavior or when a serious offense has been committed.
- (3) A staff member may be disciplined, suspended, discharged, or reduced in pay or position for the following types of unsatisfactory conduct: incompetence, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, failure of good behavior, or any acts of misfeasance, malfeasance, or nonfeasance.

VIII. Related Considerations

The University is dedicated to preventing Title IX violations by providing:

- Education and prevention programming informing the community about the risks and myths that contribute to gender-based misconduct, including bystander intervention training.
- Assistance and support, including interim support measures and accommodations.
- Processes for prompt, equitable, and impartial investigation and adjudication that include appropriate disciplinary sanctions for those who commit Title IX violations, including suspension and dismissal.

A. When a Minor is involved

When a report is received involving a student who has not yet reached the age of eighteen:

- the Deputy Title IX Coordinator completes a safety assessment to provide an environment free of harm and to identify the student's legal guardian;
- the student is advised of the University staff member's responsibility to report child abuse as outlined in the [Ohio Revised Code section 2151.421](#);
- A Deputy Title IX Coordinator works directly with the guardian in reviewing the University of Akron Sexual protocols, on and off campus resources available to the student, and seeking the permission to investigate the report;
- the student and guardian are advised of the University of Akron Student Records and Privacy Practices available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/privacy->

[practices-and-policies/ferpa.dot](#) and specifically that the student's records and decisions transition to the student when they turn eighteen;

- the student and guardian are advised that the Rape Crisis Center for Medina and Summit Counties provides confidential and anonymous support for clients, including those who are not eighteen.

B. University Records

1. Records Retention

Title IX records are subject to the University of Akron records retention policy available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot>

2. FERPA

The Family Educational Rights and Privacy Act (FERPA) protects students' educational records, including Title IX reports and investigatory records. FERPA prohibits the University from releasing these records to persons outside the institution without the student's consent except in response to a lawful subpoena or as otherwise required by law. However, if the student is found responsible for violating the Code of Student Conduct, including those sections relating to sexual misconduct or intimate partner violence, the University may release the following information:

- Name of the student found responsible (but not the identity of the complainant);
- The applicable section of the Code of Student Conduct found to have been violated;
- Sanctions imposed because of the disciplinary proceedings.

3. Protecting Directory Information

An individual's directory information can be protected and/or limited by modifying it online or through the assistance of a Deputy Title IX Coordinator for Students.

C. Jurisdiction

This protocol applies to on-campus conduct, as well as off-campus conduct, academic, educational, co-curricular, athletic, study abroad, and all other University programs and activities. This protocol applies to all forms of gender-based misconduct, including pregnancy or marital status-based discrimination. It applies to all Title IX athletics issues and to different treatment based on sex.

Students are enrolled from the date they matriculate until the date their degree is conferred.

D. Standard of Review

The standard of review used to determine responsibility is a "preponderance" standard. This determination is based on the greater weight of the information/evidence and does not require a standard beyond a reasonable doubt.

E. Timeline

The University of Akron is committed to addressing all formal complaints of Title IX violations in a prompt and equitable manner.

1. University Investigation

Reports of gender-based misconduct can be reported to a Deputy Title IX Coordinator at any time following an incident. There is no requirement that a report be submitted immediately following an incident. The extent to which a formal complaint of gender-based misconduct can

be investigated may decrease when involved individuals leave The University of Akron or if evidence becomes unavailable.

The length of a University investigation and disciplinary action will vary depending on the facts and circumstances following receipt of the report. Some of the factors influencing this timeline include the complexity of the investigation and the severity and extent of the alleged violation.

The timeline may also be affected by the availability of witnesses, holidays, winter recess or spring break periods and summer or winter terms, and the parties' requests for continuances. Reasonable requests for extensions of time will not be denied and will be available equally to each party. Other factors may also affect the typical timeline.

2. Police Investigation

In the State of Ohio individuals may have over 20 years to file a sexual assault report with the police.

F. Code of Student Conduct

The policies, procedures, and sanctions outlined in the Code of Student Conduct apply to all violations of the Code of Student Conduct. The Code of Student Conduct can be found at:

<http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

Additional information about the Code of Student Conduct or its implementation is available in the Department of Student Conduct and Community Standards, Simmons Hall 302 or online at www.uakron.edu/studentconduct.

G. Affirmative Action

The University of Akron is an equal education and employment institution operating under nondiscrimination provisions of Title 41, Ohio Revised Code; Titles VI, VII of the Civil Rights Act of 1964, as amended; and Title IX of the Educational Amendments of 1972, as amended; Executive Order 11246, as amended; Vocational Rehabilitation Act section 504; Vietnam Era Veterans' Readjustment Act, as amended; Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; and Americans with Disabilities Act, as amended as related to admissions, treatment of students, programs and activities, and employment practices.

It is the policy of this institution that there shall be no unlawful discrimination against any individual in employment or in its programs or activities at the University of Akron because of race, color, religion, sex, sexual orientation, gender identity, age, national or ethnic origin, disability, military status, genetic information, or status as a veteran. The University of Akron prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination based on sexual and racial or ethnic orientation in employment and admissions. This policy applies to faculty, staff, students, visitors, applicants, and contractors in a manner consistent with applicable laws, regulations, ordinances, orders, and University policies, procedures and processes.

The University of Akron is committed to be an equal opportunity employer. As a federal government contractor, we are required to provide equal employment opportunities to qualified minorities, women, individuals with disabilities and protected veterans. The University's Affirmative Action Plan acts as an audit tool to help identify areas of underutilization for these groups. If it is determined that the University's workforce does not adequately reflect the available labor market in a group, a placement goal is set to promote movement towards adequate representation.

The Affirmative Action policy can be found at www.uakron.edu/ogc/UniversityRules/pdf/38-01.pdf.

Additional information about the Affirmative Action Policy or its implementation is available in the Office of Equal Employment Opportunity and Affirmative Action, Administrative Services Building Room 138 or online at www.uakron.edu/hr/eeoaa.

H. False Reports

It is a violation of this protocol to knowingly make a false report of a Title IX violation. However, failure to prove a claim is not equivalent to making a false report. It is also a violation of this protocol for a student or other person to knowingly make a false statement as part of the investigation or disciplinary hearing.

I. Training of Title IX Staff and Investigators of Misconduct

The investigation is conducted by professionals who receive annual training on issues related to Title IX violations and on conducting an investigation that protects the safety of students and promotes accountability.

University hearing board members who are involved in conducting and deciding formal complaints involving gender-based misconduct including, sexual misconduct, intimate partner violence, interpersonal violence, sexual harassment and gender-based discrimination receive annual training.

J. Annual Review of Reporting Protocols and Procedures

The Title IX Coordinator is responsible for this protocol. It is reviewed annually and posted as required by law as part of the Annual Campus Safety Report.

The University of Akron's Protocol is designed to comply with applicable state and federal laws. The University of Akron reserves the right to modify or deviate from this Protocol when, in the sole judgment of the University, circumstances warrant, to protect the rights of the involved parties or to comply with applicable law or regulations.

K. Immigration or International Student Visa Information

There are certain legal protections available to immigrants or international students. The U-visa and the T-visa are currently among those options. The U-visa provides temporary legal status and work eligibility for complainants of specific crimes (including domestic violence, sexual assault, human trafficking, involuntary servitude, and other violations). The T-visa provides complainants of human trafficking and immediate family members with temporary legal status and work eligibility. Additional information is available through the U.S. Department of Homeland Security U.S. Citizenship and Immigration Services at: www.uscis.gov. For further information with this or other immigrant status questions, please contact Community Legal Aid Services in Akron at (330) 535-4191.

IX. Law

A. Title IX

The Education Amendments of 1972, or Title IX, provides:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Title IX applies to institutions that receive federal financial assistance from the Department of Education, including state and local educational agencies.

Additional information about Title IX is available at <https://www2.ed.gov/about/offices/list/ocr/index.html>.

B. First Amendment

This Protocol is not intended to and will not be enforced to infringe upon First Amendment rights, including the right to academic freedom.

C. Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (“Clery Act”), requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses and to notify the campus community of certain safety concerns. The Clery Act requires colleges and universities to:

- Publish and distribute an annual campus security report;
- Maintain a public log of all reported crimes;
- Issue timely warnings (“Safety Advisory”) of crimes that represent a threat to the safety of students or employees; and
- Keep statistics of crime that occur on campus, in institutional residential facilities, in non-campus buildings or on public property adjacent to campus.

D. Violence Against Women Act

The Violence Against Women Reauthorization Act of 2013 (“VAWA”) amended the Clery Act. VAWA requires institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures and programs pertaining to these incidents in their annual security reports.

Additional Information about VAWA is available at www.justice.gov/ovw.

E. Ohio Law

1. Ohio Criminal Offenses

The following definitions of criminal behavior in the State of Ohio are considered violations of Title IX. These definitions describe many of the same crimes outlined in the prohibited behaviors section of this policy.

a) Sex Offenses

There is currently no definition of “Sexual Assault” in the Ohio Revised Code.

(1) Ohio Revised Code 2907.02 – Rape

(A)(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:

- For the purpose of preventing resistance, the offender substantially impairs the other person’s judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.

- The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.
- The other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age.
- No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.

(2) Ohio Revised Code 2907.03 – Sexual Battery

(A) No person shall engage in sexual conduct with another, not the spouse of the offender, when any of the following apply:

- The offender knowingly coerces the other person to submit by any means that would prevent resistance by a person of ordinary resolution.
- The offender knows that the other person's ability to appraise the nature of or control the other person's own conduct is substantially impaired.
- The offender knows that the other person submits because the other person is unaware that the act is being committed.
- The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person's spouse.
- The offender is the other person's natural or adoptive parent, or a stepparent, or guardian, custodian, or person in loco parentis of the other person.
- The other person is in custody of law or a patient in a hospital or other institution, and the offender has supervisory or disciplinary authority over the other person.
- The offender is a teacher, administrator, coach, or other person in authority employed by or serving in a school for which the state board of education prescribes minimum standards pursuant to division (D) of section 3301.07 of the Revised Code, the other person is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school.
- The other person is a minor, the offender is a teacher, administrator, coach, or other person in authority employed by or serving in an institution of higher education, and the other person is enrolled in or attends that institution.
- The other person is a minor, and the offender is the other person's athletic or other type of coach, is the other person's instructor, is the leader of a scouting troop of which the other person is a member or is a person with temporary or occasional disciplinary control over the other person.
- The offender is a mental health professional, the other person is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes.

- The other person is confined in a detention facility, and the offender is an employee of that detention facility.
 - The other person is a minor, the offender is a cleric, and the other person is a member of, or attends, the church or congregation served by the cleric.
 - The other person is a minor, the offender is a peace officer, and the offender is more than two years older than the other person.
- (3) Ohio Revised Code 2907.04 – Unlawful Sexual Conduct with a Minor
 (A) No person who is eighteen years of age or older shall engage in sexual conduct with another, who is not the spouse of the offender, when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.
- (4) Ohio Revised Code 2907.05 – Gross Sexual Imposition
 (A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:
- The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force.
 - For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
 - The offender knows that the judgment or control of the other person or of one of the other persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person's consent for the purpose of any kind of medical or dental examination, treatment, or surgery.
 - The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person.
 - The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age.
- (B) No person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.

(5) **Ohio Revised Code 2907.06 – Sexual Imposition**

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender knows that the sexual contact is offensive to the other person, or one of the other persons, or is reckless in that regard.
- The offender knows that the other person's, or one of the other person's, ability to appraise the nature of or control the offender's or touching person's conduct is substantially impaired.
- The offender knows that the other person, or one of the other persons, submits because of being unaware of the sexual contact.
- The other person, or one of the other persons, is thirteen years of age or older but less than sixteen years of age, whether or not the offender knows the age of such person, and the offender is at least eighteen years of age and four or more years older than such other person.
- The offender is a mental health professional, the other person or one of the other persons is a mental health client or patient of the offender, and the offender induces the other person who is the client or patient to submit by falsely representing to the other person who is the client or patient that the sexual contact is necessary for mental health treatment purposes.

b) Domestic Violence

(1) **Ohio Revised Code 2919.25 – Domestic Violence**

(A) No person shall knowingly cause or attempt to cause physical harm to a family or household member.

(B) No person shall recklessly cause serious physical harm to a family or household member.

(C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.

c) Dating Violence

There is currently no definition of "Dating Violence" in the Ohio Revised Code.

(1) **Ohio Revised Code 2903.11 – Felonious Assault**

(A) No person shall knowingly do either of the following:

- Cause serious physical harm to another or to another's unborn;
- Cause or attempt to cause physical harm to another or to another's unborn by means of a deadly weapon or dangerous ordnance.

(B) No person, with knowledge that the person has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome, shall knowingly do any of the following:

- Engage in sexual conduct with another person without disclosing that knowledge to the other person prior to engaging in the sexual conduct;
- Engage in sexual conduct with a person whom the offender knows or has reasonable cause to believe lacks the mental capacity to appreciate the significance of the knowledge that the offender has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome;
- Engage in sexual conduct with a person under eighteen years of age who is not the spouse of the offender.

d) Stalking

(1) Ohio Revised Code 2903.211 – Menacing by Stalking

(A)(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or a family or household member of the other person or cause mental distress to the other person or a family or household member of the other person. In addition to any other basis for the other person's belief that the offender will cause physical harm to the other person or the other person's family or household member or mental distress to the other person or the other person's family or household member, the other person's belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any form of written communication or any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, r-computer system, or telecommunication device shall post a message or use any intentionally written or verbal graphic gesture with purpose to do either of the following:

- Violate division (A)(1) of this section:
- Urge or incite another to commit a violation of division (A)(1) of this section.
- No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

e) Additional

The following is a list of additional specific offenses under Ohio law that may fall under the broader categories identified above. This list is not exhaustive and, depending upon the circumstances of the crime and the individuals involved, other offenses could fall into these categories:

- Ohio Revised Code 2903.12 – Aggravated Assault
- Ohio Revised Code 2903.13 – Assault
- Ohio Revised Code 2903.14 – Negligent Assault
- Ohio Revised Code 2905.01 – Kidnapping
- Ohio Revised Code 2905.02 – Abduction
- Ohio Revised Code 2905.03 – Unlawful Restraint
- Ohio Revised Code 2917.11 – Disorderly Conduct

- Ohio Revised Code 2903.21 – Aggravated Menacing
- Ohio Revised Code 2903.22 – Menacing
- Ohio Revised Code 2917.21 – Telecommunications Harassment

Ohio Revised Code 2151.421 describes the responsibility to report child abuse or neglect which may become apparent when working with students under the age of eighteen.

X. Education and Prevention

By providing resources for prevention, education, support, investigation, and a fair disciplinary process, The University of Akron seeks to eliminate all Title IX violations.

A. Sexual Assault and Violence Education (SAVE) Team Initiatives

The SAVE team, Office of Student Success, in collaboration with the Title IX Coordinator, creates, supports, and evaluates educational and support programs aimed at the eradication of Title IX violations involving the University of Akron. To support these programs, the Deputy Coordinator for Students at Akron's main campus coordinates campus-wide Title IX violation education, awareness, and prevention programs.

Through this commitment, the Office of Student Success educates students on the following:

- Title IX Protocol and the University's commitment to enforce it.
- Code of Student Conduct, including the applicable Title IX Code violations.
- The definitions of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of VAWA and the Clery Act.
- Steps to minimize individual risk of sexual assault, sexual misconduct, domestic violence, dating violence and stalking, including crime reduction tips, safety tips, and healthy relationship education.
- Process and responsibility for reporting Title IX violations.
- How to recognize and obtain consent for sexual activity.
- Resources for students who have been victim/survivors of Title IX violations as well as for those students accused of Title IX violations.
- How to be a knowledgeable and supportive peer presence, including bystander intervention education training.
- On-going wellness promotion programs that address issues including but not limited to sexual health and wellness, healthy relationships, violence prevention, and drug and alcohol education.
- Comprehensive, ongoing, universal campus-wide campaign committed to creating an environment that promotes responsibility, dignity, and respect.

Additional information about these University educational opportunities is available at:

- www.uakron.edu/sexual-respect
- www.uakron.edu/save-team

B. Campus Orientation Programs

The University of Akron requires all incoming students to complete an online education program entitled *Think About It*, through the education technology company Everfi. Additionally, new incoming students are invited to attend and participate in *New Roo Weekend*, where they can access prevention and awareness programming, even if not required to take it. Incoming students are also encouraged to

take the *Akron Experience Course* which features Title IX education and prevention training embedded in its content.

The University of Akron Police foster a safe and non-discriminatory campus environment by doing the following:

- Providing safety and security patrols as part of regular University police/regional campus security responsibilities.
- Including Title IX Protocol information on its website and directly to victim/survivors who elect to file a police report.
- Provide survivor centered investigatory techniques.
- Accurately maintain and report statistics of Title IX violations as required by the Clery Act.
- Provide sufficient emergency phones and cameras throughout campus.

C. Office of Violence Against Women (OVW) Grant

The Justice Department's Office of Violence Against Women (OVW) awarded The University of Akron a grant to reduce sexual violence, domestic violence, dating violence and stalking on campus. The grant will be available for three years during which funds will support a Coordinated Community Response Team. The team has four grant mandated goals on which to focus: 1.) implementation of universal prevention strategies, including training for faculty and staff, 2.) training for campus law enforcement, other first responders, and student conduct hearing board members, 3.) building upon a coordinated community response to violation, including Akron Police Department, Rape Crisis Center, and other internal and external partners, and 4.) mandatory bystander and prevention education for all new students.

University of Akron Gender-Based Misconduct Protocol for Employees

This Protocol describes how The University of Akron responds to reports of gender-based misconduct involving employees. It also:

- Provides guidance for employees who have been discriminated against;
- Outlines The University of Akron disciplinary response to formal complaints of discrimination;
- Identifies who can help and where to turn to for support.

