



2020
Annual Security and Fire Safety Report



October 1, 2021

5400 Ramsey Street
Fayetteville, North Carolina

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INTRODUCTION

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act (20 USC 1092 (f)) requires institutions of higher education to prepare, publish, and make available to all current and prospective students and employees, information pertaining to crime awareness and personal safety by October 1st of each year. Methodist University is publishing this Annual Security and Fire Safety Report pursuant to this regulation.

Methodist University is committed to providing a safe and secure environment for its students and employees. It offers various educational programs on crime and crime prevention. Members of the campus community are encouraged to be responsible for their personal safety and to take an active interest in that of others.

In this report, members of the campus community and our guests will find information on how to prevent and report crimes, how the University responds to the reporting of crimes, how it secures its facilities, and policies governing the possession, distribution, and use of alcoholic beverages, illegal drugs and weapons. This report also addresses University policy and procedure regarding response to, and investigation / adjudication of, reports of sexual harassment, relationship violence, and sexual assaults. Finally, this report provides statistics regarding the occurrence of certain crimes and fires on university property (and relevant areas adjacent to university property).

MISSION AND PRIMARY SERVICES

The Methodist University Department of Public Safety works continuously to help keep Methodist University a safer and more secure place to learn, live, work, and grow. We provide Police, Safety, and Security services 24-7-365. Our continuing mission is to serve and protect the University community while fostering an atmosphere of integrity, courtesy, and respect. We seek to continuously improve the quality and scope of our services to meet the community's changing needs. We are committed to delivering the highest level of professional support to our students, faculty, staff, and guests.



REPORTING CRIMES & EMERGENCIES ON CAMPUS

To report a crime or other emergency 24-7-365, call the Department of Public Safety at **910-630-7577** or **910-630-7098** or activate one of twenty-two call boxes located on campus. A University Police and/or Security Officer will respond, based upon the nature of the call. Two other options to report a crime: **Campus Crime Stoppers** line at **910-630-7287** or online through **Silent Witness** @ witness@methodist.edu.

Or you can also dial 911, for any significant emergency or dangerous situation that may pose an immediate or on-going threat to the health and safety of the campus community. Please also notify the Methodist University Department of Public Safety at 910-630-7577 as soon as possible.

When you call, a Public Safety Telecommunicator will request specific information and contact additional personnel such as fire and rescue when required. Crimes reported to the Methodist University Department of Public Safety will be assessed for timely warning notification and potential inclusion in the annual statistical disclosure.

Emergency Call Boxes

The university has emergency call boxes strategically located throughout the campus. These phones can be identified by the yellow casing or a green stanchion with the blue lights and reflective signs above their location. Press either the red or black call buttons for a direct voice connection with the Department of Public Safety.

Crime Stoppers

The objective of the Methodist University Crime Stoppers Program is to provide the community with an incentive to help the Department of Public Safety reduce and prevent crime. If you have information regarding a crime that has taken place, will take place or other suspicious activity, please call: **910-630-7287**. Remember, we want your information, not your name!

Silent Witness

To complement our Crime Stoppers Program, the Department of Public Safety has implemented the Silent Witness Program. Like the Crime Stoppers Program, the Silent Witness Program allows an individual to report a crime in an anonymous manner. The individual can do this from the privacy of any computer on or off campus. Submission of the information is completely confidential. However, with this program, you have an option as to whether or not you wish to provide your contact information. Any individual can send an e-mail directly to: **witness@methodist.edu**.

MUPAWS (Alertus App)



As part of the emergency notification system app, students, faculty and staff are able to utilize the “Call Public Safety or Report an Incident from their smart phone. The individual can do this by opening up the app and either click on the “Call Public Safety” or click on the “Report an Incident”. If an individual clicks on the “Call Public Safety” they will be able to speak directly with an officer. Under “Report an Incident” the individual will have a selection of types of incidents that they are able to report to Public Safety.

VOLUNTARY AND CONFIDENTIAL REPORTING

Victims of crime wish to make a report but do not want to be identified or pursue additional services through the court system. Silent Witness is available on the Methodist University Police and Public Safety website @ <http://www.methodist.edu/silent-witness>.

This page may be used to submit any information regarding a suspicious person, any suspicious activity, or a crime that has occurred on or off campus. These campus tips are forwarded to the Department of Public Safety.

Someone could also utilize Crime Stoppers at 910-630-7287 or the MUPAWS (Alertus App). These reports/notifications will go directly to the Department of Public Safety.

As allowed by the Clery Act, pastoral and professional counselors who receive reports are not required to report these crimes to Public Safety for inclusion into the campus crime statistics or for the purpose of a timely warning.

CAMPUS SECURITY AUTHORITIES (CSA)

In addition to University Public Safety Officers, community members may also report incidents of sexual violence, domestic violence, dating violence, stalking or other crimes to the persons listed below. These reports are submitted directly to the Department of Public Safety and used to assist in gathering crime stats that are used in developing/preparing the Annual Security Report.

President of the University
University Provost
Vice President for Academic Affairs
Vice President for Student Affairs
Vice President for Admissions
Vice President for Business Affairs
Vice President of Athletics
Vice President for Planning and Evaluation
Vice President of Religious Life
Vice President of Planning and Advancement
Vice President of Planning and Administration
Vice President of Advancement
Director of University
Associate Vice President for Academic Affairs
Senior Associate Dean of Students
Director of Human Resources
Assistant Director of Human Resources
Director of Housing and Residence Life
Assistant Director of Housing and Residence Life
All Faculty/Staff Members
Residential Coordinators
Resident Assistants

METHODIST UNIVERSITY'S RESPONSE TO CRIME REPORTS

The Methodist University Campus Police Department encourages prompt reporting of crimes and suspicious activity. Reports are investigated to the fullest extent possible.

Upon receipt of a criminal complaint or report of an emergency, initial police actions are focused on ensuring the safety of the persons involved in the incident. Subsequently, a - Police Officer or Investigator will interview all available involved persons and witnesses to obtain information about the incident. A written report will be filed.

Copies of criminal incident reports filed by University Police Officers may be obtained at the Department of Public Safety during regular business hours (8:00 a.m. to 5:00 p.m., Monday – Friday, excluding holidays). Such copies of criminal incident reports contain only information designated for public release under N.C.G.S. 74G-5.1. Additionally, criminal incident reports may be made available to the Office of the Dean of Students or other university administrators as appropriate to inform them of emergency or criminal incidents where concerns exist for the safety, health and welfare of the University community.