When gender-based misconduct occurs, the University will take appropriate steps to end the discrimination/harassment, prevent its recurrence and remedy the discriminatory effect on the complainant and others, as appropriate.

I. Policy and Procedural Definitions

A. Consent, Incapacitation and Coercion

1. Consent

Consent is when a person agrees or gives permission to another person to engage in certain sexual acts.

- Consent is a knowing and voluntary verbal or non-verbal agreement between all parties to participate in each and every sexual act.
- Consent to one sexual act does not imply consent to other or all sexual acts.
- Conduct will be considered "non-consensual" if no clear consent, verbal or non-verbal, is given. The absence of "no" does not mean "yes."

- A person has the right to change one's mind at any time during the act. In other words, consent can be withdrawn at any point, as long as the person clearly informs the other party of the withdrawal.
- Taking drugs or consuming alcohol does not relieve the obligation to obtain consent.

2. Effective Consent

Effective consent can be given by words or actions so long as the words or actions create a mutual understanding between all parties regarding the conditions of the sexual activity. A helpful tool is to ask yourself: "Do all of us understand and agree regarding the who, what, when, where, why, and how this sexual activity will take place?"

3. Consent in Relationships

Current or past sexual relationships or current or past dating relationships are not sufficient grounds to constitute consent.

- Regardless of past experiences with other partners or a current partner, consent must be obtained.
- Consent can never be assumed, even in the context of a relationship. A person has the right to say "no" and has the right to change their mind at any time for whatever reason.

4. Incapacitation – Cannot Give Consent (No Matter What They Might Say)

Incapacitation can occur in several ways. For example, when a person is severely intoxicated due to use of alcohol or drugs. They may be unconscious or severely impaired.

A helpful tool is to ask yourself: "Do all of us understand and agree regarding the who, what, when, where, why, and how this sexual activity will take place?"

A person may also be incapacitated if that person is physically or mentally disabled.

5. Coercion

The use of force, threat of force, deception or when a person is beaten, threatened, isolated, or intimidated.

When a person affirmatively demonstrates that (1) they do not want to have sex, (2) they want to stop any sort of the sexual acts, or (3) they do not want to go any further, the other party must stop completely. Continued pressure after that point can be coercive. A person is not required to physically or otherwise resist an aggressor.

B. Reporting Protocol Definitions

1. The Parties

These terms are used throughout this document and are defined as follows:

a) Complainant

Complainant(s) are individuals who are eligible to file a formal complaint or to report a violation of this policy. Complainants also include any person who is reported to have experienced a violation of this policy in cases where a third party has made a report. Terms that may be commonly used to describe a complainant: survivor, victim, target, or reporting party.

b) Respondent

Respondent(s) are individuals who have been alleged to have violated this policy. Terms that may be commonly used to describe a respondent: accused, alleged, perpetrator, or responding party.

c) Witness

A Witness is an individual who may have additional information about a report or formal complaint of gender-based misconduct. Witnesses may include, but are not limited to: eye-witnesses, friends, police, University students and staff who responded to an incident or received an initial report.

d) Advisor

Complainants and respondents have the right to be accompanied to any meeting or proceeding by an advisor of their choice. Advisors may include an attorney or advocate. Advisors are not permitted to participate or interject during any meeting or proceeding.

e) Campus Security Authority

The Clery Act requires the University to designate University staff members who have significant responsibility for student or campus activities as Campus Security Authorities. At The University of Akron, Campus Security Authorities include: the Dean of Students and Deputy Title IX Coordinator for Students; most managerial staff in The Division of Student Affairs; Residence Life and Housing staff, including resident assistants; advisors to registered student organizations; the Director and Associate Directors of Athletics and athletic coaches.

2. Report

A Report refers to notice provided to the University that gender-based misconduct has or may have occurred. Reports may be submitted by a complainant, respondent, responsible employee, a campus security authority (CSA), or by a third party.

3. Formal Complaint

A formal complaint refers to a request for an investigation by The University of Akron to determine if a University Policy has been violated or a criminal act has occurred. The University of Akron Police Department (or local police agency), The Department of Student Conduct and Community Standards, or The Office of Equal Employment Opportunity and Affirmative Action investigate formal complaints. Formal complaints may be initiated by a complainant, The University of Akron Title IX Coordinator, or their designee.

4. Timely Warning – Safety Advisory

If a report of a sexual misconduct or intimate partner violence indicates there is an immediate threat to the health or safety of persons on campus or that an on-going serious or continuing threat to the campus community exists, a Timely Warning Safety Advisory (“Timely Warning”) will be issued to the campus community. The purpose of a Timely Warning is to enable persons to protect themselves, heighten safety awareness, and seek information that will lead to an arrest and conviction of the perpetrator. Timely Warnings will not include the complainant’s name or other personally identifying information.

Additional information regarding Timely Warnings and sexual misconduct and intimate partner violence can be found later in the Emergency Notification and Response section of this report. .

C. Title IX Coordinator(s) – Who they are and what they do

Ms. Jolene Lane serves as Chief Diversity Officer, Vice President for Inclusion and Equity and Title IX Coordinator. As Title IX Coordinator she is responsible for overseeing the University’s Title IX process and coordinates the University’s efforts and responsibilities to ensure compliance with Title IX.

1. Deputy Title IX Coordinators

The Title IX Coordinator is assisted by Deputy Title IX Coordinators:

a) Deputy Title IX Coordinator for Employees

Ms. Tami Hannon serves as the intake coordinator for all reports of gender-based discrimination involving employees and third-parties. Ms. Hannon meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based discrimination. Ms. Hannon processes complaints through the Equal Employment Opportunity and Affirmative Action Office. Ms. Hannon can be reached at The Administrative Services Building, The University of Akron, Akron, OH, 44325-4733, (330) 972-7300 or tlz2@uakron.edu.

b) Deputy Title IX Coordinator for Students

Mr. Michael Strong serves as the Dean of Students and Deputy Title IX Coordinator for Students. Mr. Strong serves as the intake coordinator for all reports of gender-based misconduct involving students on the main campus. Mr. Strong meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based misconduct. Mr. Strong also refers formal complaints to the Office of Student Conduct and Community Standards. Mr. Strong can be reached at the Student Union, 152, The University of Akron, OH 44325-4612, (330) 972-6048 or mstrong@uakron.edu.

c) Deputy Title IX Coordinator for Regional Campuses, including Wayne College

Mr. Gordon Holly serves as Assistant Dean of Student Success and Deputy Title IX Coordinator for Wayne College. Mr. Holly meets with both complainants and respondents from the regional campuses, including Wayne College. Mr. Holly may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based misconduct. Mr. Holly also refers formal complaints to the Office of Student Conduct and Community Standards. Mr. Holly can be reached at Wayne College, Boyer HPE Building, E242, (330) 972-8740 or gholly@uakron.edu.

d) Deputy Title IX Coordinator for Athletics

Mrs. Mary Lu Gribschaw serves as the Senior Associate Athletics Director and Deputy Title IX Coordinator for Athletics. Mrs. Gribschaw coordinates support for student athlete complainants and respondents. Mrs. Gribschaw also coordinates response to reports and formal complaints within the Department of Athletics. Mrs. Gribschaw can be reached at James A. Rhodes Arena 183, The University of Akron, OH 44325-5201 (330) 972-7080 or marylu@uakron.edu.

e) Title IX Investigators

When a formal complaint is initiated in which the respondent is a University of Akron student, The Department of Student Conduct and Community Standards staff serve as the investigator(s) of the formal complaint. The Department of Student Conduct and Community Standards is in Simmons Hall 302, (330) 972-6380.

When a formal complaint is initiated in which the respondent is a University of Akron faculty member, staff member, or guest of the University, The Office of Equal Employment Opportunity and Affirmative Action staff serve as the investigator(s) of the formal complaint. The Office of Equal Employment Opportunity and Affirmative Action is in the Administrative Services Building, 185 E. Mill Street, 330-972-7300.

Criminal complaints occurring at The University are investigated by The University of Akron Police Department. The University of Akron Police Department may also assist and liaison with local police agencies when a crime is investigated in a nearby community. The University of Akron Police Department is located at 146 Hill St. Akron, OH 44325-0402, (330) 972-2911.

2. Additional University Staff

All members of the University community share a responsibility for ensuring violations of this policy are reported.

a) Responsible Employees

Pursuant to Title IX, all employees of the University of Akron are considered “responsible employees.” Therefore, should a responsible employee become aware of an instance of gender-based misconduct, or if they observe such conduct, they are required to report the conduct to one of the University’s Deputy Title IX Coordinators. This duty to report applies to all University of Akron administrators, supervisors, managers, faculty and staff. Specific student employees, considered responsible employees, are identified below in sections (2) and (3). To ensure the safety of the community, responsible employees are required to report when they know gender-based misconduct has occurred or when they believe misconduct may have occurred – even if they are not certain. Responsible employees are not required to investigate, ask for additional information, question or compel a complainant, respondent or witness for more information than initially provided.

Exemption

Responsible employees are not required to report information disclosed at public awareness events (e.g., “Take Back the Night,” “candlelight vigils,” “survivor speak-outs,” or other public forums or discussions in which students or employees do not intend to make a report of gender-based misconduct.) Information about the University reporting protocols for gender-based misconduct, community resources and support should be provided at such public awareness events. In the classroom, instructors should remind students that faculty are required to report gender-based misconduct.

(1) Confidential Employees (Not Required to Report)

Only those employees with a legal privilege of confidentiality under Ohio law (including doctors and licensed counselors acting in their capacity as counselors) are not required to report when the information is obtained during a confidential communication. Those offices with staff who are exempt from reporting include:

- The University of Akron Counseling & Testing Center - Simmons Hall
- The University of Akron Wayne College - Counseling and Accessibility Services
- The University of Akron Health Services - Student Recreation and Wellness Center
- The University of Akron Clinic for Individual and Family Counseling – Chima Family Center
- The University of Akron Department of Psychology Counseling Clinic – Buchtel College of Arts and Sciences

(2) Graduate Students who are Responsible Employees (Required to Report)

Some graduate assistants may also be required to report instances of gender-based misconduct, or retaliation. Those required to report are as follows:

- Teaching Assistants
- Graduate Assistants in administrative units

Most graduate students are not required to report.

- (3) **Undergraduate Students who are Responsible Employees (Required to Report)**
Some undergraduate students are required to report by virtue of their specific student employment to report instances of sexual misconduct, intimate partner violence, sexual harassment, or retaliation. Those undergraduate students required to report are as follows:

- Resident Assistants
- Student employees in the Department of Student Recreation and Wellness Services
- Student employees in the Department of Student Life including, but not limited to, student employees of: the SOuRCe, Zips Program Network, Student Union Game Room, Marketing, Campus Programs, Serve Akron, Lead Akron, and the Student Union Information Desk
- Office of Multicultural Development Peer Mentors
- Choose Ohio First Peer Mentors

b) Campus Security Authorities

Campus Security Authorities are required to provide information regarding any report of a Title IX offense to UAPD to be included in the University's Annual Report of Crime Statistics and, if appropriate, for issuing a safety advisory (timely warning) or other emergency notification. A victim's name and other personally identifying information is not included in any safety alert or emergency notification.

II. Prohibited Behaviors – Gender-Based Misconduct (Policy Violations)

Any person, regardless of gender, can be a target of these behaviors.

A. Sexual Misconduct

The following behaviors are considered sexual misconduct and are criminal actions:

1. Sexual Assault

Sexual assault is any sexual act directed against another person, without their consent, including instances where the person is incapable of giving consent. Examples include:

a) Rape

Any non-consensual sexual intercourse, defined as any sexual penetration however slight, with any body part or object by any person upon any person without consent.

b) Fondling

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

c) Statutory Rape

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

d) Incest

Non-forcible sexual intercourse between persons who are related to each other within the degrees where marriage is prohibited by law.

2. Sexual Exploitation

Sexual exploitation is taking non-consensual, unjust or abusive sexual advantage of another. Examples include non-consensual video or audio recording of sexual activity, going beyond the boundaries of

consent (such as knowingly allowing another to secretly watch otherwise consensual sexual activity) and engaging in non-consensual voyeurism.

3. Indecent Exposure

Indecent exposure is the exposure of the private or intimate parts of the body in a lewd manner in public or in private when the respondent(s) may be readily observed.

B. Intimate Partner Violence/Interpersonal Violence

The following behaviors are considered intimate partner violence or interpersonal violence and are prohibited:

1. Dating Violence

Dating Violence is an act of violence committed by a person who is or has been in a social relationship of an intimate or romantic nature with the victim. Examples include threatened physical violence, intimidation or force that causes a reasonable person to fear harm to self or others.

The existence of such a relationship shall be determined based on consideration of the following factors:

- Length of the relationship.
- Type of relationship.
- Frequency of interaction between the persons involved in the relationship.

2. Domestic Violence

Domestic Violence is an act of violence committed by a current or former spouse or intimate partner of the victim or a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner or person similarly situated, or by a parent with whom the victim shares a child in common.

3. Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. Stalking includes repeatedly following, harassing, threatening, or intimidating another by telephone, mail, electronic communication, social media, or any other action, device or method that purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death.

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

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

4. Battery

Battery is intentionally, or negligently, causing physical contact or bodily harm to another person. When this action is taken because of a person's sex or gender the crime is also prohibited by this policy.

C. Sexual Harassment

Sexual Harassment is unwelcome sex or gender based verbal or physical conduct that unreasonably interferes with a student or employee's work or educational experience or creates an intimidating, hostile or offensive working, educational or residential environment. Sexual harassment includes sex or gender-based conduct that is sufficiently severe or pervasive such that it unreasonably interferes with, denies, or limits a student or employee's ability to participate in or benefit from the University's educational programs and activities. The more severe the conduct, the less need there is to show a repetitive series of incidents to demonstrate a hostile environment. In fact, a single severe incident may be sufficient to create a hostile environment. Sexual Harassment exists when:

1. Quid Pro Quo

There are unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct and submission to such conduct is made explicitly or implicitly a term or condition of a student or employee's employment or academic status.

The submission or rejection of such conduct is used as the basis for employment or academic decisions.

2. Hostile Environment

There is verbal or physical sexual conduct that is sufficiently severe or persistent that it unreasonably interferes with a student or employee's work performance or creates an intimidating, hostile or offensive work, educational or campus residential environment.

D. Gender-Based Discrimination

Gender-based discrimination is treating someone unfavorably because of that person's sex or gender. An example of gender-based discrimination is when a person is treated unfavorably in class, at work, or in housing due to social behavior such as the nonconformance of gender roles.

E. Retaliation

Retaliation, including vengeful harassment, against any individual who reports, makes a formal complaint, pursues legal action, participates in an investigation or is a witness in any investigation of gender-based misconduct is strictly prohibited. Retaliation is prohibited by Title IX. Like with sexual misconduct, intimate partner violence, interpersonal violence and sexual harassment, and gender-based discrimination, retaliation is a violation of this policy.

1. Procedures to Address Retaliation

The same procedures outlined in this policy to address all forms of gender-based misconduct will be used to address retaliation.

Those who engage in retaliation will face University disciplinary action up to and including suspension or termination. Formal complaints of retaliation should be reported to the Deputy Title IX Coordinator for Employees. At the Akron Campus reports are submitted to Mrs. Smith, Deputy Title IX Coordinator for Employees, and those that occur at any of the regional campus locations, including those at the Wayne Campus, are submitted to Mr. Gordon Holly, Deputy Title IX Coordinator for Wayne College.

III. Reporting Options

A. Personally Reporting

1. Reporting to Deputy Title IX Coordinator

Reporting to a Deputy Title IX Coordinator provides the complainant access to additional support, interim measures, and opportunities for investigations not available through confidential reporting and anonymous reporting options.

Reports may be submitted to a Deputy Title IX Coordinator from:

- responsible employees who are required to report;
- police who are reporting criminal conduct;
- bystanders and third parties who are concerned for the welfare of employees or students; and,
- employees who are sharing first-hand (witness) accounts of violations.

The University may be able to provide appropriate supportive measures no matter how long ago the alleged incident(s) occurred.

If the complainant is incapacitated for any reason and unable to report, a report should be made on their behalf.

2. Confidential Reporting Options

A complainant or respondent may speak confidentially to individuals in legally protected roles, including the following:

- The Rape Crisis Center of Medina and Summit Counties, Student Recreation and Wellness Center, 246, (330) 972-6328.
- The University of Akron's Employee Assistance Program Provider ("EAP"). Information about the EAP can be obtained from Mr. Michael Spayd at The Administrative Services Building, The University of Akron, Akron, OH, 44325-0602, (330) 972-6716 or mas49@uakron.edu.
- The University of Akron, Wayne College, Counseling and Accessibility Services, Wayne College and Boyer HPE Building, B112, Wayne College, Orrville OH (330) 972-8767.
- The University of Akron Health Services, Student Recreation and Wellness Center, 260, (330) 972-7808.
- Off-campus with clergy, counselors, physicians, and Sexual Assault Nurse Examiners (SANE).

A confidential report will not result in a report to law enforcement or a University investigation. It will not be reported to the Title IX Coordinator, a Deputy Coordinator, or to The University of Akron Equal Employment Opportunity/Affirmative Action Office. A confidential report will not be included in the annual Campus Security Report.

3. Anonymous Reporting

Anonymous reports will be accepted by The University of Akron.