TIMELY WARNINGS

The Methodist University Department of Public Safety will issue timely warning notices to members of the university community whenever a crime is reported directly to Methodist University Department of Public Safety, campus security authorities or local law enforcement that is determined by the director of Public Safety, or a designee, to represent a serious or ongoing threat to students or employees. Such warnings will be provided to students and employees in a manner that is timely and that withholds the names of victims as confidential. Timely warnings will include pertinent information about the crime that triggered the warning and information that promotes safety and aids in the prevention of similar crimes. Resources and reporting options may also be included in timely warnings.

Timely warnings are usually distributed when a situation or crime poses a serious or ongoing threat to the campus community and they occur on campus; in certain off-campus buildings and property owned or controlled by the university and used by students; and on public property within or immediately adjacent to and accessible from the campus.

Timely warnings will generally be distributed to the university community via blast e-mail and/or via Methodist University Department of Public Safety non-emergency social media outlets (Facebook, Twitter and/or Instagram: @mupublicsafety). The Methodist University Department of Public Safety and/or the Methodist University Department of Public Relations develops the contents of the messages and initiates distribution of the messages via these systems.

ACCESS TO AND SECURITY OF CAMPUS FACILITIES

Instructional and Administrative Facilities

Public areas of campus are open during regular business hours only.

Vice Presidents may request keys to the facilities under their control. Instructors or employees whose duties require unlimited access to a building must acquire authorization from the Vice President in control of that facility prior to being issued a key. Public Safety personnel may provide access for employees without keys. Positive identification is required.

University Police and Security Officers patrol campus grounds and buildings during and after normal operating hours. While patrolling, the officers also look for damage to security hardware, non-functioning lights, and other safety and security issues. An officer is also stationed at the front access point monitoring vehicular and foot traffic of individuals accessing campus.

Athletic Facilities

Security policies pertaining to major athletic and entertainment events held in University athletic facilities are under the direction of the Athletic Department in close coordination with the Department of Public Safety.

Residence Life Facilities

Exterior and interior residence hall doors equipped with locks should be kept secure at all times. Each student is issued a key or an access card to access their residence hall and their residence hall room. Keys remain the property of the University and are issued at the beginning of the semester and must be returned when the student leaves for the semester or withdraws from school. Students who lose their keys or do not return them at the end of the semester are charged for rekeying room and/or suite door locks.

NOTE: The campus identification card (ID Card) is programmed to serve as an access card for residence halls with electronic access control.

University Police and Security Officers conduct random patrols of the exterior and internal common areas of residence halls.



SECURITY CONSIDERATIONS IN THE MAINTENANCE OF CAMPUS FACILITIES

Athletic, Academic, and Administrative Facilities and Grounds

The Department of Public Safety is responsible for the patrol of all athletic, academic, and administrative facilities as well as the exterior grounds of the University. All observed safety, maintenance or repair issues are promptly communicated to

Methodist University Maintenance via formal Work Orders or to other appropriate entities.

Residence Life Facilities

Resident students are responsible for notifying Methodist University Facilities Maintenance via the online Resident Student Work Order System when their living space or other campus residential facilities are in need of maintenance or repair. Residential students should file that request, but may also inform, and seek assistance from, their Residential Coordinator, the Director of Housing and Residence Life or the Assistant Director of Housing and Residence Life. In addition, any safety, maintenance or repair issue observed by members of the Department of Public Safety are promptly communicated to Methodist University Maintenance via Work Orders.

When work orders are received, Methodist University Maintenance will assess the request and schedule the necessary maintenance or repair. After-hours emergency repairs are reported to the Department of Public Safety. Upon receipt of the request, the on-duty Public Safety Officer will investigate the request and initiate the call-back of appropriate Maintenance personnel.

LAW ENFORCEMENT AUTHORITY OF UNIVERSITY POLICE

Methodist University Police Officers have full Law Enforcement authority, including arrest powers, on all property owned or leased by Methodist University and on all immediately adjacent streets and highways. University Police Officers are responsible for enforcement of criminal, motor vehicle, and alcoholic beverage control laws of the State of North Carolina.

Methodist University Security Officers have full authority of the university to enforcement university rules, regulations and policies on university property. University Security Officers do not have the authority to arrest but will uphold state law during the performance of their duties.

The Methodist University Police Department maintains a Mutual Assistance Agreement with the Fayetteville, NC Police Department. Methodist University Police partner directly with the members of the Fayetteville Police Department and other local, state, and federal law enforcement agencies as necessary in the investigation of crimes.

CAMPUS SECURITY AND CRIME DETERRENCE PROGRAMS

The Department of Public Safety partners with the Divisions of Student and Academic Affairs to educate community members and guests through programs on

emergency preparedness, fire and life safety, property and violent crime deterrence, and other topics.

Trained members of the Department of Public Safety provide safety advice and instructions to the campus community upon request. A popular service offered is:

Operation ID/ReportIt – this program allows community members to enter information on their valuables into a secure database, this will assist law enforcement in locating and returning the property if found. It is available to students throughout their career at the university.



Other crime prevention services include the:

Crime Stoppers program (630-PATROL)
Silent Witness Program (witness@methodist.edu)
Rape Aggression Defense (RAD) Training

RAD classes provide women with the training and confidence to help ward off and escape an attacker. Classes are held periodically throughout the year. Interested female faculty, staff or students should contact the University Public Safety Department at **910-630-7149** for more information.



Methodist University has implemented specific educational programs to promote awareness of sexual violence, domestic violence, dating violence, and stalking. Beginning in August, 2014, multiple live presentations were offered to all incoming students and employees to define the aforementioned offenses and give notice of Methodist University's strict prohibition of them. These presentations also discussed the meaning of consent within the context of sexual relations, guidance to help avoid being victimized, bystander intervention techniques, reporting options (confidential and non-confidential),

steps to take in the aftermath of an offense, evidence preservation and medical, counseling, and advocacy resources for survivors. These presentations will continue and will be supplemented by programs such as Take Back the Night, and the recently-released “It’s On Us” intervention and advocacy campaign.

EDUCATIONAL PRESENTATIONS

Educational programs concerning such issues as substance abuse, relationship violence, and sexual assault are offered by the Center for Personal Development and/or the Department of Public Safety. For more information on individual programs, contact the Center for Personal Development at 630-7150 or Public Safety at 630-7149.

ADDITIONAL PUBLIC SAFETY SERVICES

The below listed services are available through the Methodist University Department of Public Safety:

Methodist University Public Alert Warning System (MUPAWS)

MUPAWS (Methodist University Public Alert Warning System) is Methodist University’s emergency messaging system. This free service allows students, parents, faculty, and staff to receive campus emergency messages via taking over all campus computers, all digital signage around campus, breaking through to all on campus TV stations, mobile app, beacons (at least one in each building), text to speech module and high power speaker system notification. All community members are strongly urged to download the app from the app store (Alertus).

Methodist University will notify the campus community as soon as practical if threats such as fire, dangerous weather or other environmental hazards are reasonably believed to pose an imminent threat to the campus. Notifications are also made when certain crimes are reported on university property or at other locations covered by applicable law or regulation.

Emergency Notifications

Emergency Notifications are issued to inform students and employees regarding serious crimes or other hazards that are deemed to constitute an immediate, real-time emergency.

Notification may be made via any one or more of the following methods: computer, app, digital signage, TV override, beacons or high powered speaker notification and email.

Parking Credential / ID Card Services

Student, faculty, and staff parking credentials and campus identification cards are issued at the Public Safety Office Monday – Friday from 8:00 a.m. – 5:00 p.m. excluding holidays. Fees for these services are listed in the Student Handbook and must be paid at the Student Accounts Office, which accepts cash, checks, credit, and debit cards or via the My MU online portal. The receipt for payment must be presented at the Public Safety Office unless paid online.

Lost and Found

The Department of Public Safety is the central repository for campus lost and found items. Items may be retrieved during business hours only (Monday – Friday, 8:00 a.m. – 5:00 p.m. excluding holidays). Unclaimed property is disposed of in compliance with applicable state laws.

Motor Vehicle Assistance

University Police Officers provide assistance by jumping-starting dead vehicle batteries, and will providing access to a phone to summon additional assistance. **NOTE:** The operator or owner of the vehicle must sign a liability waiver prior to battery jump-start being provided.

Campus Fire and Life Safety Programs

Classes include fire safety, blood-bourne pathogens, defensive driving and self defense for women. The Public Safety Officers also conducts fire and safety inspections of the campus and are responsible for initiating personnel injury reports.

University Vehicle Driver's Certification Program

Community members who wish to operate a Methodist University vehicle must be at least 21 years of age, have at least 5 years driving experience, and consent to a check of their complete driving record. **Applicants may be declined (as specified in Faculty and Staff Handbooks) based on their driving record.** Applicants may also be required to complete a U.S. DOT-approved medical examination (at University expense). Applicants under 25 years of age must also attend a driver certification class taught by the Department of Public Safety. In addition to the aforementioned class, community members who wish to drive the 10 or 15 passenger vehicles must also successfully complete a driving skills course with prior to being placed on the Approved Driver List.

Security Escort Program

Security escorts are provided by Police and Security Officers on campus at any time upon request. To request a security escort, call the **910-630-7098** or use one of the emergency callboxes located throughout campus.

CAMPUS SAFETY TIPS

Residence Hall Crime Deterrence

1. **ALWAYS** lock your door, even if you are only going to be away for a short time. Your belongings can be stolen in a matter of seconds.
2. **NEVER** prop open an exterior door. Not even for a short time.
3. **NEVER** encourage thieves by leaving valuables (whether small or large) unattended or out in plain sight.
4. **REGISTER** your personal items with Public Safety via Operation ID/ReportIt Program.
5. **REPORT** illegal or suspicious people or situations immediately! Get to know your neighbors and call **910-630-7577** if something just doesn't seem right.
6. **See Something, Say Something!**

Vehicle Crime Deterrence

1. **ALWAYS** roll up vehicle windows and lock doors.
2. **ALWAYS** secure valuable items such as purses, books, book bags, phones, computers, and other valuables in the trunk, console or glove compartment.
3. **NEVER** leave your unattended vehicle running.

Additional Crime Deterrence Tips

1. **REPORT** any suspicious activity immediately to the Department of Public Safety at **910-630-7577** or **910-630-7098**.
2. **REMEMBER**, it is safer to travel in pairs and on well-lit paths and roads during the evening hours.
3. **REPORT** burned-out lights, broken windows, doors, locks, and any other security-related problems immediately to Residence Life, Maintenance or Public Safety.

4. **NEVER** leave your book bag, wallet, purse, computer or keys unattended - especially in public places.
5. **NEVER** walk or jog alone at night.
6. **AVOID** wearing headphones or earbuds while you are walking or exercising alone outside.

POLICIES GOVERNING ALCOHOLIC BEVERAGES AND ILLEGAL DRUGS

Possession, Use and Sale of Alcoholic Beverages / Possession, Use and Sale of Illegal Drugs

Alcoholic beverages and illegal drugs are prohibited on the campus and property (both developed and undeveloped) of Methodist University. This includes the possession, sale, distribution or consumption of any alcoholic beverage or illegal drug as well as the unlawful possession or distribution of prescription medication. Alcoholic beverages and illegal drugs may not be possessed on one's person, in a vehicle or in any container anywhere on Methodist University property.

The Methodist University Police Department enforces laws on underage drinking. That agency is also responsible for enforcing federal and state drug laws.

University disciplinary proceedings will be instituted against students and employees who violate the University's policies regarding the possession, use or sale of alcoholic beverages or illegal drugs. Penalties will be imposed for violations in accordance with the disciplinary policy. The penalties range from written warnings to expulsion or discharge from employment. Applicable criminal charges may also be imposed.

Student Consequences of Alcohol Related Violation

First Offense

1. Up to a \$100 fine (The actual amount of the fine is related to the severity of the offense). Students will also be assigned up to 20 hours of community service, which must be completed within the designated time given.
2. Required participation in a substance abuse assessment and, any follow-up counseling, education, and/or treatment to be conducted by the Director of Counseling and Psychological Services in the Center for Personal Development. If a student fails to comply with the assessment, education, and/or treatment recommended by the Director of Counseling and Psychological Services he or she

will be subject to a minimum of an additional \$500 fine, and a maximum of suspension.

3. If the student is under the age of 21, the Dean of Students will write a letter to the parent(s) or legal guardian(s) of the student informing them that the student has been found responsible for his or her first alcohol related offense. The letter will also recommend that the parents become directly involved in an effort to create a situation that will minimize the chances of the student becoming involved in a second alcohol related incident.