Options for Anonymous reporting are available at <http://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot> and <https://secure.ethicspoint.com/domain/media/en/gui/61475/index.html>

The University's options for investigating or resolving anonymous reports may be limited because of the unique challenges presented, including the following:

- The University is not able to provide support or services to a complainant that has not been identified.
- The University may not be able to hold a student or employee responsible for an alleged violation of this policy because a respondent has a right to know the name of the reporter (or complainant if different from the reporter) as well as information regarding the nature of the formal complaint.

The University encourages all complainants to consider reporting to a Title IX Coordinator or choosing a Confidential Reporting Option.

B. Reporting Requirements of Responsible Employees

Responsible employees have a duty to report gender-based misconduct. In addition, Ohio law requires those not in a legally protected role with knowledge of a felony to report it to law enforcement. All responsible employees also have an obligation to notify The University of Akron Police Department of a felony. For sexual misconduct, intimate partner violence, or interpersonal violence that may also constitute a criminal offense that occurred on The University of Akron campus, contact the University Police directly at (330) 972-2911 to file a police report. The University of Akron Police officers are trained to respond quickly, with sensitivity and compassion.

Employees at the Wayne College Campus should report to the Wayne College Campus Police at (330) 684-8910.

C. Third Party Reports

Students, active bystanders, family, or other concerned individuals are not required, but are able to report gender-based misconduct. Reports from third parties will result in the Deputy Title IX Coordinator for Employees contacting the complainant as with all other such reports.

D. How to Submit a Report

All concerns about sexual misconduct, intimate partner violence, sexual harassment, or retaliation should be reported to:

- Deputy Title IX Coordinator for Employees – Tami Hannon tlz2@uakron.edu (330) 972-7300.
- Deputy Title IX Coordinator for Wayne College – Gordon Holly gholly@uakron.edu (330) 972-8740 (if the alleged conduct is related to a regional campus, including Wayne College).
- Deputy Title IX Coordinator for Students – Michael Strong mstrong@uakron.edu (330) 972-6048
- Title IX Coordinator – Jolene Lane jolenealane@uakron.edu (330) 972-7522.

Another easy and effective way to report Title IX violation is through The University of Akron's online reporting system at: www.uakron.edu/title-ix/online. All online reports are transmitted electronically to the Title IX Coordinator and Deputy Title IX Coordinators

An employee who experienced gender-based misconduct (sexual misconduct, intimate partner violence, interpersonal violence, sexual harassment, or gender-based discrimination) should retain all communications from the respondent, including email, voicemail, text-messages, and social media communication.

For emergency situations, please contact The University of Akron Police Department by calling (330) 972-2911.

E. When Police Receive a Report

Responsible employees are required to report criminal behavior; however, complainants are not required to speak with police. The University of Akron will comply with an employee's request for assistance in notifying the University of Akron Police. A report to The University of Akron Police or other law enforcement agency does not require the complainant to pursue a University investigation (formal complaint).

When the University of Akron Police Department receives a report of sexual misconduct or intimate personal violence, they will investigate the criminal behavior. The University of Akron Police will verify that a Title IX referral has been submitted and evaluate the available information to determine if a timely warning safety notification will be made.

When the University of Akron Police receive a report from a Deputy Title IX Coordinator on behalf of a complainant who does not wish to speak to the police, the Police, when possible, will defer to the request from a complainant for privacy.

Please note that a delay in reporting to police could weaken or result in a loss of evidence used to determine whether an individual is responsible for a criminal offense. In the State of Ohio individuals may have up to 20 years to file a sexual assault report with the police.

1. When an Employee is arrested for A Crime of Violence

An employee arrested for certain criminal offenses, including rape, sexual battery, gross sexual imposition and domestic violence, may be subject to a "1219" proceeding. "1219" refers to the section of Ohio law which provides for the suspension and termination of employees arrested and convicted of crimes of violence that occur on or affecting University persons or property. The initiation of a "1219" proceeding against an employee does not prohibit the University from investigating and taking University disciplinary action against the same employee under applicable University Rules/Policies for the same conduct that gave rise to the "1219" proceeding.

IV. When a report is received

If the investigation finds sufficient information exists to believe that gender-based misconduct has occurred, the University will take immediate and appropriate steps to stop the misconduct, prevent any further violations, remedy the effects of the misconduct and prevent retaliation. Such steps may include increasing security in a designated spaces, no-contact directives, and/or required education/training of the respondent or department or campus training.

A. Outreach and Support from Deputy Title IX Coordinator for Employees

Upon receipt of a report, the Deputy Title IX Coordinator for Employees will reach out to the complainant and request to meet to discuss support and to ensure the complainant is aware of and understands all available options.

The Deputy Title IX Coordinator for Employees provides the complainant with written notification of this policy and information about support services available to complainants.

No police report, formal complaint or investigation need occur before this support is available. A complainant can access these services at any time, even if the employee initially declined the service.

When a complainant meets with the Deputy Title IX Coordinator, or designee, they will discuss the report submitted, safety planning and any possible timely warning safety notifications. The complainants will also be offered personalized support through interim measures and will discuss possible formal complaints (investigations) related to the report. Complainants have the right not to meet with the Deputy Title IX Coordinator, or designee, but are encouraged to do so.

To initiate support or report prohibited behaviors on the Akron campus, contact Ms. Tami Hannon, who serves as the Deputy Title IX Coordinator for Employees. Ms. Hannon is available during regular business hours and serves as the intake coordinator for all reports of gender-based misconduct involving students. Ms. Hannon can be reached at the Administrative Services Building, 138, The University of Akron, OH 44325-4733, (330) 972-7300 or tlz2@uakron.edu.

To initiate support or report prohibited behaviors at a regional campus, including the Wayne College Campus, contact Mr. Gordon Holly who serves as the Deputy Title IX Coordinator for Wayne College. Mr. Holly is available during regular business hours and meets with students to discuss interim measures of support. When appropriate, Mr. Holly may coordinate support with Ms. Hannon at the main campus. Mr. Holly can be reached at Wayne College, Boyer HPE Building, E242, (330) 972-8740 or gholly@uakron.edu.

1. Discuss - Safety Planning

The Deputy Title IX Coordinator will assist the employee with possible interim measures of support/protective measures such as:

- immediately attending to any medical needs. The Deputy Title IX Coordinator for Employees can assist in arranging an advocate to accompany the employee to the hospital, if requested by the employee;
- contacting a support person such as a friend or family member, if desired;
- obtaining a University, no contact directive or assist in referring the employee for a court-issued restraining order or other lawful order of protection;
- amending work schedules, when appropriate, to minimize the chances of contact with the respondent;
- changing of work locations or working conditions;
- transportation/parking options; and,
- discussing support such as safe escorts available through the University of Akron Police Department.

2. Timely Warning Safety Advisory

If a report of a sexual misconduct or intimate partner violence indicates there is an immediate threat to the health or safety of persons on campus or that an on-going serious or continuing threat to the campus community exists, a timely warning will be issued to the campus community. When possible, complainants will be advised if the Deputy Title IX Coordinator anticipates a timely warning may be issued.

3. Privacy Protections

Even if a complainant does not specifically request their information remain confidential, The University of Akron will seek to protect their privacy, to the extent possible. The Deputy Title IX Coordinator for Employees will discuss with complainants what information is confidential and what information is not. This discussion includes the privacy protections related to crime logs, annual security reports, timely warnings, police reports, evidence gathered during investigations and interim measures.

It is also possible that reports of gender-based misconduct are incomplete and submitted without all possible detail. The Deputy Title IX Coordinator will discuss with the complainant what information has been reported before providing an opportunity to disclose additional information.

4. Personalize Support

The Deputy Title IX Coordinator will assist the employee with interim measures of support which may include, but are not limited to:

- Information about medical and psychological resources available through the EAP;
- assistance in receiving academic support services including tutoring, if applicable;
- reporting criminal conduct to appropriate authorities;
- offering an alternate work location or work schedule.

Interim measures may also take the form of a personalized or expedited referral to campus resources. Employees are encouraged to seek support from such resources.

a) Counseling

Counselors at a variety of agencies both on and off campus can help a person decide what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling, and reporting to authorities. The University of Akron has rape crisis center advocates on campus. Information, support and advice are available for anyone who wishes to discuss issues related to sexual misconduct, intimate partner violence or sexual harassment; whether a report of gender-based misconduct has been submitted or if the person is seeking information on behalf of a complainant, witness or respondent.

(1) On Campus Counseling Resources

Professional staff members who are legally obligated to maintain confidentiality work at these offices. Meeting with one of these staff members will not initiate the reporting process.

- The Rape Crisis Center of Medina and Summit Counties, Student Recreation and Wellness Center, 246, (330) 972-6328.
- The University of Akron EAP. Information about the EAP can be obtained from Mr. Michael Spayd at The Administrative Services Building, The University of Akron, Akron, OH, 44325-0602, (330) 972-6716 or mas49@uakron.edu.
- The University of Akron, Wayne College, Counseling and Accessibility Services, Wayne College and Boyer HPE Building, B112, Wayne College, Orville OH (330) 972-8767.

(2) **Off Campus Counseling Resources**

Crisis intervention and assistance in reporting is available to victims/survivors 24 hours a day by calling:

- The Rape Crisis Center of Medina and Summit County at 877-906-7272.
- The National Sexual Assault Telephone hotline 800-656-HOPE (4673). This hotline, operated by RAINN, connects a caller with a local RAINN affiliate organization based on the first six digits of the caller's phone number.
- Ohio Sexual Violence Helpline at 1-844-OHIO-HELP (1-844-644-6435). This helpline is a confidential, statewide hotline dedicated to serving survivors of sexual assault and relationship violence.
- OneEighty, Holmes and Wayne counties, 330-264-8498. Six major service programs: Addiction Services, Mental Health Services, Domestic Violence and Sexual Assault Services, Rape Crisis Center, Housing and Supportive Services and Prevention and Education Services.

b) Medical Treatment

A complainant targeted with sexual misconduct or intimate partner violence is urged to seek appropriate medical evaluation immediately after the incident.

For life-threatening conditions, call (330) 972-2911, or go to the nearest hospital emergency department.

The University Health Services also offers services through the Well Women's Clinic.

c) Medical – Legal Evidence Collection

A person who has experienced a violation is encouraged to request collection of medical/legal evidence. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution and/or a civil action against the respondent. Collection of evidence may involve interaction with police and a police report. It is the decision of the complainant whether to speak with the police or not, even if the police are notified about the alleged violation.

A free and confidential exam can be administered at most hospitals. The sooner the sexual assault is reported, the more likely important evidence will still be present. "Date rape" drugs may still be present in the complainant's system and should be tested for if the complainant believes they may have been drugged. To help preserve evidence that may assist in proving a formal complaint or obtaining a protection order, the complainant is encouraged to put any soiled clothes in a paper (not plastic) bag, and to refrain from the following:

- Bathing or douching
- Washing hands or face
- Urinating
- Drinking any liquids
- Smoking, eating, or brushing teeth (including mouthwash and flossing)

If an individual is uncertain about whether they want to report what has occurred, they can still have evidence collected. In cases of sexual assault, the police may be called to the hospital. The complainant can then decide whether to speak with the police at that time to report what has happened.

d) Legal Assistance

For legal assistance you may contact Community Legal Aid Services in Akron at (330) 535-4191 or the Akron Bar Association at (330) 253-5007. Legal services may include, but are not limited

to, restraining orders, child support, custody, divorce, visitation restrictions, visa adjustments, and division of debts and property. There may be fees associated with some or all of these legal services.

e) Advocacy

The Deputy Title IX Coordinator will assist the complainant in contacting the Rape Crisis Center of Medina and Summit County, or other local agency, if they request assistance with a personal advocate.

5. Formal Complaints and Discipline

The University of Akron recommends that all incidents of gender-based misconduct be investigated to the extent possible. A Deputy Title IX Coordinator will review available options for investigations with the complainant.

A Deputy Title IX Coordinator will assist the complainant in determining:

- If the respondent is a University of Akron student, faculty member, or staff member;
- What, if any, University of Akron rules/policies may have been violated;
- Which University investigation model (Equal Employment Opportunity/Affirmative Action or Student Conduct and Community Standards) is applicable;
- If criminal behavior is alleged, which police agency has jurisdiction;
- Reporting options to another college or university, if applicable.

A Deputy Title IX Coordinator will encourage, but not force, the complainant to consider participating in an investigation.

a) Options for Investigation

Complainants are provided information about possible criminal investigations as well as possible University investigations.

A criminal charge and a University investigation may be pursued at the same time but they are two separate and distinct processes.

If a complainant requests an investigation, the Deputy Title IX Coordinator for Employees will assist the employee with submitting a formal complaint to the appropriate University department or police agency.

b) When a Complainant Requests That an Incident Not Be Investigated

The University has an obligation to promptly take steps to investigate or otherwise determine what occurred and then to take appropriate steps to resolve formal complaints, to the extent feasible, when it knows or reasonably should know about possible gender-based misconduct, from any source, regardless of whether a complainant declines to participate in the process or a respondent is a third-party or is no longer a University employee.

Reporters (or the complainant if different from the reporter) may request that a report not be investigated or that their identity remain confidential. In such cases, a Deputy Title IX Coordinator, in consultation with the Title IX Coordinator, will evaluate the request for confidentiality in the context of the University's commitment to provide a safe and non-discriminatory campus environment.

If the request for confidentiality or that a report not be investigated is granted, the University will not conduct a formal investigation.

However, under some circumstances, a Deputy Title IX Coordinator, in consultation with the Title IX Coordinator, may determine that, despite the request for confidentiality or that the report not be investigated, the University has an obligation to formally investigate a report, such as when there is a significant risk to the campus community. In this case the complainant will be informed of the decision to conduct a formal investigation.

(1) Evaluating Requests Not to Investigate

To evaluate a request for confidentiality or not to investigate a report, a Deputy Title IX Coordinator, in consultation with the University's Title IX Coordinator, may take appropriate steps to conduct a preliminary review into the alleged violation and weigh the request against the following factors:

- Seriousness of the alleged violation (including whether the violation involved the use of a weapon, other illegal activity, illegal drug or intoxicant, multiple respondents, etc.).
- Whether there have been other formal complaints or reports made regarding the respondent (e.g., a history of arrests, a record of misconduct at The University of Akron or other institutions).
- Respondent's right to access the formal complaint or report including the complainant's identity.
- Applicability of any laws requiring disclosure.
- Availability of other information to verify the formal complaint.
- Whether the circumstances suggest there is an increased risk of the respondent(s) committing additional Title IX violations (e.g., a pattern of behavior).
- Whether the respondent has threatened the complainant or others.
- Safety of the reporter and/or complainant.
- Safety of the campus community.

If the reporter (or complainant if different from the reporter) insists that their privacy be protected and that their name or other identifiable information not be disclosed to the respondent, a Deputy Title IX Coordinator will advise the reporter and/or complainant of the University's limited ability to respond to the report.

(2) Requests for Confidentiality Limit the Ability of the University to Investigate

A respondent has a right to know the name of the reporter (or complainant if different from the reporter) as well as information included in the formal complaint; thus the University may not be able to both investigate a report and maintain the confidentiality of the reporter (or complainant if different from the reporter).

The University may take other steps to limit (stop and prevent) the effects of the reported gender-based misconduct. The University will respond to formal complaints, reports, or information about incidents of gender-based misconduct to stop prohibited discrimination, eliminate any hostile environment, take steps to prevent the recurrence of the discrimination, and address any effects on campus or in the context of any University programs and activities regardless of location.

c) Types of Investigations

(1) University Investigations

The Deputy Title IX Coordinator for Employees will inform the complainant of their right to request an investigation through the Equal Employment Opportunity/Affirmative Action Office if the respondent is an employee or third-party. If the respondent is a student, the Deputy Coordinator for Students will notify the employee of their right to

request an investigation. In this case the matter may be investigated by either The University of Akron Equal Employment Opportunity/Affirmative Action Office and/or The Department of Student Conduct and Community Standards. If the respondent is a third party, the Deputy Coordinator will assist the complainant in reporting the alleged conduct to the authorities in the appropriate jurisdiction.

The University of Akron will preserve the complainant's (and respondent's) privacy to the extent possible and permitted by law.

(a) *Student Conduct Investigation*

When the complainant(s) and the respondent(s) in a formal complaint are University of Akron students the Department of Student Conduct and Community Standards staff serve as the investigator(s) of the formal complaint. The Department of Student Conduct and Community Standards is located in Simmons Hall 302 and can be reached at (330) 972-6380.

(b) *Equal Employment Opportunity and Affirmative Action Investigation*

When the respondent in a formal complaint is a University of Akron faculty member, staff member, or guest of the University, the Director of The Office of Equal Employment Opportunity and Affirmative Action will serve as the investigator of the formal complaint. The Office of Equal Employment Opportunity and Affirmative Action is located in the Administrative Services Building Room 138 and can be reached at (330) 972-7300.

(2) **Police Investigations**

The University of Akron informs employees who have been the victim/survivor of sexual misconduct, intimate partner violence, or interpersonal violence of their ability to pursue criminal charges against the person or persons they believe to have committed the crime.

A Deputy Title IX Coordinator will assist the employee in filing a formal complaint with The University of Akron Police if on-campus or assist in referring the student to another appropriate police department, if off-campus.

If a police report has already been filed, a Deputy Title IX Coordinator may assist the employee in learning about the status of an investigation.

(3) **Legal Options**

Formal complaints may also be filed with the United States Department of Education, Office for Civil Rights. Additional information can be found at:

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

B. Available Interim Measures of Support, Protection, and Remedy

Interim measures are issued to protect complainants and respondents from harm and to remedy the effects of gender-based misconduct. Interim measures may also be issued to protect the larger campus community from harm. Interim measures will be issued by a Deputy Title IX Coordinator after an evaluation to ensure the complainant and respondent are treated fairly and have equitable access to support through these measures.

Employees may, upon request, obtain interim support services from a Deputy Title IX Coordinator, such as changing work schedules, working locations and transportation circumstances. The University will make such accommodations or provide such reasonable protective measures if they are reasonably available. A Deputy Title IX Coordinator will exercise discretion and sensitivity about sharing the identity of the complainant when arranging for interim support services.

The Deputy Title IX Coordinator will maintain as confidential any support services or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the University to provide the support services or protective measures. There may be times when the University must disclose some information about the complainant to University faculty or staff to provide accommodations or protective measures. This information will be limited only to what and who is needed to complete the accommodation/protective measure(s). A Deputy Title IX Coordinator will determine what information will be disclosed and to whom based upon the request.

1. No Contact Directives and Orders of Protection

A Deputy Title IX Coordinator, the Rape Crisis Center of Medina and Summit County, as well as The University of Akron Police Department may assist the employee in obtaining a “no contact” directive, an order of protection, or a restraining order.

a) University of Akron - No Contact Directive

A University of Akron “No Contact Directive” can be requested following a report of sexual misconduct, intimate partner violence or sexual harassment. The directive may also be requested upon the initiation of or at any point during an investigation of a formal complaint. This request can be made to a Deputy Title IX Coordinator.

No contact directives can be requested by complainants or respondents.

Any violation of a No Contact Directive should be reported immediately to a Deputy Title IX Coordinator. A violation of a “No Contact Directive” may result in a referral to the Equal Employment Opportunity/Affirmative Action Office for possible rule/policy violations even if a formal complaint has already been made.

b) Criminal – Temporary Protection Order

Upon request, a Deputy Title IX Coordinator, The University of Akron Police, or a Rape Crisis advocate may assist complainants in requesting protection or restraining orders.

An individual who believes they have been the victim of a crime can request a court-issued order from the jurisdiction in which the crime took place and/or the accused individual is located.

Temporary Criminal Protection orders can be requested through the appropriate police departments and/or criminal court. These orders can be issued during an active criminal case against an alleged offender for a specific duration.

For additional information or to request a criminal protection order contact:

- The University of Akron Police Department, (330) 972-2911.
- Criminal Courts: Summit County Court of Common Pleas; Akron Municipal Court.

After a court order is issued, the protected party should provide a copy of the court order to the Deputy Title IX Coordinator for Employees. The University of Akron will comply with a lawful order of protection upon receipt of the order.

Any violation of a court-issued order should be promptly reported to the police.

c) Civil Protection Order

Upon request, a Deputy Title IX Coordinator, The University of Akron Police, or a Rape Crisis advocate may assist complainants in requesting protection or restraining orders.

An individual who has experienced or believes they are at risk of experiencing violence, threats, or abuse may apply for a civil protection order. Protection orders may be issued following reports of: domestic violence and stalking or sexually-oriented offense. Civil protection orders

can be obtained through local courts, depending upon the location of the incident/accused individual.

After a court order is issued, the protected party should provide a copy of the court order to the Deputy Title IX Coordinator for Employees. The University of Akron will comply with a lawful order of protection upon receipt of the order.

Any violation of a court-issued order should be promptly reported to the police.

V. Police Investigations

A respondent who commits a crime may be subject to criminal prosecution and/or civil litigation as well as disciplinary action by The University of Akron. A police report must be made for criminal prosecution to be considered by the local prosecuting attorney. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical and/or legal evidence.

A. Concurrent Investigations

In certain circumstances the University may need to briefly suspend the investigation of a formal complaint at the request of law enforcement while the law enforcement agency is in the process of gathering evidence. The University will maintain regular contact with law enforcement to determine when it will begin/resume its investigation, usually after the law enforcement agency has completed the evidence-gathering process, or sooner if the University determines that the evidence-gathering process will be lengthy or delayed. The University will not wait until the ultimate outcome of the criminal investigation to begin or complete its own investigation of a formal complaint.

B. If a Complainant Stops Speaking with Police

The University of Akron Police Department will not close an investigation due to non-cooperation of a complainant without first providing time to respond that is adequate and reasonable under the circumstance. Nor will University police personnel prohibit the complainant or others from discussing a formal complaint. Support services and resources are available regardless of criminal charges, participation in a University investigation, or University disciplinary action.

VI. University Investigations

A. Review and investigation

Title IX formal complaints involving respondents who are employees of The University of Akron will be investigated by the Equal Employment Opportunity and Affirmative Action Office (EEO/AA).

A formal complaint involves an investigation, when appropriate, and will conclude with a written finding providing whether, by a preponderance of the evidence, there has been a violation of The University of Akron's Sexual Harassment and/or Affirmative Action Policy. A formal complaint can be made with the Office of EEO/AA. The investigation is conducted in good faith to provide a prompt, adequate, reliable, equitable, and impartial investigation of the formal complaint. The Office of EEO/AA also investigates allegations of retaliation, as defined by this Policy.

Note: In some instances, the parties may agree to an informal resolution. The main purpose of an informal resolution is to stop the offending behavior. Some examples of an informal resolution may include, but are not limited to, educational counseling with the respondent, or disciplinary action against the responsible employee. An informal approach does not result in finding a policy violation. An individual may choose to advance to the formal process at any time. Incidents of sexual assault will not be subject to an informal resolution.

Prior to the resolution of a formal Title IX complaint, and to ensure compliance, the Title IX Coordinator, or relevant Deputy Title IX Coordinator, will review any proposed resolution (finding and sanctions, if any). The failure of an investigator to find sufficient information for cause is not the same as filing a false allegation.

Even absent a finding of responsibility for a Title IX violation, the University may still institute remedial actions deemed necessary to remedy any effects of the alleged incident, including but not limited to, education/training.

Title IX formal complaints involving complainant(s) and respondent(s) that are University of Akron students will be investigated by the Department of Student Conduct and Community Standards (SCCS). The complaint process for students is outlined in the Title IX Reporting Protocol for Students at: www.uakron.edu/title-ix/students.

B. Notice and Due Process

The complainant and respondent have the right to be accompanied by an advisor of their choice, including an attorney or advocate, to any related meeting or proceeding. The role of the advisor is only to be present to advise; they will not be permitted to interject during the meeting. If the advisor is determined to be unreasonably interfering with the investigation, they may be asked to leave.

The complainant and respondent will have equitable and timely access to information being considered in the investigation process.

The complainant and respondent are entitled to the same opportunity to file a written statement, to submit relevant information/evidence, and to identify relevant witnesses.

The investigator will contact the parties and witnesses to establish interview times and locations, as necessary.

Confidential medical/counseling records and information regarding an employee's sexual history with others will not be provided to the other party without written consent.

The investigator will prepare a written report of the findings of the investigation. The complainant and the respondent will both be provided with a copy of the final investigative report.

If the investigator determines that, based on a preponderance of the evidence, a violation of the Sexual Harassment Policy and/or Affirmative Action Policy has occurred, the investigating officer shall provide a copy of the investigative report to the respondents immediate supervisor, the Dean of the relevant College, Talent Development & Human Resources, and any other relevant individuals, to issue an appropriate sanction or sanctions.

The failure of an investigator to find a rule/policy violation is not the same as filing a false report.

C. Disciplinary Sanctions

Employee sanctions vary depending on the severity of the violation and are commensurate with the violation(s) found to have occurred. In cases where sexual misconduct is found to have occurred, the University will determine appropriate, enforceable sanctions and other measures reasonably calculated to stop the harassment and prevent its recurrence. More than one sanction may be imposed for any single violation. Individual circumstances and prior conduct history are included in the factors that are considered when determining the sanction(s).

Sanctions include, but are not limited to, the following:

- Verbal reprimand – a documented verbal notice to the employee that the employee has violated university rules/policies and that future violations will result in progressive disciplinary action.
- Formal reprimand - a notice in writing to the employee that the employee has violated university rules/policies and that future violations will result in progressive disciplinary action.
- Loss of privileges - denial of specified privileges for a designated period of time.
- Suspension - separation of the employee from the University for a specified period of time, after which the employee is eligible to return.
- Termination - permanent separation of the employee from the University.

D. Appeal Process

Both the complainant and respondent have the right to appeal the findings of the EEO/AA Officer. Appeals of EEO/AA findings shall be submitted to the Associate Vice President for Human Resources at sarah30@uakron.edu within five (5) business days from the date of the EEO/AA findings. The party filing the appeal shall give notice of the appeal, along with the specific reason(s) for the appeal, in writing, to the Title IX Coordinator.

The grounds for appeal are to determine the following:

- whether there was a misapplication or misinterpretation of the rule/policy alleged to have been violated;
- to determine whether the investigation was conducted in violation of procedural requirements set forth in the rule/policy and whether these violation(s) could have affected the outcome;
- to determine whether there was a reasonable basis for the findings of the EEO/AA Officer that a violation of the Sexual Harassment Policy and/or Affirmative Action Policy has been established by the applicable standard of the evidence, or;
- to consider new evidence unavailable to the appellant(s) at the time of the investigation, which is also sufficient to alter the decision.

Notice of the outcome of the appeal will be provided to the complainant and respondent.

E. Interim Measures

During any stage of the investigation, if the investigator reasonably suspects that an employee's continued presence on campus presents a safety threat to the university community or a threat to the employee's own physical or emotional safety, the investigator will notify the University of Akron Police Department, the Deputy Title IX Coordinator for Employees and the Title IX Coordinator. If it is determined that such a threat exists, the employee may be placed on administrative leave immediately, pending the investigation. This administrative leave does not replace the regular investigation process.

Administrative leave may prohibit the employee from all or part of University property and activities or permit the employee to be present on campus only under specified conditions (e.g., with a police escort).

VII. Related Considerations

The University is dedicated to preventing Title IX violations by providing:

- Education and prevention programming informing the community about the risks and myths that contribute to gender-based misconduct, including bystander intervention training.
- Assistance and support, including interim support measures and accommodations.
- Processes for prompt, equitable, and impartial investigation and adjudication that include appropriate disciplinary sanctions for those who commit Title IX violations, including suspension and termination.

A. University Records

Records Retention

Title IX records are subject to the University of Akron records retention policy available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot>

B. Jurisdiction

This protocol applies to on-campus conduct, as well as off-campus conduct, academic, educational, co-curricular, athletic, study abroad, and all other University programs and activities. This protocol applies to all forms of gender-based misconduct, including pregnancy or marital status-based discrimination. It applies to all Title IX athletics issues and to different treatment based on sex.

C. Standard of Review

The standard of review used to determine responsibility is a “preponderance” standard. This determination is based on the greater weight of the information/evidence and does not require a standard beyond a reasonable doubt.

D. Timeline

The University of Akron is committed to addressing all complaints of Title IX violations in a prompt and equitable manner.

1. University Investigation

Reports of gender-based misconduct can be reported to a Deputy Title IX Coordinator at any time following an incident. There is no requirement that a report be submitted immediately following an incident. The extent to which a formal complaint of gender-based misconduct can be investigated may decrease when involved individuals leave The University of Akron or if evidence becomes unavailable.

The length of a University investigation and disciplinary action will vary depending on the facts and circumstances following receipt of the report. Some of the factors influencing this timeline include the complexity of the investigation and the severity and extent of the alleged violation.

The timeline may also be affected by the availability of witnesses, holidays, break periods, and the parties’ requests for continuances. Reasonable requests for extensions of time will not be denied and will be available equally to each party. Other factors may also affect the typical timeline.

2. Police Investigation

In the State of Ohio individuals may have over 20 years to file a sexual assault report with the police.

E. Code of Student Conduct

The policies, procedures, and sanctions outlined in the Code of Student Conduct apply to all student violations of the Code of Student Conduct. The Code of Student Conduct can be found at:

<http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

Additional information about the Code of Student Conduct or its implementation is available in the Department of Student Conduct and Community Standards, Simmons Hall 302 or online at www.uakron.edu/studentconduct.

F. Affirmative Action

The University of Akron is committed to a working and learning environment free of discrimination. The University of Akron Affirmative Action policy can be found at www.uakron.edu/ogc/UniversityRules/pdf/38-01.pdf.

Additional information about the Affirmative Action Policy or its implementation is available in the Office of Equal Employment Opportunity and Affirmative Action, Administrative Services Building Room 138 or online at www.uakron.edu/hr/eeoaa.

G. False Reports

It is a violation of this protocol to knowingly make a false report of a Title IX violation. However, failure to prove a claim is not equivalent to making a false report. It is also a violation of this protocol for an employee or other person to knowingly make a false statement as part of the investigation or disciplinary hearing.

H. Training of Title IX Staff and Investigators of Misconduct

The investigation is conducted by professionals who receive annual training on issues related to Title IX violations and on investigating that protects the safety of employees and promotes accountability.

I. Annual Review of Reporting Protocols and Procedures

The Title IX Coordinator is responsible for this protocol. It is reviewed annually and posted as required by law as part of the Annual Campus Safety Report.

The University of Akron's Protocol is designed to comply with applicable state and federal laws. The University of Akron reserves the right to modify or deviate from this Protocol when, in the sole judgment of the University, circumstances warrant, to protect the rights of the involved parties or to comply with applicable law or regulations.

J. Immigration or International Student Visa Information

There are certain legal protections available to international employees or international students. The U-visa and the T-visa are currently among those options. The U-visa provides temporary legal status and work eligibility for complainants of specific crimes (including domestic violence, sexual assault, human trafficking, involuntary servitude, and other violations). The T-visa provides complainants of human trafficking and immediate family members with temporary legal status and work eligibility. Additional information is available through the U.S. Department of Homeland Security U.S. Citizenship and Immigration Services at: www.uscis.gov. For further information with this or other immigrant status questions, please contact Community Legal Aid Services in Akron at (330) 535-4191.

VIII. Law

A. Title IX

The Education Amendments of 1972, or Title IX, provides:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Title IX applies to institutions that receive federal financial assistance from the Department of Education, including state and local educational agencies.

Additional information about Title IX is available at <https://www2.ed.gov/about/offices/list/ocr/index.html>.

B. First Amendment

This Protocol is not intended to and will not be enforced to infringe upon First Amendment rights, including the right to freedom of speech or academic freedom.

C. Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 ("Clery Act"), requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses and to notify the campus community of certain safety concerns. The Clery Act requires colleges and universities to:

- Publish and distribute an annual campus security report;
- Maintain a public log of all reported crimes;
- Issue timely warnings ("Safety Advisory") of crimes that represent a threat to the safety of students or employees; and
- Keep statistics of crime that occur on campus, in institutional residential facilities, in non-campus buildings or on public property adjacent to campus.

D. Violence Against Women Act

The Violence Against Women Reauthorization Act of 2013 (“VAWA”) amended the Clery Act. VAWA requires institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures and programs pertaining to these incidents in their annual security reports.

Additional Information about VAWA is available at www.justice.gov/ovw.

E. Ohio Law

1. Ohio Criminal Offenses

The following definitions of criminal behavior in the State of Ohio are considered violations of Title IX. These definitions describe many of the same crimes outlined in the prohibited behaviors section of this policy.

a) Sex Offenses

There is currently no definition of “Sexual Assault” in the Ohio Revised Code.

(1) Ohio Revised Code 2907.02 – Rape

(A)(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:

- For the purpose of preventing resistance, the offender substantially impairs the other person’s judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
- The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.
- The other person’s ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person’s ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age.
- No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.

(2) Ohio Revised Code 2907.03 – Sexual Battery

(A) No person shall engage in sexual conduct with another, not the spouse of the offender, when any of the following apply:

- The offender knowingly coerces the other person to submit by any means that would prevent resistance by a person of ordinary resolution.
- The offender knows that the other person’s ability to appraise the nature of or control the other person’s own conduct is substantially impaired.
- The offender knows that the other person submits because the other person is unaware that the act is being committed.
- The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person’s spouse.
- The offender is the other person’s natural or adoptive parent, or a stepparent, or guardian, custodian, or person in loco parentis of the other person.

- The other person is in custody of law or a patient in a hospital or other institution, and the offender has supervisory or disciplinary authority over the other person.
- The offender is a teacher, administrator, coach, or other person in authority employed by or serving in a school for which the state board of education prescribes minimum standards pursuant to division (D) of section 3301.07 of the Revised Code, the other person is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school.
- The other person is a minor, the offender is a teacher, administrator, coach, or other person in authority employed by or serving in an institution of higher education, and the other person is enrolled in or attends that institution.
- The other person is a minor, and the offender is the other person's athletic or other type of coach, is the other person's instructor, is the leader of a scouting troop of which the other person is a member or is a person with temporary or occasional disciplinary control over the other person.
- The offender is a mental health professional, the other person is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes.
- The other person is confined in a detention facility, and the offender is an employee of that detention facility.
- The other person is a minor, the offender is a cleric, and the other person is a member of, or attends, the church or congregation served by the cleric.
- The other person is a minor, the offender is a peace officer, and the offender is more than two years older than the other person.

(3) Ohio Revised Code 2907.04 – Unlawful Sexual Conduct with a Minor

(A) No person who is eighteen years of age or older shall engage in sexual conduct with another, who is not the spouse of the offender, when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.

(4) Ohio Revised Code 2907.05 – Gross Sexual Imposition

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force.
- For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
- The offender knows that the judgment or control of the other person or of one of the other persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person's consent for the purpose of any kind of medical or dental examination, treatment, or surgery.
- The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person.
- The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or

physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age.

(B) No person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.