Second Offense

1. Payment of a \$200 fine.
2. Additional participation in a substance abuse assessment and, if required, follow-up counseling, education, and/or treatment to be conducted by the Director of Counseling and Psychological Services. As in the case of the first offense, if a student fails to comply with the assessment, education, and or treatment related directions provided by the Director of Counseling and Psychological Services, he or she will be subject to a minimum of an additional \$500 fine, and a maximum of expulsion.
3. If the student is under the age of 21, the Dean of Students will write a letter to the parent(s) or legal guardian(s) of the student informing them that the student has been found responsible for his or her second alcohol related offense. The letter will also recommend that the parents become directly involved in an effort to create a situation that will minimize the chances of the student becoming involved in a third alcohol related incident (for students under 21).
4. Student will be placed on disciplinary probation.

Third Offense

He or she will be subject to a minimum of suspension and a maximum of expulsion.

Alcohol and Disruptive/Destructive Acts of Behavior

Such acts include, but are not limited to, supplying alcohol to minors, acts of vandalism, destruction of personal or University property, disruptive noise, public drunkenness, regurgitation in shared living areas and public areas, verbal attacks, harassment, and acts of violence. If a student is found responsible of conducting acts that are disruptive or destructive to our campus community while in the possession or under the influence of alcohol, they will be subject to the following sanctions:

First incident, an additional \$150 fine

Second incident, minimum additional \$250 fine, and a maximum of suspension

Third incident, a minimum of suspension, and a maximum of expulsion

If a student's disruptive or destructive acts result in damage to personal or University property, the student will also be fined the same amount that will be required to repair or replace the damaged property.

Drug Sanctions

Any student who is found in violation of Methodist University's policy against use, possession, and/ or the distribution and/ or sale of illegal drugs, or drug-related paraphernalia, or in violation of the University's policy against the abuse or sale of prescription drugs or over-the-counter drugs will be subject to a **minimum of probation** and to a **maximum of expulsion**. In addition, the student will be charged a \$150.00 fine. When large quantities of illegal drugs are involved or there is evidence of drug distribution, the implicated student will be subject to **criminal arrest and will face prosecution by civil authority**.

Employee Sanctions related to Alcohol/Drug Violations

Employees will be subject to disciplinary action, up to and including dismissal, for violations.

Both student and employee could also face criminal charges if applicable.

Alcohol and Drug Abuse Educational Programs

The Center for Personal Development conducts drug and alcohol education programs for students. It also provides counseling, support and referrals for students seeking help with substance abuse problems.

The Employee Assistance Program provides limited, free, confidential assessment, counseling, consultation, and referral services for all employees and their families. The University also provides community members with referrals to local community mental health agencies, personal physicians, local chapters of Alcoholics Anonymous and Narcotics Anonymous, and others who are able to identify and treat employees with substance abuse problems.

In compliance with the federal Drug Free Schools and Communities Act and the Drug Free Workplace Act, the Center for Personal Development distributes literature on illegal drugs. The literature includes a description of the health risks associated with the use of illegal drugs and the abuse of alcohol and a description in summary form of the applicable legal sanctions for the unlawful possession or distribution of illegal drugs.

Threats to Community Safety / Disruption of the Academic Process

The Student Code of Conduct also includes procedures established to address situations in which a student's behavior is reasonably believed to pose a danger to persons or property and / or an ongoing disruption to the academic process. Such students may be immediately suspended by the Vice President for Student Affairs. Behaviors that constitute on-campus violations of criminal law will be addressed by University Police. Other administrative actions may be taken in accordance with policies and procedures detailed in printed or digital editions of the Student Handbook. Criminal behavior will be addressed by University Police

Employees who, by their behavior, are reasonably believed to pose a danger to persons or property may be removed from the campus and temporarily or permanently relieved of their duties. Any such action will be taken in conformance with policies and procedures detailed in printed or digital editions of the Staff or Faculty Handbooks and applicable law. Behaviors that constitute on-campus violations of criminal law will be addressed by University Police.

Sexual Violence, Domestic Violence, Dating Violence, and Stalking

Sexual Violence – engaging in a sexual act, including touching, by force and against the will of another person **or** engaging in a sexual act, including touching, with another person who is mentally incapacitated or helpless **or** engaging in a sexual act with a child.

Domestic and Dating Violence - causing or attempting to cause bodily injury to: current or former spouses; someone with whom one lives; parent, child, grandparent or grandchild; someone with whom one has a child; a current or former member of one's household; or a person with whom one is romantically involved over time and on a continuing basis.

Domestic Violence Protective Orders – University Police Officers enforce the provisions of valid Domestic Violence Protective Orders issued by North Carolina Courts or by any other state, local, federal or tribal court of competent jurisdiction. University Police Officers will also provide guidance and referrals to persons who wish to petition a court for a Domestic Violence Protective Order.

Stalking – willfully, on more than one occasion, harassing another person **or** engaging in a course of conduct which: causes another person to fear for their safety or that of their family; causes another person substantial emotional distress.

Methodist University policies (as well as applicable North Carolina laws) prohibit sexual violence, domestic violence, dating violence, and stalking. All such reported offenses will be investigated and appropriate legal and / or disciplinary action taken.

Methodist University will promptly, fairly, and impartially investigate and adjudicate reports of sexual violence, domestic violence, dating violence, and stalking in accordance with Title IX procedures detailed in this report, as well as in Student, Faculty, and Staff Handbooks.

It is important to preserve relevant evidence in order to prove any crime, including the offenses of sexual violence, domestic violence, dating violence, and stalking.

Accommodations, including changes in academic, working, living, and transportations will be provided when reasonably available by Methodist University upon request from survivors of sexual violence, domestic violence, dating violence, and stalking. These accommodations, when reasonably available, will be provided regardless of whether the survivor reports the alleged offense to any law enforcement agency.

HATE CRIMES

Methodist University also reveals statistics of incidents that were reported to campus police and Campus Security Authorities that relate to hate crimes. On the Federal Bureau of Investigation (FBI) web site, the definition of hate crime is described specifically as, “a traditional offense like murder, arson, or vandalism with an added element of bias. “For the purposes of collecting statistics, Congress has defined a hate crime as a “criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, ethnic origin or sexual orientation.” Hate itself is not a crime—and the FBI is mindful of protecting freedom of speech and other civil liberties. The crimes that are counted for purposes of recording hate crimes in this report cover the offenses of murder/non-negligent homicide, negligent homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson and the extra offenses of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property. To include these crimes as a statistic to hate crimes it must be shown that the victim of the crime was intentionally targeted or selected because of the perpetrator’s bias to the victim in some way. If any of these crimes were reported to campus police and there is some evidence that the crime was committed because of some type of bias to the victim it should be noted to the entity receiving the report.

Examples of Bias by Category

The following are examples of bias within that category. The examples are not exhaustive and are used for illustrative purposes.

- Race**—White, Black, American Indian/Alaskan Native, Asian/Pacific Islander, Multiple Races
- Religion**—Jewish, Catholic, Protestant, Islam
- Ethnicity/National Origin** —they are Hispanic, Arab, Mestizo; they are from Mexico, Russia, and Italy
- Disability**—Physical, Mental

- Gender**—Male, Female
- Gender Identity**—Transgender, Androgyny, Bi

TITLE IX, SEXUAL HARASSMENT, and SEXUAL VIOLENCE

Nondiscrimination and Title IX Statement

Title IX of the Educational Amendments of 1972 (“Title IX”) prohibits sexual discrimination in educational programs receiving federal funds. At Methodist University, some of those programs and activities include: admissions, recruitment, financial aid, academic programs, athletics, housing, and employment. Title IX also protects students, faculty, and staff from unlawful sexual harassment in school programs or activities. Title IX protects both male and female students, faculty, and staff from sexual harassment, regardless of who is the harasser.

Methodist University does not discriminate on the basis of sex and is prohibited from doing so by Title IX.

Questions regarding nondiscrimination policies at Methodist or the application thereof may be addressed to:

Debra Yeatts, Director of Human Resources and Title IX Coordinator
Horner Administration Building
5400 Ramsey Street
Fayetteville, NC 28311
Telephone: 910-630-7385
Fax: 910-630-7306
dyeatts@methodist.edu

The Department of Education’s Office of Civil Rights (OCR) ensures institutions receiving federal funding comply with Title IX regulations. Additional inquiries regarding Methodist University’s application of Title IX may be referred to:

The Office of Civil Rights
District of Columbia Office
U.S. Department of Education
400 Maryland Ave SW
Washington, DC 20202-1475
Telephone: 202-453-6020
Fax: 202-453-6021
OCR.DC@ed.gov.

Methodist University does not discriminate on the basis of age, race, gender, national or ethnic origin, religion, sexual orientation or disabilities in its programs and activities.

The procedures of this policy apply to complaints made against a Methodist University student, faculty, or staff member for engaging in some form of sexual harassment, as defined herein and the applicable federal regulations. As further defined herein and the applicable federal regulations, the person filing a formal complaint of sexual harassment is known as the “complainant.” The person whose conduct is complained about is known as the “respondent.”

Cases will be concluded within a reasonable period of time as provided for by the applicable federal regulations. Timelines apply equally to both the complainant and the respondent. Both parties will be given regular updates in writing until the process is complete.

Nothing herein shall operate to create an expectation of continued employment or enrollment with Methodist University. In most cases, employment with Methodist University is at-will, and employees may be terminated for any lawful reason or for no reason.

Title IX Responsibilities

Title IX Coordinator

The Title IX Coordinator plays an essential role in helping to ensure that every person affected by the operations of Methodist University is aware of the legal rights Title IX affords and that Methodist University and its officials comply with their legal obligations under Title IX and applicable regulations.

The Title IX Coordinator’s responsibilities include, but are not limited to:

- Ensuring thorough training is completed by the Deputy Title IX Coordinators, the Title IX Investigators, the Title IX Decision-makers, and the Title IX Mediators in the handling of Title IX notices and formal complaints
- Ensuring training and technical assistance on University policies related to sex discrimination is available to all University members as well as other parties as required by applicable federal regulations
- Developing programs and informational guides on issues related to Title IX to make sure that all members of the school community, including students, faculty, and staff, are aware of their rights and obligations under Title IX
- Overseeing all Title IX related matters
- Coordinating responses to Title IX notices and formal complaints, including, without limitation, the effective implementation of supportive measures
- Coordinating efforts for the investigation, resolution, and implementation of corrective measures
- Reviewing and analyzing information from annual climate surveys

- Updating and revising the Title IX Policy and Procedures as necessary [to this end, the University reserves the right to amend or modify these policies and procedures at any time]
- Monitoring of the educational and working environment to stop, remediate, and prevent discrimination based on sex
- Identifying and addressing any patterns or systemic problems that arise during the review of notices and formal complaints
- The Title IX Coordinator also serves as chair of the Title IX committee which consists of the Coordinator and multiple Deputy Coordinators and any others who may need to be added from time to time by the University, as it deems necessary in its sole and absolute discretion.
- Signing a formal complaint in certain circumstances.

Any Title IX notices/complaints or inquiries regarding the University's non-discrimination policies should be immediately directed to the Title IX Coordinator:

Debra Yeatts, Director of Human Resources and Title IX Coordinator
Horner Administration Building
5400 Ramsey Street
Fayetteville, NC 28311
Telephone: 910-630-7385
Fax: 910-630-7306
dyeatts@methodist.edu

Should the Title IX Coordinator or any Deputy Title IX Coordinator be named as the respondent, the functions of the Title IX Coordinator/Deputy Title IX Coordinator will transfer to another available Coordinator. At no point will the Title IX Coordinator or any Deputy Title IX Coordinator be involved in the coordination of a response to a notification and/or formal complaint against him or her except for his or her role as a respondent to a formal complaint. Likewise, no other Title IX official will participate in their official capacity in any Title IX matter if there is a conflict of interest. The University reserves the right to resolve all conflicts of interest, perceived or otherwise. All Title IX officials must make any conflict known to the Title IX Coordinator/Deputy Title IX Coordinator.

Deputy Title IX Coordinators

Deputy Title IX Coordinators have the responsibility of assisting the Title IX Coordinator in coordinating the University's general response to Title IX notifications and formal complaints as directed by the Title IX Coordinator. Deputy Title IX Coordinators must receive thorough training in the handling of Title IX Complaints and other matters as provided by current regulations relating to Title IX. In addition, the Deputy Title IX Coordinators serve on the Title IX Committee.

The Title IX Coordinator is responsible for assigning cases to the Deputy Title IX Coordinator(s). If a potential conflict exists in performing the necessary duties, the Deputy Title IX Coordinator(s) must make the Title IX Coordinator aware of the conflict prior to

participating in the Title IX matter. At any point, the Title IX Coordinator may reassign matters to alternate Deputy Coordinators if necessary for cause.