(5) **Ohio Revised Code 2907.06 – Sexual Imposition**

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender knows that the sexual contact is offensive to the other person, or one of the other persons, or is reckless in that regard.
- The offender knows that the other person's, or one of the other person's, ability to appraise the nature of or control the offender's or touching person's conduct is substantially impaired.
- The offender knows that the other person, or one of the other persons, submits because of being unaware of the sexual contact.
- The other person, or one of the other persons, is thirteen years of age or older but less than sixteen years of age, whether or not the offender knows the age of such person, and the offender is at least eighteen years of age and four or more years older than such other person.
- The offender is a mental health professional, the other person or one of the other persons is a mental health client or patient of the offender, and the offender induces the other person who is the client or patient to submit by falsely representing to the other person who is the client or patient that the sexual contact is necessary for mental health treatment purposes.

b) Domestic Violence

(1) **Ohio Revised Code 2919.25 – Domestic Violence**

(A) No person shall knowingly cause or attempt to cause physical harm to a family or household member.

(B) No person shall recklessly cause serious physical harm to a family or household member.

(C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.

c) Dating Violence

There is currently no definition of "Dating Violence" in the Ohio Revised Code.

(1) **Ohio Revised Code 2903.11 – Felonious Assault**

(A) No person shall knowingly do either of the following:

- Cause serious physical harm to another or to another's unborn;

- Cause or attempt to cause physical harm to another or to another's unborn by means of a deadly weapon or dangerous ordnance.

(B) No person, with knowledge that the person has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome, shall knowingly do any of the following:

- Engage in sexual conduct with another person without disclosing that knowledge to the other person prior to engaging in the sexual conduct;
- Engage in sexual conduct with a person whom the offender knows or has reasonable cause to believe lacks the mental capacity to appreciate the significance of the knowledge that the offender has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome;
- Engage in sexual conduct with a person under eighteen years of age who is not the spouse of the offender.

d) Stalking

(1) Ohio Revised Code 2903.211 – Menacing by Stalking

(A)(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or a family or household member of the other person or cause mental distress to the other person or a family or household member of the other person. In addition to any other basis for the other person's belief that the offender will cause physical harm to the other person or the other person's family or household member or mental distress to the other person or the other person's family or household member, the other person's belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any form of written communication or any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, r-computer system, or telecommunication device shall post a message or use any intentionally written or verbal graphic gesture with purpose to do either of the following:

- Violate division (A)(1) of this section:
- Urge or incite another to commit a violation of division (A)(1) of this section.
- No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

e) Additional

The following is a list of additional specific offenses under Ohio law that may fall under the broader categories identified above. This list is not exhaustive and, depending upon the circumstances of the crime and the individuals involved, other offenses could fall into these categories:

- Ohio Revised Code 2903.12 – Aggravated Assault
- Ohio Revised Code 2903.13 – Assault
- Ohio Revised Code 2903.14 – Negligent Assault
- Ohio Revised Code 2905.01 – Kidnapping
- Ohio Revised Code 2905.02 – Abduction
- Ohio Revised Code 2905.03 – Unlawful Restraint

- Ohio Revised Code 2917.11 – Disorderly Conduct
- Ohio Revised Code 2903.21 – Aggravated Menacing
- Ohio Revised Code 2903.22 – Menacing
- Ohio Revised Code 2917.21 – Telecommunications Harassment

Ohio Revised Code 2151.421 describes the responsibility to report child abuse or neglect which may become apparent when working with students under the age of eighteen.

IX. Education and Prevention

By providing resources for prevention, education, support, investigation, and a fair disciplinary process, The University of Akron seeks to eliminate all Title IX violations.

A. Sexual Assault and Violence Education (SAVE) Team Initiatives

The SAVE team, Office of Student Success, in collaboration with the Title IX Coordinator, creates, supports, and evaluates educational and support programs aimed at the eradication of Title IX violations involving the University of Akron. To support these programs, the Deputy Coordinator for Students at Akron's main campus coordinates campus-wide Title IX violation education, awareness, and prevention programs. These educational opportunities are available for both students and employees.

Through this commitment, the Office of Student Success educates the campus community on the following:

- Title IX Protocol and the University's commitment to enforce it.
- Code of Student Conduct, including the applicable Title IX Code violations.
- The definitions of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of VAWA and the Clery Act.
- Steps to minimize individual risk of sexual assault, sexual misconduct, domestic violence, dating violence and stalking, including crime reduction tips, safety tips, and healthy relationship education.
- Process and responsibility for reporting Title IX violations.
- How to recognize and obtain consent for sexual activity.
- Resources for those who have been victim/survivors of Title IX violations as well as for those accused of Title IX violations.
- How to be a knowledgeable and supportive peer presence, including bystander intervention education training.
- On-going wellness promotion programs that address issues including but not limited to sexual health and wellness, healthy relationships, violence prevention, and drug and alcohol education.
- Comprehensive, ongoing, universal campus-wide campaign committed to creating an environment that promotes responsibility, dignity, and respect.

B. Campus Orientation Programs

The University of Akron requires all incoming employees to complete an online education program through the education technology company Everfi which addresses conduct that falls under Title IX, prevention training and their obligations under Title IX. They have access prevention and awareness programming. Targeted training sessions are provided to various departments and colleges including but not limited to the Athletics Department and Residence Life and Housing. Trainings are also provided by EEO/AA and/or the Title IX Coordinator(s), upon request.

The University of Akron Police foster a safe and non-discriminatory campus environment by doing the following:

- Providing safety and security patrols as part of regular University police/regional campus security responsibilities.

- Including Title IX Protocol information on its website and directly to victim/survivors who elect to file a police report.
- Provide survivor centered investigatory techniques.
- Accurately maintain and report statistics of Title IX violations as required by the Clery Act.
- Provide sufficient emergency phones and cameras throughout campus.

C. **Office of Violence Against Women (OVW) Grant**

The Justice Department's Office of Violence Against Women (OVW) awarded The University of Akron a grant to reduce sexual violence, domestic violence, dating violence and stalking on campus. The grant will be available for three years during which funds will support a Coordinated Community Response Team. The team has four grant mandated goals on which to focus: 1.) implementation of universal prevention strategies, including training for faculty and staff, 2.) training for campus law enforcement, other first responders, and student conduct hearing board members, 3.) building upon a coordinated community response to violation, including Akron Police Department, Rape Crisis Center, and other internal and external partners, and 4.) mandatory bystander and prevention education for all new students.

Timely Warnings

Safety Advisory

In the event that a crime is reported on The University of Akron campus, or on public property surrounding campus, and in the judgment of The University of Akron Police Department (UAPD) that crime constitutes a serious or on-going threat to the campus community, a Safety Advisory is issued by the University. The purpose of a Safety Advisory is to provide to individuals information about the incident that will: enable persons to protect themselves; heighten safety awareness; aid in the prevention of similar crimes; and, seek information that will lead to an arrest and conviction of the perpetrator.

Whether an incident triggers the need for a Safety Advisory is considered on a case-by-case basis. Factors that are considered include:

- the type of alleged crime (including whether the offense is a Clery reportable offense);
- the facts of the incident (including where and when the incident occurred);
- when the incident was reported; and,
- the extent of information known by UAPD.

(For example, if an assault occurs between two students who have a disagreement, there may be no on- going threat to other University of Akron community members and a Safety Advisory would not be necessary. In cases involving sexual assault, if the report of the assault is reported long after the incident occurred, there may not be the ability to distribute a "timely" warning notice to the community.)

Every attempt will be made to distribute a Safety Advisory soon after the incident is reported; however, the release of the Safety Advisory is subject to the availability of facts concerning the incident. The decision to issue an advisory will be made by the University's Assistant Vice President for Campus Safety/Police Chief or designee, with notice to the Vice President for Finance and Administration/CFO, The Vice President for Student Affairs and the chief communications officer. Other University offices may be consulted as necessary.

Safety Advisories are distributed to students, and employees via a blast e-mail and are posted on the University's Safety website. Safety Advisory e-mails typically include:

- A succinct statement of the incident,
- Possible connection to previous incidents, if applicable,
- Date and time the bulletin was released,
- Other relevant and important information,
- Appropriate safety tips, and
- Physical description of the suspect, when sufficient detail exists to help identify suspects or groups of suspects. Such detail may include a combination of gender, race, clothing, height, body type, build, accent, tattoos, hair color, facial hair, or other unique identifying characteristics.

Safety Advisories shall not include the names of victims.

Emergency Notification and Response

Emergency Messaging System – Notification of an Immediate Threat

In the event of an emergency, The University of Akron will initiate notification to its campus without delay and taking into account the safety of the community. The University of Akron maintains multiple systems for alerting students, faculty, and staff about campus emergencies:

- text messaging via [Z-Alert](#),
- our UA mobile app, [available for free](#),
- the University website, and
- email.

In addition, in the case of an emergency the University can activate an announcement via a public announcement system and can communicate with most buildings through voice announcements from the UAPD dispatch center through each building's fire alarms system. The University also may elect to alert the media to obtain assistance in disseminating information.

Emergency messaging primarily will be used for situations that pose an immediate threat to the health or safety of students or employees on campus or for an event that necessitates the closing of an entire campus (e.g., severe weather, chemical spills, fires and crime.) Emergency messages about criminal activity generally will not be sent unless it is determined that there is an imminent threat of danger on a case by case basis. In those cases where a crime has been reported and UAPD determines that although there is no imminent threat, but the crime still represents a serious or ongoing threat to the campus community, a Timely Warning/Safety Advisory will be issued.

The emergency messaging system is provided in addition to existing emergency notification procedures and does not replace or eliminate any other emergency notification system (e.g., fire alarms, tornado sirens.) The University will provide follow-up information to the community as appropriate, including via the University's website. Centralized announcement capabilities in necessary locations were added in February 2018.

Emergency Notification Procedures

If UAPD confirms there is an imminent threat to the health or safety of some or all of the members of the campus community (e.g. tornado, criminal activity), UAPD may direct its police dispatch to send a text message and to activate the indoor and outdoor audible warning systems. In this scenario, UAPD will determine the content and audience for the message. If there is not an imminent threat of danger, but circumstances still warrant an emergency notification, UAPD may consult with the University Communications and Marketing (and other offices as necessary), which, in consultation with UAPD, will determine the content of the message

and will use some or all of the methods described above to communicate to the campus community or appropriate segment of the campus community.

In either scenario, the University will, without delay and taking into account the safety of the community, determine the content of the emergency message (notification) and initiate the emergency messaging (notification) system, unless issuing a message (notification) will, in the professional judgment of UAPD or other responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency situation.

The warnings typically consist of the following elements: a short description and location of the incident; actions the recipient needs to take to avoid harm; and how follow-up information will be provided.

Emergency Notification v. Timely Warning

If there is an immediate threat to the health or safety of students or employees occurring on campus, The University of Akron will follow its Emergency Communication Procedures. No additional Safety Advisory (i.e. Timely Warning) based on the same circumstance will be issued. Follow-up information will be disseminated to the community as available and as needed.

Additional Communication

In the event of a significant on-campus emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff, the University will also post information on its home page. University Communications and Marketing is charged with notifying the media in the event of an emergency. Updated information will be posted to the University's website and provided to the media as available.

Annual Publication

General information about the University's response and evacuation procedures is publicized each year as part of its Campus Safety Report, which is published as part of its compliance with the Clery Act.

Emergency Response Procedures and Testing Emergency Response/Evacuation Procedures

Emergency Response Procedures

The University of Akron has established a Comprehensive Emergency Management Plan (CEMP) to provide an all-hazards approach for managing its response to emergencies or disasters that threaten the safety and well-being of the University's community or disrupt its programs and operations. The University also has established an Emergency Operations Group (EOG) to carry out its CEMP. Large-scale emergencies require a coordinated response effort between the University and local emergency response agencies, and the CEMP provides the policies, procedures, responsibilities and organizational structure to response to emergencies and disasters, both for planning and during and in the event of an emergency incident.

The CEMP is activated when a significant emergency or dangerous incident occurs on campus. The first University safety force member on scene will assess the situation, including: the type of incident; the number of people, vehicles or buildings involved; the number of injured people and type of injuries; and whether the situation presents an immediate threat to the health or safety of students and employees. If the situation presents an immediate threat, the UAPD Dispatch Center, under the direction of the Assistant Vice President of Campus Safety - Chief of Police (or designee) and with notice to the Manager of the Executive Management Group, will initiate the CEMP by immediately contacting the University's Chief Communication Officer (CCO) and Emergency Management Coordinator (EMC), who will distribute necessary notifications and activate the

If the University President or Board of Trustees determines that unsafe conditions warrant the declaration of a state of emergency, President (or designee) may issue a state of emergency, consistent with the authority of Ohio Revised Code Chapter 3345.26 and applicable University Rules. Prior to the issuance of the emergency proclamation, the President should consult with Assistant Vice President of Campus Safety or designee, and if possible, notify members of the UA Board of Trustees and to discuss the proclamation of the State of Emergency. When issued, the EOG Manager immediately shall notify the Summit County Emergency Management Agency (SCEMA).

Testing Emergency Response and Evacuation Procedures

The indoor fire alarm mass notification system and outdoor warning system are tested on a monthly basis. E-mail, the telephone announcement line and the digital tools are in regular use. A text-only home page has been developed and it is ready to be activated if needed during an emergency. System tests are pre-announced. The campus is informed at the beginning of the academic year of the tests of both the indoor and outdoor warning systems.

Campus safety services also conduct tests of emergency response procedures on at least an annual basis. The tests typically are announced. The Department of Environmental and Occupational Health and Safety (EOHS) coordinates at least one announced or unannounced emergency preparedness exercise per year and conducts follow-through activities designed for the assessment and evaluation of emergency plans and capabilities, and documentation of the tests is maintained by the University's Department of Environmental and Occupational Health and Safety. The University also includes this description of Emergency Response procedures annually in its campus safety report and in conjunction with at least one test per year.

Evacuation fire drills are coordinated by EOHS each semester for all residence hall facilities to prepare students, staff, and other building occupants for an organized evacuation in case of an emergency. Evacuation routes are contained in the Student Staff Emergency Manual. Students are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. In addition, the Student Staff Emergency Manual contains details and locations of the Community Check Points. Designated locations for long-term evacuations are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. UAPD, Student Affairs staff and Residence Life and Housing staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Evacuation drills for residence halls are monitored by EOHS and Residence Life and Housing staff. Recommendations for improvements may be submitted to the appropriate departments/offices for consideration. The University of Akron has protocols for assisting people who require accommodations for safe evacuation.

In an effort to further enhance campus safety at The University of Akron, the University also is replacing and expanding its surveillance infrastructure system to assist the University of Akron Police Department with preventing crime and solving those that occur. The University has committed to updating police equipment including cruisers, computers, tasers, and personal protective equipment as well as Narcan, trauma kits, and Automate External Defibrillators.

Emergency Preparedness Exercises

Conducting emergency exercises is an integral piece of the Comprehensive Emergency Management Program at The University of Akron, which offers opportunities to examine and improve emergency response protocols. Information about previous exercises and after-action reports is available by contacting the Emergency Management Office at 330-972-2633.

Date of Exercise	Type of Exercise	Announced or Unannounced	Description
7/24/18	Crisis Communication Training	Announced	Members of UAPD, Executive Management Group, and Communications and Marketing attended training held by the Hennes Communications. Topics covered were On-Air interviews regarding campus emergency situations.
6/5/18	Tabletop Exercise	Announced	<p>UA's Office of Emergency Management conducted a tabletop exercise (TTX) for the University's three emergency management groups EOG, IMT, and EMG, and Summit County Public Health.</p> <p>The exercise was a facilitated scenario-based discussion that focused on recovering from a single threat active shooter incident taking place in Bierce Library during the last day of academic classes of the spring semester.</p> <p>The purpose TTX was to validate procedures, policies, and agreements for recovering from an active shooter incident occurring at The University of Akron's Akron Campus.</p> <p>A decision was made by the EMG to evacuate the campus after the all clear was given by UAPD.</p>
6/15/18	Functional Exercise	Announced	<p>UA's Office of Emergency Management conducted a functional exercise for the University's three emergency management groups Emergency Operations Group (EOG), Incident Management Team (IMT), Executive Management Group (EMG) and local response agencies.</p> <p>The exercise was operational-based and focused on responding to a single threat active shooter incident occurring at Bierce Library.</p> <p>The three emergency management groups activated and worked out of their designated locations (Incident Command Post, Department Operations Center and Executive Conference Room) as if it</p>

			<p>were an actual emergency.</p> <p>The purpose of this functional exercise was to evaluate the effectiveness of the IMT, EOG, EMG, and outside response agencies to respond to an active shooter scenario on the Akron Campus during normal business hours.</p> <p>A decision was made by the EMG to evacuate the campus after the all clear was given by UAPD.</p> <p>The outcome of the TTX validated the procedures, policies, and agreements in place to respond to an active shooter scenario on the University's Akron campus.</p>
6/21/18	Tabletop Exercise	Announced	<p>UA's Office of Emergency Management conducted a tabletop exercise (TTX) for the University's three emergency management groups EOG, IMT, EMG, and Summit County Public Health.</p> <p>The exercise was a facilitated scenario-based discussion that focused on a communicable disease outbreak – measles occurring on campus during the first week of fall semester.</p> <p>The purpose TTX was to validate procedures, policies, and agreements for responding to a communicable disease outbreak occurring at The University of Akron's Akron Campus.</p> <p>The final decision was made by the EMG not to evacuate the campus.</p>

Missing-student notification policies and procedures

Any person who believes a current University of Akron student is missing should notify The University of Akron Police Department (UAPD) at 330-972-2911. In the event another University office receives a report of a missing student, that office is responsible for notifying The University of Akron Police Department, which will make the determination as to whether a student is missing. The University will inform local law enforcement no later than 24 hours after a student has been determined to be missing.

When students move into their residence halls, they will be given the opportunity to identify a confidential contact, who will be contacted by the institution in the event that the student is determined to be missing for more than 24 hours. If a student is under the age of 18 or is not an emancipated individual, the University is required by law to contact the students' custodial parent or legal guardian no later than 24 hours after the student has been determined to be missing.