Deputy Coordinators will include, at a minimum:

- The Human Resources Assistant Director
- A delegate of the Dean of Students
- A representative from the Athletics Department
- A representative from the Faculty

Title IX Investigators

Title IX Investigators have the responsibility of investigating formal complaints of sexual harassment and completing an investigative report regarding such formal complaints in accordance with these procedures and the applicable regulations. If a potential conflict exists in performing the investigation, the assigned Title IX Investigator must make the Title IX Coordinator aware of the conflict prior to investigating the formal complaint or, if later in time, as soon as the Title IX Investigator becomes aware of any potential conflict. At any point in the investigation, the Title IX Coordinator may reassign investigations to alternate Title Investigators if necessary for cause. The complainant and respondent and their advisors, if applicable, will be notified of the Title IX Investigator and their contact information prior to the investigation proceeding and updated if any of that information changes in the course of the investigation. All parties are urged to cooperate with the assigned Title IX Investigator so that he/she may timely complete a thorough investigation and the resulting investigative report.

Title IX Decision-makers

Title IX Decision-makers have the responsibility of adjudicating formal complaints of sexual harassment in accordance with these procedures and the applicable regulations. If a potential conflict exists in performing the adjudication, the same should be reported before adjudicating the particular matter. The University reserves the right to resolve any conflicts by re-assignment or otherwise. In matters where both the respondent and the complainant are students of the University, the initial Title IX Decision-maker shall be the Administrative Hearing Board. In matters where the respondent is an employee of the University, the initial Title IX Decision-maker shall be the Conflict Management Team. The appellate Title IX Decision-maker shall be the University's Appeal Board. Title IX Decision-makers may have access to counsel and legal representation.

Title IX Mediators

Title IX Mediators have the responsibility for assisting in the informal resolution of eligible Title IX matters, as further provided in the applicable federal regulations. As with other Title IX officials, all conflicts should be reported as soon as the official is aware of the same, and the University reserves the right to resolve any conflicts by re-assignment or otherwise.

Sexual Harassment and Discrimination

Sexual harassment is a form of sex discrimination which is prohibited by Title VII of the Civil Rights Act of 1964, by Title IX of the Education Amendments of 1972, and in the Methodist University Equal Opportunity Policy.

Sexual harassment is an abuse of persons: it is a violation of the principle that all members of the Methodist community should be treated fairly and equally, with dignity and respect. Sexual harassment is thus a violation of the freedom of others: it cannot and will not be tolerated at Methodist University. It is the responsibility of all members of the Methodist University community to work toward understanding, preventing, and combating sexual harassment. The purpose of the University's policy regarding sexual harassment is to help the entire community fulfill this obligation. Any person found to have violated this policy will be subject to disciplinary measures.

In addition to its policy regarding sexual harassment, Methodist University provides contacts and resources trained to deal with this issue. The Title IX Coordinator is available to assist with contacting any of these resources and making appointments if desired.

Methodist University's Center for Personal Development
Counseling and Psychological Services
(910)630-7150
Monday-Friday; 8:00 am- 5:00 pm

Campus Police and Public Safety
(910)630-7577

Cape Fear Valley Employee Assistance Program
(910)829-1733

CONTACT Crisis Hotline of Fayetteville
(910)483-4134

Rape Crisis Volunteers of Cumberland County
(910)485-7273

Fort Bragg Victim Advocacy Hotline
(910)322-3418

Fayetteville VA Medical Center / Sexual Trauma Counseling:
910-488-2120, ext. 5482

Pope Field Victim Advocacy Hotline

(910)394-7272

Safe-Link Domestic Violence Assistance Program
(910)475-3029

NC Victim Compensation Services
800-826-6200

Domestic Violence Women's Shelter:
910-677-2532

Fayetteville Police Department
(910)433-1529

Cumberland County Sheriff Department
(910)323-1500

Definitions

Methodist University has a legal obligation to ensure a working and learning environment that is reasonably free from discrimination or harassment. Methodist University has procedures to receive, investigate, respond to and resolve complaints of discrimination, including harassment based on sex. Title IX violations include discrimination on the basis of sex or gender and include sexual harassment, sexual exploitation, nonconsensual sexual acts, sexual violence, and sexual misconduct.

Actual Notice: *Actual knowledge* means notice of sexual harassment or allegations of sexual harassment to the University's Title IX Coordinator/Deputy Title IX Coordinator. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the University with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University.

Complainant: *Complainant* means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Dating violence: Violence, sexual abuse, physical abuse, or threats of or attempts at such abuse between partners who are or have been in a personal, romantic, or intimate relationship.

Domestic violence: Attempting to cause bodily injury; intentionally causing bodily injury; or inflicting substantial emotional distress by causing fear of imminent serious bodily injury or harassment by someone with whom the aggrieved party has or has had a personal relationship. A personal relationship means one between current or former spouses, persons

who live or have lived together, persons who have a child in common, or persons who are or have been in a dating relationship.

Formal Complaint: *Formal complaint* means a document filed by a complainant or signed by the Title IX Coordinator or Deputy Title IX Coordinator alleging sexual harassment against a respondent and requesting that the University investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the recipient with which the formal complaint is filed. A formal complaint may be filed with the Title IX Coordinator/Deputy Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information provided by the University and by any additional method designated by the University. As used in this paragraph, the phrase “document filed by a complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the recipient) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator/Deputy Title IX Coordinator signs a formal complaint, the Title IX Coordinator/Deputy Title IX Coordinator is not a complainant or otherwise a party, and must comply with the requirements of this Policy AND all applicable regulations.

Gender Discrimination or Gender Harassment: Prohibited sex discrimination includes discrimination based on the person’s gender but which is not sexual in nature. Methodist University’s policies prohibit gender-based harassment, which means unwelcome conduct based on an individual’s actual or perceived sex, including discrimination or harassment on the basis of sexual orientation, gender expression, or nonconformity with sex stereotyping.

Notice: A report of sexual harassment to the Title IX Coordinator/Deputy Title IX Coordinator that provides actual notice but that does not meet the standard of formal complaint, as defined herein. Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator/Deputy Title IX Coordinator, or by any other means that results in the Title IX Coordinator/Deputy Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator/Deputy Title IX Coordinator.

Respondent: *Respondent* means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Retaliation: Retaliation is taking action against someone for that person’s participation in a protected activity. Protected activity under this policy includes (i) a good faith reporting of a complaint under the policy, (ii) participation in an investigation or hearing under the policy, and (iii) opposition to practices that an individual reasonably believes are in violation of this policy.

Sex Discrimination: Conduct that denies or limits a person's ability to benefit from or fully participate in educational programs or activities or employment opportunities because of a person's sex. Examples of the types of discrimination that are covered under Title IX include, but are not limited to, sexual harassment, sexual misconduct, sexual violence, failure to provide equal opportunity in educational programs and co-curricular programs including athletics, discrimination based on pregnancy, and employment discrimination. While this Policy does not apply to conduct that does not meet the regulatory definition of Sexual Harassment, Sex Discrimination in all forms is prohibited and may be addressed via other University conduct/grievance policies.

Sexual coercion or intimidation: Words or actions used to pressure, manipulate, isolate, trick or intimidate a person into engaging in unwanted sexual activity.

Sexual Harassment: *Sexual harassment* means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30) [see relevant definitions herein].

The conduct meeting these requirements must occur against a person in the United States, as more particularly set forth in the regulations.

Sexual Misconduct: Sexual misconduct is any attempted or actual sexual contact directed against another person in the direct absence of effective, mutually understandable consent. Prohibited sexual misconduct includes:

- Indecent Exposure: Deliberate exposure of one's intimate body parts; the display of sexual behavior in a public or open setting.
- Non-Consensual Sexual Contact: Any attempted or actual sexual touching directed against another person in the direct absence of effective, mutually understandable consent. Examples of sexual contact include but are not limited to the intentional touching, groping, or fondling of a person's breasts, buttocks, groin, genitals, or mouth or the clothing covering any of those areas, or using force to cause the person to touch, grope, or fondle his/her own breasts, buttocks, groin, genitals, or mouth or clothing covering any of those areas.
- Non-Consensual Sexual Intercourse: Any sexual penetration (anal, oral, or vaginal), however slight, with any body part or object by any person upon any other person without consent.

Sexual Exploitation: Taking sexual advantage of another person without effective consent. Examples include but are not limited to causing incapacitation of another person for a sexual purpose; causing the prostitution of another person; recording, photographing, or transmitting intimate or sexual utterances, sounds, or images of another person; allowing third parties to observe sexual activity; engaging in voyeurism, trespassing, spying, or eavesdropping for sexual arousal; distributing intimate or sexual information/images of another person; and/or knowingly exposing another person to a sexually transmitted infection.

Sexual violence: A form of sexual harassment and refers to physical sexual acts perpetrated against a person's will or when the person is incapable of giving consent because of a disability, drug or alcohol use, or other reason. Examples of sexual violence include rape, "date rape," sexual assault, and forcefully coercing someone to have sex or perform a sexual act.

Stalking: Any course of conduct directed against another person that violates reasonable expectations of personal privacy and that is sufficiently serious to cause physical, emotional, or psychological fear or to create a hostile, intimidating, or abusive environment to a reasonable person. This includes actions or contact through a third party. Examples include but are not limited to: repeatedly contacting or following a person; use of electronic devices or software to obtain or attempt to obtain private data; entering or opening a student's private property without express consent; use of another person's password or ID to attempt to gain access to personal information.

Supportive Measures: *Supportive measures* means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The University must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures. The Title IX Coordinator/Deputy Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Privacy and Confidentiality

Complainants should not assume that reports of sex discrimination, including sexual violence, will be kept confidential. Formal complaints of sexual harassment must, in most circumstances, be investigated in accordance with these procedures. The

respondent will have mandatory notice of the allegations and an opportunity to participate in the investigation and adjudication phases.

Title IX Procedures

Receipt of Notification of Alleged Sexual Harassment.

Notices/notifications of sexual harassment will be directed to the University's Title IX Coordinator or Deputy Title IX Coordinators, who will immediately notify the Title IX Coordinator of the notice or notices. As required by applicable federal regulations, upon receipt of actual knowledge, as defined by these same regulations, of sexual harassment in a program or activity of the University's against a person in the United States, the University must respond in a manner that is not deliberately indifferent. The University's response must treat complainants and respondents equitably and without bias as required and further defined by the applicable federal regulations. Upon receipt of any such notice, the Title IX Coordinator/Deputy Title IX Coordinator must promptly contact the complainant to discuss the availability and appropriateness of supportive measures, must consider the complainant's wishes with respect to supportive measures, must inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and must explain to the complainant the process for filing a formal complaint and the resulting investigatory and adjudicative procedures.

Emergency Removal

Emergency removal of the respondent may be a valid supportive measure; however, prior to taking such a drastic action, the University must undertake a comprehensive and individualized safety and risk analysis, determine by a preponderance of evidence that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provided the respondent with notice and an opportunity to challenge the decision immediately FOLLOWING the emergency removal. Any appeal of such an emergency removal shall be to the Appeal Board. Any such appeal may be taken after the emergency removal has been effected and up to the time that the initial adjudicative process is complete. If the respondent is absolved of any alleged wrongdoing by this Title IX process, the emergency removal order will immediately dissolve. In the case of an employee respondent, the University reserves the right to place the same on administrative leave during the Title IX process.

Formal Complaint Grievance Process

General Provisions:

The following shall apply throughout the grievance process:

- The University shall treat complainants and respondents equitably.

- **The University shall require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person’s status as a complainant, respondent, or witness.**
- **The University shall require that any individual designated as a Title IX Coordinator/Deputy Title IX Coordinator, Title IX Investigator, Title IX Decision-maker, or Title IX Mediator, not have a conflict of interest or bias for or against complainants or respondents generally or toward an individual complainant or respondent. Accordingly, the University must ensure that these Title IX officials receive training on the definition of sexual harassment, the scope of the recipient’s education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Likewise, the University must ensure that the Title IX Decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant. The University must also ensure that Title IX Investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. Any materials used to train these Title IX officials must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment.**

It is presumed that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

This grievance process shall be completed in a reasonable prompt time frame [usually within sixty days]. The University may grant a temporary delay of the grievance process or grant prior to expiration a limited extension of time as to relevant deadlines for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the actions. Good cause may include, without limitation, considerations such as the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

The University shall apply the preponderance of evidence standard to all Title IX formal complaints. A preponderance of evidence exists when a reasonable person, after evaluating all information available at the time of the hearing, would conclude that it is more likely than not a violation has occurred.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the parties provided that the University cannot access, consider, disclose, or otherwise use a party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity, or assisting in that capacity, and which are made and

maintained in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent to do so for a grievance process.