Unless otherwise required by law, contact information only will be accessible to authorized campus officials and law enforcement personnel as part of a missing person investigation. However, should an un-emancipated

student under the age of eighteen be determined as missing, in addition to notifying the designated contact person, the University is required by law to notify the custodial parent or guardian within twenty-four (24) hours of such determination.

Should anyone believe that a student has been missing for more than twenty-four (24) hours, s/he immediately should contact UAPD or a Residence Life and Housing or Student Affairs staff member, who immediately will contact UAPD. UAPD will investigate the missing student report. If the student is not located during the ensuing twenty-four (24) hours, or sooner as conditions may dictate, the University will notify the City of Akron Police Department as well as the student's confidential contact person (and/or parent as necessary.)

Campus Sex Crime Prevention Act information

The responsibility for tracking persons in Ohio who have been designated as registered sex offenders is assigned to the sheriffs of the various counties. The following websites contain information about registered sex offenders for geographic areas covered by this report.

The Office of the Ohio Attorney General: <http://www.icrimewatch.net/index.php?AgencyID=55149>

- Summit County Sheriff: http://www.sheriffalerts.com/cap_main.php?office=5398
- Wayne County Sheriff: <http://www.waynecountysheriff.com/sexoffenders.htm>
- Medina County Sheriff: http://www.medinasheriff.com/important_disclaimer.htm
- Holmes County Sheriff: <http://www.holmescountysheriff.org/sex-offenders/>
- Cuyahoga County Sheriff: <http://sheriff.cuyahogacounty.us/en-US/Sexual-Offender-Unit.aspx>

Drug Abuse Prevention Information

Drug Free Schools and Communities Notice

The issue of drug abuse, misuse, and dependency concerns the entire University community, as well as our surrounding environment. The Drug Free Schools and Communities Act Amendment of 1989 Policy (Public Law 101-226) is federal legislation developed to eliminate illicit drugs and to initiate the intelligent use of alcohol on all college campuses, schools, and communities. The University of Akron is concerned with the quality of life on campus and believes that a rewarding college experience can only be achieved through the elimination of chemical abuses. Information is included below about drug and alcohol use and abuse, health risks, legal and University sanctions, resources and support services available to anyone with concerns about alcohol and drug problems. Students may obtain printed materials about drugs and alcohol at Student Health Services, Suite 260 Student Recreation and Wellness Services, and employees should contact Human Resources, 330-972-7090.

Unlawful consumption, distribution, possession or use of drugs or alcohol by students or employees on University property, in conjunction with University activities or inconsistent with the Code of Student Conduct is prohibited. Violators are subject to prosecution in accordance with applicable laws or ordinances and may be subject to University discipline.

University Sanctions

Students

Unauthorized consumption, possession or distribution of alcohol is a violation of section (D) of the University Code of Student Conduct, located in University Rule 3359-41-01. Sanctions may include, but are not limited to, attendance at workshops, educational sanctions, disciplinary probation, removal from the residence halls, strict disciplinary probation, suspension, dismissal, and other sanctions appropriate to the violation. Possession, use or

distribution of marijuana or any narcotic, hallucinogenic or other drug in either the refined or crude form which is prohibited by law is a violation of section (D) of the University Code of Student Conduct, located in University Rule 3359-41-01. Sanctions may include, but are not limited to, attendance at workshops, educational sanctions, disciplinary probation, removal from the residence halls, strict disciplinary probation, suspension, dismissal, and other sanctions appropriate to the violation. For more information about the Code of Student Conduct see University Rules 3359-41-01 available at <http://www.uakron.edu/dotAsset/1344508.pdf>.

University Employees

Employees who are under the influence, possess, use or furnish alcohol to a minor violate University rules 3359-20-05.5 and 3359-47-01 and may receive appropriate sanctions, up to and including termination. Possession or use of illegal drugs on University property or any other property where University business is being carried out is a violation of University rules 3359-20-05.5 and 3359-47-02. Unlawful manufacture, distribution, dispensing, possession, or use, of any drug or controlled substance is a violation of University rule 3359-47-02. Employees who violate these rules may be subject to sanctions up to and including termination. If disciplinary action under these policies is taken against an Employee covered by a collective bargaining agreement, the action shall be subject to grievance procedures set forth in such agreement. For more information about the University's Alcohol Policy and the University's Drug Free Workplace Policy see <http://www.uakron.edu/dotAsset/1344556.pdf>.

Substance abuse risks and penalties

Alcohol

Effects of Occasional and Extended Use

Liver disease, heart disease, pancreatitis, cirrhosis of the liver, hepatitis, Fetal Alcohol Syndrome, slowed reaction, high blood pressure, stroke, birth defects, cancer of the esophagus, mouth, throat, and larynx (voice box), breast cancer, colon cancer, rectal cancer, unconsciousness, memory loss, impotence, weight gain, premature aging, bad breath, infertility, heart attacks, stomach ulcers, colitis, unconsciousness

Criminal Sanctions/Penalties

Purchase under 21: Maximum confinement of 180 days and fine of \$1,000

Possession or consumption under 21: Maximum confinement of 180 days and fine of \$1,000

Open container violation: Maximum fine of \$100

Consumption in a motor vehicle: Maximum confinement of 30 days and fine of \$250

Driving under the influence (legal limit .08): Maximum confinement of 180 days and fine of \$1,000

Marijuana

Effects of Occasional and Extended Use

Memory and learning difficulties, distorted perception; difficulty in thinking and problem solving; loss of coordination; and increased heart rate, heart attack, burning and stinging of the mouth and throat, heavy cough, respiratory illnesses, cancer of the respiratory tract and lungs, decreased immune system functioning, depression, anxiety, personality disturbances, altered neurological development in infants, drug craving, irritability, sleeplessness, increased aggression

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

Cocaine & Crack Cocaine

Effects of Occasional and Extended Use

Constricted peripheral blood vessels, dilated pupils, and increased temperature, heart rate, and blood pressure, restlessness, irritability, and anxiety, paranoia, depression, ulceration of the mucous membrane of the nose, cardiac arrest or seizures, respiratory arrest

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

Heroin, Opium, Morphine, Codeine and Demerol

Effects of Occasional and Extended Use

Fatal overdose, spontaneous abortion, collapsed veins, infectious diseases including HIV/AIDS and hepatitis, infection of the heart lining and valves, abscesses, cellulitis, liver disease, pulmonary complications, pneumonia, cellular tissue death, malnutrition, low blood pressure, seizures

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

LSD, PCP

Effects of Occasional and Extended Use

Dilated pupils, higher body temperature, loss of appetite, sleeplessness, dry mouth, tremors, blocked speech, psychosis, extreme image distortion, violent behavior, flashbacks, hallucinations, increased heart rate and blood pressure, flushing, sweating, dizziness, numbness, drowsiness, convulsions, coma, heart and lung failure, ruptured blood vessels in the brain, death, affects memory, perception, concentration and judgment, paranoia, fearlessness, anxiety, may affect hormones related to growth, nausea, blurred vision, vomiting, drooling, loss of balance, delusions, catatonia, depression, weight loss

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

MDMA (Ecstasy)

Effects of Occasional and Extended Use

Confusion, depression, sleep problems, severe anxiety, and paranoia, muscle tension, involuntary teeth clenching, nausea, blurred vision, faintness, and chills or sweating, increases in heart rate and blood pressure, brain damage, drug craving, rapid eye movement, acne-like rash, liver damage, Parkinson's disease – stimulant (like amphetamine) and hallucinogenic (like LSD) effects

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

Barbiturates and Tranquilizers

Effects of Occasional and Extended Use

Shallow breathing, slurred speech, sluggishness, fatigue, disorientation, lack of coordination, dilated pupils,

disinhibition, sleepiness, impairs memory, judgment and coordination, irritability, paranoid and suicidal ideation, depression of the respiratory center in the brain resulting in death, tremors, elevated blood pressure and pulse, sweating, seizures, emotional instability, vision problems, sexual dysfunction, chronic tiredness, menstrual irregularities, breathing disorders, hallucinations, vomiting, sleep and eating disorders

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

GHB

Effects of Occasional and Extended Use

Coma and seizures, nausea and difficulty breathing, insomnia, anxiety, tremors, sweating, unconsciousness

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

Rohypnol ("Roofies")

Effects of Occasional and Extended Use

Amnesia, death, muscle reaction, seizures, dependence, blackouts, dizziness, disorientation, nausea, decreased blood pressure, visual disturbances, gastrointestinal disturbances, urinary retention, headache, muscle pain, extreme anxiety, tension, restlessness, confusion, irritability, numbness, tingling, loss of identity, hallucinations, delirium, convulsions, shock, cardiovascular collapse

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

Ketamine ("Special K")

Effects of Occasional and Extended Use

Dream-like states and hallucinations, delirium, amnesia, impaired motor function, high blood pressure, depression, and potentially fatal respiratory problems

Criminal Sanctions/Penalties

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

Inhalants

Effects of Occasional and Extended Use

unconsciousness, heart failure and death, suffocation, hearing loss, peripheral neuropathies or limb spasms, central nervous system or brain damage, bone marrow damage, liver and kidney damage, blood oxygen depletion, Kaposi's sarcoma

Criminal Sanctions/Penalties

Possession or use: Maximum confinement of 180 days and \$1,000 fine

Note: The Ohio Revised Code and federal law distinguish amongst controlled narcotic substances by category. Ohio law classifies narcotics according to a schedule (Schedule I – Opiates; Schedule II – Opium & Opium derivatives such as cocaine; Schedule III – stimulants such as steroids and LSD; and Schedule IV – narcotic drugs). Penalties vary depending upon the Schedule of the narcotic.

Note: Distribution of controlled substances in or near schools and colleges can result in penalties twice the regular penalty for the same offense. Trafficking in drugs can result in forfeiture of property including motor vehicles, vessels, money, real property and other personal property.

Note: Use of ANY controlled substance to aid in committing a crime of violence (including sexual assault) is a violation of federal law that could be prosecuted in addition to the underlying crime. Penalties may be as great as 20 years in prison with the penalties increased if the perpetrator has a prior conviction or if death or serious bodily injury results from the use of the controlled substance.

Resources

The University of Akron has the IMPACT Employee Assistance (EAP) & Work/Life Program which offers access to confidential professional support. The IMPACT program includes access to unlimited phone consultation, six complimentary face-to-face counseling sessions per person per occurrence, plus an expansive collection of resources. The IMPACT Employee Assistance (EAP) & Work/Life Program is available 24 hour a day, 7 days a week by calling 800-227-6007.

Students who are struggling with alcohol or substance abuse issues also may be referred to The University of Akron Crisis, Assessment, Referral and Evaluation “CARE” team. The CARE Team provides guidance and assistance to students who are experiencing crises and responds to students when concerns have been identified for a student’s health, welfare and safety.

In addition to specific programs identified above, the University, as well as its constituent student and employee organizations, offers various programming concerning the effects of alcohol and substance abuse for constituent University audiences throughout the year. Information regarding ongoing programming is communicated to students and employees through informational postings, webpage announcements and electronic newsletters that the University sends to students (through Zipmail) and employees (through the Digest.) Student organizations may use the Zipmail system to share information with University students.

On-Campus Support and Resources

The following are available to students and employees

- Center for Nursing: 330-972-6968
- Clinic for Child Study and Family Therapy 330-972-6822
- Counseling and Testing Center 330-972-7082
- Health Services 330-972-7808
- Department of Psychology 330-972-6714
- Department of Sport Science and Wellness Education 330-972-7473

Hotlines

- Alcohol & Drug Helpline 1-800-821-4357
- Alcohol Treatment Referral Hotline 1-800-ALCOHOL (252-6465)
- Center for Substance Abuse Prevention (CSAP) 1-800-729-6686
- Ctr. for Substance Abuse Treatment National Drug/Alcohol Treatment Referral Service 800-662- HELP

(4357)

- National Council on Alcoholism & Drug Dependence (NCADD) Hotline 1-800-622-2255
- National Suicide Prevention Hotline 1-800-273-TALK (8255)
- Sexual Assault Hotline 1-800-656-HOPE (4673)
- U.S. Department of Education 1-800-624-0100

Akron Support Services

- Alcoholics Anonymous 330-253-8181
- Alcohol Drug Addiction and Mental Health Services Board 330-762-3500
- Summit County Public Health 330-375-2984
- Edwin Shaw Hospital 330-436-0950
- GreenLeaf Family Services 330-376-9494
- Rape Crisis Center/Medina & Summit Counties 330-374-0740/Hotline 877-906-RAPE (7273)/
- Campus 330-972-6328
- St. Thomas Medical Center 330-379-5295
- Summit County Suicide Prevention Coalition 330-434-9144 or 1-800-273-TALK (8255)

National Support Services

- Al-Anon/Alateen Family Group Headquarters 1-800-344-2666
- Alcoholics Anonymous World Services 1-212-870-3400
- Marijuana Anonymous World Services 1-800-766-6779
- Nar-Anon Family Groups 1-800-477-6291
- Narcotics Anonymous 1-818-773-9999

Fire Safety

The University of Akron emphasizes the importance of fire safety, particularly among its resident students. However, because the possibility for residence hall fires exists, The University of Akron takes a number of precautions to protect the approximately 2,300 students who currently live in ten residence halls.

Reporting Fires and Evacuation

All fires should be reported immediately to the City of Akron Fire Department, University of Akron Police Department (911 or 330-972-2911) or residence hall staff. Upon receipt of a fire report, The University of Akron Police Department immediately will dispatch officers and Environmental and Occupational Health and Safety personnel to investigate fire reports on campus and route calls to the City of Akron Fire Department as necessary.

Upon receiving notice of a fire by way of an announcement or activation of the fire alarm system, occupants immediately should evacuate the building using the closest available exit. Elevators should not be used. Once out of the building, individuals should assemble at their pre-designated meeting point to await further instructions.

Each floor has a clearly marked location where students who require physical assistance to evacuate residence halls should go to obtain evacuation assistance. Students must call University Police at 330-972-2911 to secure assistance during an evacuation. This number also is posted on each residence hall floor.

Equipment

All residence halls are equipped with a fire alarm system. All alarm systems function and undergo rigorous testing and documentation each year. Fire safety specialists activate the alarm systems annually and inspect and clean the system components on an annual basis.

Fire extinguishers (ABC type) are in all residence halls and spaced in accordance with the Ohio Fire Code.

All residence hall rooms have flame-retardant mattresses and window shades. Public areas have carpets and drapery that meet maximum flammability standards.

Campus police can unlock all student room and building doors in an emergency to maximize evacuation and rescue. In addition, the University's regional campus and center buildings are equipped with "Knox Security Key Boxes." These high security boxes contain building master keys for use by the firefighters who come into a residence hall. The boxes are opened by a key that is on each fire truck. The sub master keys in these "Knox Boxes" enable firefighters to quickly unlock building doors in order to maximize evacuation and rescue or to fight an active fire.

Four locations, owned by the University but not operated by Residence Life and Housing, have fire safety systems in place, but do not have suppression systems. These locations include: 478 Orchard Street; Hower House; Tau Kappa Epsilon Housing; and Phi Kappa Psi Housing. Further information concerning each residence hall and housing facility fire safety system is available on the chart contained in Appendix C of this report.

Restrictions

The University of Akron restricts use of any item that produces an open flame or heating surface in residence hall student rooms. Candles, incense, and hot plates are among the restricted items. The full list of prohibited items is available in the Residence Life Handbook, which is at: <http://www.uakron.edu/reslife/docs/2016-17Handbook.pdf> Fire safety information is contained in Section 6.

All residence halls are non-smoking, including vaping; this includes all student rooms.

Education

All resident students receive a fire inspection checklist during move-in, which helps students identify fire safety risks and recommends safe practices. Fire safety information also is provided through floor meetings to all resident students. Additional safety information can be found at the Department of Environmental and Occupational Health and Safety (EOHS) Web site: <http://www.uakron.edu/safety/eohs/fire.dot>

The University of Akron conducts fire drills once each semester for its residence halls and as required by Ohio's Fire Code for all other campus buildings. During the 2018 calendar year, the University conducted 27 fire drills among its residence halls. The University also conducted drills for academic support buildings as required by law. EOHS also provides on-site fire training in the residence halls upon request.

Each floor has a clearly marked location where students who require physical assistance to evacuate residence halls should go to obtain evacuation assistance. Students must call University Police at 330-972-2911 to secure assistance during an evacuation. This number is also posted on each residence hall floor.

Emergency Action Plan placards, which detail emergency guidelines for different types of possible emergencies, including fire, are posted throughout each residence hall and provided to each resident's room.

Residence hall video display boards provide safety messaging throughout each academic term.

Fire Safety Recommendations and Tips Smoking and Safety

- Careless smoking is the leading cause of fire deaths in North America.
- Smoking in bed or when you are drowsy could be deadly.
- Provide smokers with large, deep non-tip ashtrays and soak butts with water before discarding.
- Before going to bed or leaving home after someone has been smoking, check under and around cushions and upholstered furniture for smoldering cigarettes.

Cooking Safety

- Never leave cooking unattended and turn pot handles inward on the stove where you can't bump them.
- Keep cooking areas clear of combustibles and wear clothes with short, rolled-up or tight-fitting sleeves when you cook.
- If grease catches fire in a pan, slide a lid over the pan to smother the flames and turn off the heat. Leave the lid on until cool. NEVER throw water on steaming or burning grease.

Cool a Burn

- Run cool water over a burn for 10 to 15 minutes.
- Never put butter or any grease on a burn. Never use ice.
- If the burned skin blisters or is charred, see a doctor immediately.

Space Heaters

- Keep portable heaters and space heaters at least 3 feet from anything that can burn.
- Keep children and pets away from heaters, and never leave heaters on when you leave home or go to bed.

Use Electricity Safely

- Do not overload extension cords or run them under rugs.
- Replace any electrical cord that is cracked or frayed.
- If an electrical appliance smokes or has an unusual smell, unplug it immediately, then have it serviced before using it again or discard.
- Don't tamper with your fuse box or use improper-size fuses.

When Not to Fight a Fire

- If the fire is spreading beyond the spot where it started.
- If you can't fight the fire with your back to an escape exit.
- If the fire can block your only escape.

How to Use a Fire Extinguisher

The following are general statements for the operation of a fire extinguisher; however, all extinguishers are different. Users should be trained on how to use a fire extinguisher prior to use to ensure that the correct type of extinguisher is used and that it is used properly.

1. Pull the pin.
2. Aim the extinguisher nozzle at the base of the flames.
3. Squeeze the trigger while holding the extinguisher upright.
4. Sweep the extinguisher from side to side to cover the area of the fire.

Off-Campus Fire Safety Tips

- All rental properties should be equipped with a smoke detector in every room used for sleeping and on every level of your home, including the basement.
- Test detectors every month, following the manufacturer's directions, and replace batteries once a year, or whenever a detector "chirps" to signal low battery power.
- Never "borrow" a smoke detector battery for another use - a disabled detector can't save your life.
- Replace detectors that are more than 10 years old.

Future Fire Safety Initiatives

The University of Akron continually strives to improve campus fire safety. All new building construction and renovations are completed in accordance with applicable fire codes and the University is exploring opportunities to further expand its Network Fire Alarm Mass Notification System.

Appendices

Includes:

- Appendix A - 2018 Clery Crime and Fire Statistics
- Appendix B - Definitions and Footnotes
- Appendix C - Residence Hall Fire Suppression System
- Appendix D - Title IX Resources
- Appendix E - Title IX and Safety Programming/Training

Appendix A

Crime Statistics Chart – Akron Campus

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non-Campus ^a	Public Property ^b	Hate Crimes ^c
Aggravated Assault	2018	2	1	3	0	0	0
	2017	1	3	4	0	2	0
	2016	0	0	0	0	1	0
Arson	2018	2	0	2	0	0	0
	2017	0	0	0	0	0	0
	2016	0	0	0	0	0	0
Burglary	2018	8	2	10	1	0	0
	2017	3	1	4	1	0	0
	2016	6	3	9	2	0	0
Manslaughter by Negligence	2018	0	0	0	0	0	0
	2017	0	0	0	0	0	0
	2016	0	0	0	0	0	0
Murder and Non-Negligent Manslaughter	2018	0	0	0	0	0	0
	2017	0	0	0	0	0	0
	2016	0	0	0	0	0	0
Motor Vehicle Theft	2018	7	0	7	0	0	0
	2017	5	0	5	0	0	0
	2016	7	0	7	2	0	0
Robbery	2018	2	1	3	0	3	0
	2017	0	0	0	0	3	0
	2016	3	0	3	0	2	1 ^d
Rape	2018	2	4	6	1	0	0
	2017	0	7	7	0	0	0
	2016	2	3	5	0	0	0
Fondling	2018	1	3	4	0	0	0
	2017	1	4	5	0	0	0
	2016	3	3	6	0	0	0
Incest	2018	0	0	0	0	0	0
	2017	0	0	0	0	0	0
	2016	0	0	0	0	0	0
Statutory Rape	2018	0	0	0	0	0	0
	2017	0	0	0	0	0	0
	2016	1	0	1	0	0	0

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus ^a	Public Property ^b	Hate Crimes ^c
Domestic Violence	2018	0	0	0	0	0	0
	2017	0	0	0	0	0	0
	2016	1	0	1	0	0	0
Dating Violence	2018	1	4	5	1	0	0
	2017	2	16	18	1	1	0
	2016	0	8	8	0	0	0
Stalking	2018	4	0	4	0	0	0
	2017	3	1	4	1	0	0
	2016	5	0	5	0	0	0
Total Unfounded Crimes	2018	2	0	2	0	0	0
	2017	5	0	5	0	0	0
	2016	0	1	1	0	0	0

See Appendix B

Arrests and Disciplinary Referrals – Akron Campus

Crimes Reported	Year	Campus (not including residence)	Campus (residence facilities only)	Campus Total	Non-Campus ^a	Public Property ^b
Arrests						
Alcohol Law Violations	2018	9	0	9	0	3
	2017	6	0	6	0	6
	2016	2	5	7	0	5
Drug Law Violations	2018	13	3	16	1	4
	2017	4	4	8	0	8
	2016	2	6	8	0	12
Weapon Law Violations	2018	1	1	2	0	2
	2017	0	0	0	1	1
	2016	1	0	1	0	2
Disciplinary Referrals						
Alcohol Law Violations	2018	1	76	77	0	0
	2017	1	150	151	1	0
	2016	5	206	211	0	2
Drug Law Violations	2018	8	37	45	0	0
	2017	4	67	71	0	0
	2016	9	43	52	0	1
Weapon Law Violations	2018	0	2	2	0	0
	2017	0	1	1	0	0
	2016	0	0	0	0	0

Additional Hate Crime Categories – Akron Campus

		Race	Gender	Religion	National Origin	Sexual Orientation	Gender Identity	Ethnicity	Disability
Larceny-Theft	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Simple	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	7d	0	0	0	0	0	0	0
Intimidation	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	1	0	0	0	0	0
Property Damage Destruction Vandalism	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	1	0	0	0	0	0

See Appendix B

Crime Statistics Chart - Wayne College Campus (Regional Campus)

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) ^f	Campus Total	Non-Campus ^a	Public Property ^b	Hate Crimes ^c
Aggravated Assault	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Arson	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Burglary	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Manslaughter by Negligence	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Murder and Non-Negligent Manslaughter	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Motor Vehicle Theft	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Robbery	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Rape	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Fondling	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0

See Appendix B

Crime Statistics Chart – Wayne College Campus Continued

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus ^a	Public Property ^b	Hate Crimes ^c
Incest	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Statutory Rape	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Domestic Violence	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Dating Violence	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Stalking	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0
Total Unfounded Crimes	2018	0	N/A	0	0	0	0
	2017	0	N/A	0	0	0	0
	2016	0	N/A	0	0	0	0

See Appendix B

Arrests and Disciplinary Referrals – Wayne College Campus

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) ^f	Campus Total	Non-Campus ^a	Public Property ^b
Arrests						
Alcohol Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Drug Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Weapon Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0

Disciplinary Referrals						
Alcohol Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Drug Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Weapon Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0

See Appendix B

Additional Hate Crime Categories – Wayne College Campus

		Race	Gender	Religion	National Origin	Sexual Orientati	Gender Identity	Ethnicity	Disability
Larceny-	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Simple	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Intimidation	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Property Damage Destruction Vandalism	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0

See Appendix B

Crime Statistics Chart – Medina County University Center (Separate Campus)

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) ^f	Campus Total	Non-Campus ^a	Public Property ^b	Hate Crimes ^c
Aggravated Assault	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Arson	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Burglary	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Manslaughter by Negligence	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Murder and Non-Negligent Manslaughter	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Motor Vehicle Theft	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Robbery	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Rape	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Fondling	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0

See Appendix B

Crime Statistics Chart – Medina County University Center Continued

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus ^a	Public Property ^b	Hate Crimes ^c
Incest	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Statutory Rape	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Domestic Violence	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Dating Violence	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Stalking	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0
Total Unfounded Crimes	2018	0	N/A	0	N/A	0	0
	2017	0	N/A	0	N/A	0	0
	2016	0	N/A	0	N/A	0	0

See Appendix B

Arrests and Disciplinary Referrals – Medina County University Center

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) ^f	Campus Total	Non-Campus ^a	Public Property ^b
Arrests						
Alcohol Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Drug Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0

Weapon Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Disciplinary Referrals						
Alcohol Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Drug Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0
Weapon Law Violations	2018	0	N/A	0	0	0
	2017	0	N/A	0	0	0
	2016	0	N/A	0	0	0

See Appendix B

Additional Hate Crime Categories – Medina County University Center

		Race	Gender	Religion	National Origin	Sexual Orientati	Gender Identity	Ethnicity	Disability
Larceny-	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Simple	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Intimidation	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0
Property Damage Destruction Vandalism	2018	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0

See Appendix B

Crime Statistics Chart – Lakewood^r (Separate Campus)

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) ^f	Campus Total	Non-Campus ^a	Public Property ^b	Hate Crimes ^c
Aggravated Assault	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Arson	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Burglary	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Manslaughter by Negligence	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Murder and Non-Negligent Manslaughter	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Motor Vehicle Theft	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Robbery	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Rape	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Fondling	2018	0	N/A	0	N/A	0	0
	2017						
	2016						

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus ^a	Public Property ^b	Hate Crimes ^c
Incest	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Statutory Rape	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Domestic Violence	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Dating Violence	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Stalking	2018	0	N/A	0	N/A	0	0
	2017						
	2016						
Total Unfounded Crimes	2018	0	N/A	0	N/A	0	0
	2017						
	2016						

See Appendix B

Arrests and Disciplinary Referrals – Lakewood

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) ^f	Campus Total	Non-Campus	Public Property
Arrests						
Alcohol Law Violations	2018	0	N/A	0	0	0
	2017					
	2016					
Drug Law Violations	2018	0	N/A	0	0	0
	2017					
	2016					
Weapon Law Violations	2018	0	N/A	0	0	0
	2017					
	2016					
Disciplinary Referrals						

Alcohol Law Violations	2018	0	N/A	0	0	0
	2017					
	2016					
Drug Law Violations	2018	0	N/A	0	0	0
	2017					
	2016					
Weapon Law Violations	2018	0	N/A	0	0	0
	2017					
	2016					

See Appendix B

Additional Hate Crime Categories – Lakewood

		Race	Gender	Religion	National Origin	Sexual Orientation	Gender Identity	Ethnicity	Disability
Larceny-	2018	0	0	0	0	0	0	0	0
	2017								
	2016								
Simple	2018	0	0	0	0	0	0	0	0
	2017								
	2016								
Intimidation	2018	0	0	0	0	0	0	0	0
	2017								
	2016								
Property Damage Destruction Vandalism	2018	0	0	0	0	0	0	0	0
	2017								
	2016								

See Appendix B

Fire Statistics Chart - Akron Campus

Residence Facility	Year	Total Fires In Building	Cause of Fire	Number of Deaths	Number of Injuries	Value of Property Damage
478 Orchard	2018	0		0	0	0
	2017	1	Unattended candle	0	0	0
	2016	0		0	0	0
503/505 Vine	2018	N/A		N/A	N/A	N/A
	2017	0		0	0	0
	2016	0		0	0	0
Bulger Hall 265 Buchtel Common	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
sExchange Residence Hall 207 E. Exchange	2018	0		0	0	0
	2017	2	Microwave-unknown electrical	0	0	\$100-999
			Accidental trash receptacle from disposition of lit material	0	0	\$0-99
	2016	2	Stove top fire while cooking	0	0	\$0-99
			Cell phone battery fire	0	0	\$100-999
Honors Res Hall 188 S. College	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
Hower House	2018	0		0	0	0
	2017	N/A		N/A	N/A	N/A
	2016	N/A		N/A	N/A	N/A

Fire Statistics Chart – Akron Campus Continued

Residence Facility	Year	Total Fires In Building	Cause of Fire	Number of Deaths	Number of Injuries	Value of Property Damage
Orr Hall 88 South College	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
Quaker Square 125 S. Broadway	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
Ritchie Hall	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
Sisler- McFawn 211 Buchtel Common	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
South Hall 353 Grant St	2018	0		0	0	0
	2017	1	Cigarette in trash	0	0	\$0-99
	2016	0		0	0	0
Spanton Hall 190 S. College	2018	0		0	0	0
	2017	0		0	0	0
	2016	0		0	0	0
Spicer Hall 282 Spicer St.	2018	0		0	0	0
	2017	1	Paper in microwave	0	0	\$0-99
	2016	0		0	0	0

See Appendix B

Appendix B

Definitions and Footnotes to Crime and Fire Statistics Department of Education Clery Definitions

Campus:

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or other retail vendor).

Non-Campus:

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property:

All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. Public property, for purposes of data collection and this report, does not include businesses or private residences adjacent to the campus.

City of Akron Crime Statistics: <https://www.communitycrimemap.com/>

Footnotes:

- a. Non-campus statistics for the Akron campus include facilities owned or controlled by the University and frequently used by students including but not limited to:
 - 411, 441, and 495 Wolf Ledges Pkwy (The University of Akron Research Foundation – laboratory space)
 - 539 E. Town Street, Columbus, OH (leased student intern housing)
 - Bath Nature Preserve
 - Columbus State University (leased classroom space during specific hours)
 - Copley High School (leased classroom space during specific hours)
 - Barberton High School (leased classroom space during specific hours)
 - Barberton Middle School (leased classroom space during specific hours)
 - First Congregational Church (leased classroom space during specific hours)
 - Fraternity and Sorority houses

- Panzner Wetland Wildlife Preserve
- Steiner Woods

Non-campus statistics for the Wayne College Campus include statistics for:

- Holmes County Higher Education Center in Millersburg
 - Wadsworth High School (leased classroom space during specific hours)
 - Lakewood Center, Baily Building (closed August 17, 2017)
 - Lakewood High School
 - Mid-Point Campus Center, Brunswick (closed 2016)
 - Medina County University Center and Lakewood currently do not have any Non-campus properties. Wayne College Campus, Medina County University Center, and Lakewood do not have any residence halls.
- "Public Property" statistics include police reports taken by the City of Akron, the City of Orrville and the City of Medina for public properties adjacent to the University Akron and Wayne campuses and the Medina County University Center. Every effort has been made to comply with the definitions contained in the statutes, regulations and Handbook for Campus Crime Reporting; however Public Property statistics provided by municipalities are not independently verified by the University and may include reports of crimes that occurred in private residences, businesses or Non-Campus locations.
 - Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived: race (RA), gender (GE), religion (RE), national origin (NO), sexual orientation (SO), gender identity (GI), ethnicity (ET) or disability of the victim (DB). This definition is reflective of reporting year 2014 and after.
 - Multiple hate crimes were reported in connection to a single police report which included multiple charges and victims.
 - Glenville Hall at 478 Orchard is an apartment building owned by the University, but not designated as residence halls or managed by the University. This building was reclassified from non-campus property to on-campus residences beginning with the 2014 ASR, and the statistics include time prior to reclassification. Glenville Hall at 478 Orchard is being leased for Greek housing. 503/505 Vine was closed on July 31, 2017 and razed.
 - Lakewood first qualified as a separate campus August 28, 2017 when the Lakewood High School location started the fall semester. A Separate Campus meet all the following:
 - Institution owns or controls the site;
 - Is not reasonably geographically contiguous with the main campus;
 - Is has an organized program of study; and
 - There is at least one person on site acting in an administrative capacity.

Appendix C

Residence Hall Life Safety Systems

Residence Facility	Suppression System ¹	Fire Extinguishers	Emergency Generator ²	Fire Alarm	Mass Notification ³	Smoke Detectors
Owned by The University of Akron and Operated by Residence Life and Housing						
Bulger Hall	Wet	Yes	Yes	Monitored	Yes	Hard-wired
Exchange Residence Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Honors Res. Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Orr Hall	Wet	Yes	No	Monitored	Yes	Hard-wired
Quaker Square	Wet	Yes	Yes	Monitored	Yes	Hard-wired
Ritchie Hall	Wet	Yes	No	Monitored	Yes	Hard-wired
Sisler-McFawn	Wet	Yes	Yes	Monitored	Yes	Hard-wired
South Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Spanton Hall	Wet	Yes	Yes	Monitored	Yes	Hard-wired
Spicer Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Owned by The University of Akron						
Tau Kappa Epsilon ⁴		Yes		Monitored	No	Hard-wired
Glenville Hall ^{4,5} 478 Orchard		Yes		Monitored	No	Hard-wired
Hower House ⁴		Yes		Monitored	No	Hard-wired & Battery operated
Phi Kappa Psi ⁴		Yes		Monitored	No	Hard-wired

1. Suppression System is a water or dry-based automatic fire sprinkler system designed to operate and distribute water above a fire at a pre-determined temperature.
2. Emergency Generator is a backup electrical power-generating device that provides temporary power during an outage.
3. A mass notification system is one which the University Police Department can provide specific instructions to either individual buildings or groups of buildings.
4. Each unit has individual smoke detector alarms, consistent with the requirements of the Ohio Fire Code.
5. Temporarily occupied by Alpha Phi sorority.

Appendix D

Resources for Victims of Sexual Violence

Sexual Assault, Dating Violence, Domestic Violence, Stalking

Emergency Numbers

University of Akron Police Department
Akron Off-Campus (330) 972-2911
Wayne College Police (330) 684-8910
Or 9-1-1

City of Akron Police Department
Emergency 9-1-1

Rape Crisis Center of Medina and Summit Counties
Akron Campus Office:
Student Recreation and Wellness Center 246
330-972-6328

Summit County
Rape Crisis Center, 974 East Market Street, Akron, OH 44305
24 Hour Crisis Hotline:
Local: (330) 434-7273
Toll Free: (877) 906-7273
www.rccmsc.org

Medina County
Rape Crisis Center, 704 N. Court St. #21, Medina, OH 44256
(330) 764-8635
www.rccmsc.org

OneEighty, Holmes and Wayne Counties
104 Spink St., Wooster, OH 44691
330-264-8498
<https://www.one-eighty.org/>

Akron Campus Resources

Counseling and Testing Center
Simmons Hall 306
(330) 972-7082
www.uakron.edu/counseling

University Health Services
Student Recreation and Wellness Center Suite 260
(330) 972-7808
www.uakron.edu/healthservices

Counseling and Accessibility Services (Wayne College)
Boyer HPE Building B112
(330) 972-8767
<http://wayne.uakron.edu/student-services/personal-counseling/index.dot>

Office of Student Conduct and Community Standards
Simmons Hall 302
(330) 972-6380
www.uakron.edu/studentconduct

Residence Life and Housing
Ritchie Hall
(330) 972-7800
www.uakron.edu/reslife

Department of Psychology
Counseling Clinic
(330) 972-6714
<https://www.uakron.edu/psychology/academics/cpp/psych-clinic.dot>

Office of Student Financial Aid
Simmons Hall 202
(330) 972-7032
<https://www.uakron.edu/finaid/>

Off-Campus Services

Akron Community
Battered Women's Shelter of Summit and Medina Counties
Local:(330) 374-0740
Toll Free: (877) 414-1344
www.scmcbws.org

Community Legal Aid Services
(330) 535-4191
www.communitylegalaid.org

Victim Assistance Program
(330) 376-0040
www.victimassistanceprogram.org

Cleveland Clinic Akron General Hospital
Trauma Center - Sexual Assault Nurse Examiners' program
1 Akron General Avenue
330-344-6611
www.akrongeneral.org/portal/page/portal/AGMC_PAGEGROUP/Clinical_services/Emergency

State and Federal Resources

The United States Department of Homeland Security, Citizenship Immigration Services
www.uscis.gov

Ohio Victims of Crime Compensation Program
(877) 584-2846
<http://www.ohioattorneygeneral.gov/Individuals-and-Families/Victims/Apply-for-Victims-Compensation>

Lakewood Community
Fairview Hospital Emergency Department
(216) 476-7278
http://my.clevelandclinic.org/locations_directions/Regional-Locations/fairview-hospital

Lakewood Hospital
(216) 521-4200
https://my.clevelandclinic.org/locations_directions/Regional-Locations/lakewood-hospital

Alcohol Drug Addiction Mental Health Services (ADAMHS) Board of Cuyahoga County
(216) 241-3400
www.adamhscc.org

Laura's Home Women's Crisis Center
(216) 472-5500
www.thecitymission.org/lauras-home

Cleveland Rape Crisis Center
(216) 619-6192
www.clevelandrapecrisis.org

Legal Aid Society of Cleveland
(216) 687-1900
<https://laslev.org/>

Medina
Battered Women's Shelter of Summit and Medina Counties
(330) 723-3900
www.scmcbws.org

Community Legal Aid Services
(330) 264-9454
www.communitylegalaid.org

Counseling Center for Wayne and Holmes Counties
(330) 264-9029
www.ccwhc.org

Summa Wadsworth Rittman

(330) 331-1000

<http://www.summahealth.org/locations/emergencyrooms/summa%20health%20centr%20at%20wadsworth-rittman/>

Medina Hospital

(330) 725-1000

http://my.clevelandclinic.org/locations_directions/Regional-Locations/medina-hospital/

Julie Adams House

(216) 741-2871

<http://juliadamshouse.org>

Millersburg Community

Counseling Center for Wayne and Holmes Counties

(330) 674-6697

www.ccwhc.org

Pomerene Hospital

(330) 674-1015

www.pomerenehospital.org

OneEighty, Holmes and Wayne Counties

104 Spink St, Wooster, OH 44691

330-264-8498

<https://www.one-eighty.org/>

Orrville Community

Community Legal Aid Services

(330) 264-9454

www.communitylegalaid.org

Counseling Center for Wayne and Holmes Counties

(330) 683-5106

www.ccwhc.org

Aultman Orrville Hospital

(330) 682-3010

www.aultmanorrville.org

Wooster Community Hospital

(330) 263-8100

www.woosterhospital.org

Appendix E

2018 Programing Initiatives Related to Sexual Violence Prevention Presented to the Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
Akron Experience – Student Conduct Presentation	Student Conduct and Community Standards	Alcohol and Drugs, Dating Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	New Students
Bulger Residence Hall Trivia	RCC	Sexual Assault	Awareness	Campus Community
Bully Movie Screening	Student Services at Wayne College	Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Bullying	Student Services at Wayne College	Alcohol and Drugs, Dating Violence	Awareness Program	Wayne College
Bystander Training and Suicide Prevention	Student Services at Wayne College	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Primary Prevention, Awareness, Bystander Intervention, Risk Reduction	Wayne College
chAAArge: Awareness Campaign	SAVE Team	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness Campaign	Campus Community
Culture Shock	Counseling and Testing Center	Alcohol and Drugs	Awareness	Campus Community
Discussing Our Choices	Counseling and Testing Center	Alcohol	Primary Prevention	Campus Community
Domestic Violence Awareness Month	Rape Crisis Center	Dating Violence and Domestic Violence	Awareness, Ongoing Prevention and Awareness	Campus Community
Domestic Violence Awareness Month	Student Services at Wayne College	Domestic Violence, Dating Violence	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Embrace your voice Poetry Night	Coalition Against Sexual Assault	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness Campaign	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
Empowerment Fair	Dean of Students	Sexual Assault	Awareness	Campus Community
Empower the Bystander	Counseling and Testing Center and Defined Lines Student Organization	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Bystander Intervention, Primary Prevention	Campus Community
Empower the Bystander – Define It	Defined Lines Student Organization	Alcohol and Drugs, Sexual Assault, Sexual Harassment	Bystander Intervention, Primary Prevention	Campus Community
Escape Room	Coalition Against Sexual Assault	Domestic Violence, Dating Violence	Awareness Campaign	Campus Community
EVERfi	Student Affairs	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Bystander Intervention, Primary Prevention	
I am Not My Hair	Counseling and Testing Center	Sexual Harassment	Primary Prevention	Campus Community
Kisses for Consent	RCC	Sexual Assault	Awareness	Campus Community
International New Student Orientation	International Program Office	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Primary Prevention	New Students
LGBTUA Outreach	Rape Crisis Center and Dean of Students Office	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Ongoing Prevention and Awareness	Campus Community
LIFT (Leverage, Insight, Freedom, Truth)	Zach Gerdes and SAVE Team	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Bystander Intervention	Campus Community
Love Shouldn't Hurt	Counseling and Testing Center	Dating Violence, Domestic Violence, Stalking	Primary Prevention	Campus Community
MLK Jr. Activities Fair	RCC	Sexual Assault	Awareness	Campus Community
Mocktails	CASA (Coalition Against Sexual Assault)	Alcohol and Drugs	Awareness Program	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
Mocktails and Beer Goggles	Student Services at Wayne College	Alcohol and Drugs	Awareness Program	Wayne College
Mosaic: Women of Color	Counseling and Testing Center	Sexual Harassment	Primary Prevention	Campus Community
Pink Glove Boxing	Student Recreation and Wellness Services and University of Akron Police CASA (Coalition Against Sexual Assault)	Dating Violence	Primary Prevention	Campus Community
Pizza and Consent	CASA (Coalition Against Sexual Assault)	Alcohol and Drugs, Sexual Assault	Awareness	New Students
Power Awareness Campaign	SAVE Team	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness Campaign	Campus Community
Press for Progress 11a-1p Trap Lounge	RCC	Sexual Assault	Awareness	Campus Community
Pride tabling in Student Union	Student Services at Wayne College	Alcohol and Drugs, Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
QPR and Bystander Training	Student Services at Wayne College	Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Residence Hall Programs	Rape Crisis Center	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Ongoing Prevention and Awareness	Residential Students
Rethinking Race	RCC	Sexual Assault	Awareness	Campus Community
Rock Painting	CASA (Coalition Against Sexual Assault)	Sexual Assault	Awareness	Campus Community
Self-Care	CASA (Coalition Against Sexual Assault)	Dating Violence, Domestic Violence, Stalking, Sexual	Awareness	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
		Assault, Sexual Harassment		
SAFE Zone Training	Counseling and Testing Center	Sexual Harassment	Primary Prevention	Campus Community & Students
Sexual Assault Awareness Month Clothing Drive	Rape Crisis Center	Sexual Assault	Ongoing Prevention and Awareness Campaigns, Primary Prevention	Campus Community
Sexual Assault Awareness Month Department Web Banner	Communication and Marketing	Sexual Assault	Ongoing Prevention and Awareness Campaigns	Campus Community
Sexual Assault Awareness Month Beverly Gooden Guest Speaker	Sexual Assault and Violence Education Team	Sexual Assault	Ongoing Prevention and Awareness Campaigns, Bystander Intervention	Campus Community
Sexual Assault Awareness Month Open House	Rape Crisis Center	Dating Violence, Domestic Violence, Sexual Assault	Ongoing Prevention and Awareness Campaigns	Campus Community
Sexual Assault Awareness Month Teal Ribbon Campaign	Rape Crisis Center	Sexual Assault	Ongoing Prevention and Awareness Campaigns	Campus Community
Sexual Assault Awareness Month Walk of Heroes	Rape Crisis Center	Dating Violence, Domestic Violence, Sexual Assault	Ongoing Prevention and Awareness Campaigns	Campus Community
She was Asking for It	Counseling and Testing Center	Sexual Assault	Primary Prevention	Campus Community
Social Work Fair	Rape Crisis Center	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Ongoing Prevention and Awareness	Campus Community
Special Victims Unit (TV) Screening and Discussion	Residence Hall Council	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness, Risk Reduction	Residential Students
Law Enforcement Appreciation Day	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Student Athlete Leadership Presentation	Rape Crisis Center	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Ongoing Prevention and Awareness	Campus Community
Suicide Prevention	Counseling and	Alcohol and Drugs	Primary Prevention,	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
	Testing Center		Ongoing Prevention and Awareness Campaigns	
Take a Stand – Because Everyone Deserves to Feel Safe	Akron Experience Course and SAVE	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Primary Prevention, Bystander Intervention	New Students
Take Back the Night	Rape Crisis Center Dean of Students	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Bystander Intervention	Campus Community
Tarana Burke Tabling	Women's Studies, RCC, Dean of Students	Sexual Assault	Awareness	Campus Community
Tea & Consent	Rape Crisis Center	Sexual Assault, Alcohol and Drugs	Awareness	Campus Community
Teal Ribbons	Rape Crisis Center, Department of Athletics	Sexual Assault	Awareness	Campus Community
Think About It	SAVE and Title IX Response Team	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Primary Prevention	New Students
Transgender Awareness	Counseling and Testing Center	Sexual Harassment	Awareness	Campus Community
UA Trivia Night	Rape Crisis Center	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Ongoing Prevention and Awareness	Campus Community
Understanding the World of Student Conduct - International Student Orientation	Student Conduct and Community Standards	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Primary Prevention, Awareness	New Students
Walk of Heros	Dean of Students, Women's	Dating Violence, Domestic Violence, Stalking, Sexual	Awareness	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
	Studies	Assault		
Wayne Goes Purple for Spirit Day	Student Services at Wayne College	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness Campaign	Wayne College
Welcome to Wayne Day	Student Services at Wayne College	Alcohol and Drugs, Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Women's Self-Defense	Student Services at Wayne College	Dating Violence, Stalking and Domestic Violence	Primary Prevention	Wayne College
Women's Wellness Fair	The Multicultural Center	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
Women's Studies Lecture and Book Signing: Peggy Orenstein	Women's Studies Department	Sexual Harassment, Sexual Assault	Awareness	Campus Community
Women's Wellness Fair	RCC	Sexual Assault	Awareness	Campus Community
Safety, Conduct and Title IX (SC9)	Orientation/First Year Programs	Campus Safety, Alcohol and Drugs, Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Prevention, Awareness	New Students
Akron Experience - Student Conduct Presentations	Student Conduct and Community Standards	Alcohol and Drugs, Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Prevention, Awareness	New Students
Akron Experience - Bystander & Sexual Violence Prevention Presentations	SAVE Team	Rape Myths, Bystander Intervention, Conflict Management Styles	Prevention, Awareness, Bystander Intervention	New Students
#YouToo Panel	Rape Crisis Center	Sexual Assault, Sexual Harassment	Awareness	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
Embrace Your Voice/W O H tabling with ZPN	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Panel for Confines of the Silenced	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Confines of the Silence	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Embrace Your Voice/ Multi-Cultural	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Self-Care/ Kids Art Display	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
UA ATHLETICS Sports Psychology	Rape Crisis Center	Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Primary Prevention	Campus Community
Embrace Your Voice	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
RA Training	Rape Crisis Center	Sexual Assault	Awareness	RA's
Rifle Team Presentation	Rape Crisis Center	Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Primary Prevention	Athletes
Eat & Greet	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Diversity Tabling w/ BWS	Rape Crisis Center	Sexual Assault, Dating Violence	Awareness	Campus Community
Akron Volleyball Community Night	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Softball Team Presentation	Rape Crisis Center	Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Primary Prevention	Athletes
Alcohol Awareness Week Tabling	Rape Crisis Center	Sexual Assault, Drug and alcohol use	Awareness	Campus Community
Courtship, Marriage, and Family Relations Class	Rape Crisis Center	Sexual Assault, Dating Violence	Awareness, Bystander Intervention, Primary Prevention	Campus Community
Alcohol Awareness Week Tabling	Rape Crisis Center	Sexual Assault, Drug and alcohol use	Awareness	Campus Community
Alcohol Awareness Trivia Night	Rape Crisis Center	Sexual Assault, Drug and alcohol use	Awareness	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
CASA Escape Room/ Root beer Kegger	Rape Crisis Center	Sexual Assault, Drug and alcohol use	Awareness	Campus Community
Pizza & Consent	Rape Crisis Center	Sexual Assault, Drug and alcohol use	Awareness, Primary Prevention	Res Life
Fiji- consent, responding to disclosure, services	Rape Crisis Center	Sexual Assault, Drug and alcohol use	Awareness	Greek Life
Pizza & Consent	Rape Crisis Center	Sexual Assault	Awareness, Primary Prevention	Res Life
The Period Project	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
Track Team Presentation-Men	Rape Crisis Center	Sexual Assault	Awareness, Bystander Intervention, Primary Prevention	Athletes
Track Team Presentation-Women	Rape Crisis Center	Sexual Assault	Awareness, Bystander Intervention, Primary Prevention	Athletes
Active Minds Meeting	Rape Crisis Center	Sexual Assault	Awareness	Campus Community
UA in Uni-Tee Tabling	Rape Crisis Center	Sexual Assault	Awareness	Campus Community

Student Leadership and Title IX Training Initiatives Related to Sexual Violence Prevention

Student Leadership training was provided to the following groups that addressed Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault and Sexual Harassment. These behaviors were identified as violations of University policy and against the law (when applicable). The training also provided information to students about the University of Akron reporting protocols for sexual violence and confidential services and community resources for students in need.

Program / Initiative	Sponsor	Target Audience
Title IX and Reporting Sexual Violence	SAVE	Student Leadership Training
Hearing Board Training	Student Conduct and Community Standards	Student Leadership Training
Ohio Department of Higher Education – Changing Campus Culture - Student Summit	Ohio Department of Higher Education	Coalition Against Sexual Assault

Peer Mentor Training – Multicultural Development	SAVE and Title IX Response Team	Student Leadership Training
Choose Ohio First STEM Peer Mentor Training	SAVE and Title IX Response Team	Student Leadership Training
Hearing Board Training	Student Conduct and Community Standards	Student Leadership Training
Biomedical Engineering Department Graduate Assistants	Student Conduct and Community Standards & Engineering	GA Leadership Training
Child Life and Speech Language Graduate Student Orientation	Student Conduct and Community Standards & Child Life and Speech Language Departments	Graduate Students in these programs
University of Akron Marching Band Presentation	Student Conduct and Community Standards & UA Marching Band	Marching Band Members
Residence Life and Housing Responsible Student Employee	SAVE and Title IX Response Team	Student Leadership Training
Student Recreation and Wellness Services Responsible Student Employee	SAVE and Title IX Response Team	Student Leadership Training
Student Life Student Employee Training	Student Life and SAVE	Student Leadership Training
Source Leadership Retreat	Student Life and SAVE	Student Leadership Training
FSL Welcome Back Retreat- Community Topics and Resources	Office of Fraternity and Sorority Life	Fraternity and Sorority Leaders- Chapter Presidents and 2 nd Office in Command
FSL January Leadership Retreat- UAPD and Crisis Response	Office of Fraternity and Sorority Life and UAPD	Fraternity and Sorority Leaders- Presidents, Risk Management Officers, New Member Educators, IFC and PHC Governing Council Leaders
Leadership Retreats	SOuRCE and Dean of Students	Registered student organization leaders

Training for Title IX Coordinators and Title IX Response Team

Program / Initiative	Sponsor	Target Audience
Responding to the Needs of Victims	Summit County Prosecutor Sherri Bevan Walsh	Dean of Students and Student Conduct and Community Standards

Title IX Higher Education Litigation Update	Webinar	Student Conduct and Community Standards
Title IX Coordinators training	Conference	Title IX Coordinators
Credibility and Investigations; Ensuing a fair process in the face of increasing Judicial Scrutiny	Webinar	EEO, Student Conduct and Community Standards
ODHE with Saunie Schuster	Webinar	Student Conduct and Community Standards
Title IX Summit @ BGSU	Conference	Dean of Students, Student Conduct and Community Standards and Title IX Team
Credibility and Investigations: Ensuring a Fair Process in the Face of Increasing Judicial Scrutiny	Webinar	General Counsel, Dean of Students, Student Conduct and Community Standards, Athletics, Residence Life and Housing, EEO, UAPD, Student Affairs
Title IX Proposed Regulations - Hot Takes for Higher Education	Webinar	Student Conduct and Community Standards
Department of Education Proposed Title IX Regulations: Implications for Student Conduct Practitioners	Webinar	Student Conduct and Community Standards