The University shall provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The University shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The University shall provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the University and its designees may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. Moreover, the University is only required to provide an advisor, as set forth herein, of its choice for either party at an adjudication hearing. The University may not compel either party to participate in the grievance process; however, failure to fully participate may negatively impact the ability of the University to investigate and adjudicate the Title IX matter, may impact what evidence the Title IX Decision-maker can consider and may even lead to dismissal of the formal complaint or certain allegations contained therein. Finally, and for the avoidance of doubt, the complainant and respondent are each limited to the participation of no more than one (1) advisor per side at the adjudication hearing and the Title IX Decision-maker/chairperson of the Title IX Decision-maker retains broad authority to control the process and procedure of the adjudication hearing and the parties' participation therein. This authority shall include, without limitation, the ability to govern and control the examination and cross-examination of witnesses as well as the general conduct of the participants, including, again without limitation, the complainant, the respondent, and their respective advisors, again with each side being limited to no more than one such advisor in the adjudication hearing.

The University shall provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

The University shall provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. As required by federal regulations, prior to completion of the investigative report to be created as part of the investigation, the University shall send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and

the parties must have at least 10 days to submit a written response, which the Title IX Investigator will consider prior to completion of the investigative report. The University must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

The University, as part of its investigation, shall create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to the adjudication hearing, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.

Throughout the grievance process, the parties will be offered the option of mediation (if appropriate). Incidents of sexual violence will never be eligible for mediation. Moreover, allegations involving an employee of the University as a respondent are not eligible for mediation. The University may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment. Likewise, the University may not require that parties participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed. However, at any time prior to reaching a determination regarding responsibility the University may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the University:

- (i) Provides to the parties a written notice disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- (ii) Obtains the parties' voluntary, written consent to the informal resolution process; and
- (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

During the grievance process, the parties may request any interim supplemental measures (such as University enforced mutual restrictions on contact between the parties (such as no contact orders), change in class schedules, the ability to retake or withdraw from class without penalty, etc.) The decision to impose interim measures is made by the Title IX Coordinator/Deputy Title IX Coordinator, the Vice President for Planning and Administration (for Staff), the University Provost (for Faculty), the Dean of Students (for Students), or by the University's President. The University will also enforce any court order. The Complainant and Respondent will be notified in writing of any imposed interim measures. Nevertheless, the applicable federal regulations require that innocence is to be

presumed and that neither party can be unreasonably burdened prior to the completion of the grievance process. The complainant will be advised of any additional resources available to him or her for counseling, other mental health services, academic assistance, or other support

For the avoidance of doubt, police investigations are entirely separate from this process. A complainant may make a report of sexual discrimination, including sexual violence, to the campus police or another law enforcement agency, to the Title IX Coordinator, to a Deputy Title IX Coordinator, or all. The fact that a police investigation is ongoing does not relieve the University of its obligation to investigate formal complaints of sexual harassment as provided herein. If campus police receives a report of sexual discrimination, campus police shall promptly notify the Title IX Coordinator.

Retaliation against anyone who brings forward a complaint of sexual discrimination is strictly prohibited. Anyone responsible for retaliation or threats of retaliation, whether that person is the accused party, someone affiliated with the accused (i.e. a friend or family member), or any other party, will be subject to disciplinary action by the University. Retaliation includes (but is not limited to):

- adverse employment actions (such as unjustified termination, suspension, denial of a promotion, or refusal to hire)
- Harassment (such as threats, increased surveillance, altering work conditions so an employee cannot perform the duties of his or her job, unjustified grading, excluding student from class participation, or unjustified write-ups or performance reviews)
- Criminal acts (violence such as assault, vandalism, and theft)
- Post-employment retaliation (such as refusing to provide a reference, interfering with attempts to find other employment, or providing false and negative information in a job reference)

Retaliation should be reported promptly to the Title IX Coordinator or the any Deputy Title IX Coordinator(s), who will report the retaliation to the Title IX Coordinator. Retaliation by a person not affiliated with the University may be addressed by the police.

The University shall maintain for a period of seven years records of (1) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript created, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the recipient's education program or activity; (2) Any appeal and the result therefrom: and (3) Any informal resolution and the result therefrom.

Additionally, the University must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the University must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's

education program or activity. If the University does not provide a complainant with supportive measures, then the University must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the recipient in the future from providing additional explanations or detailing additional measures taken.

Receiving a Formal Complaint

Signed formal complaints of sexual harassment will be filed, in the manner indicated in the definition herein, to the University's Title IX Coordinator or Deputy Title IX Coordinators, who will immediately notify the Title IX Coordinator of the formal complaint. Allegations of sexual violence will be forwarded to campus police. If the formal complaint is also a first notice of alleged sexual harassment, the Title IX Coordinator/Deputy Title IX Coordinator shall comply with all notification procedures. For the avoidance of doubt, all formal complaints can also be a first notice of alleged sexual harassment; however, not all notices can be formal complaints. The particular regulatory requirements for a formal complaint must also be met.

Upon receipt of a validly filed formal complaint, the Title IX Coordinator/Deputy Title IX Coordinator must review the same and determine if the allegations do not meet the definition of sexual harassment or did not occur in the University's education program or activity against a person in the United States. If the allegations, while resolving all ambiguities in favor of the complainant, even if proved do not state a claim under this policy as further informed by the applicable regulations, then the University must dismiss the same and give notice and appeal rights as set forth herein. Nevertheless, such a dismissal shall only be regarding procedures under this Title IX policy, and the formal complaint may be referred to the appropriate University official to be investigated and acted upon as an employee and/or student conduct matter. Additionally, the University must dismiss any formal complaint if the grievance investigation process uncovers that there is no claim under these Title IX policies and procedures. Additionally, the University may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing: a complainant notifies the Title IX Coordinator/Deputy Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; the respondent is no longer enrolled or employed by the University; or specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. If a formal complaint or allegations within the same are so dismissed, the University will give prompt written notice of the dismissal and all relevant reasons simultaneously to all parties with instructions for appealing the same to the Appeal Board, as otherwise provided herein.

Without limitation, the University may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Upon receipt, the Title IX Coordinator or Deputy Title IX Coordinator(s) will initiate the required investigation and assign the Title IX Investigator(s) and/or the Title IX Mediator(s) for any pending matters.

Additionally, upon receipt of a formal complaint that is not initially dismissed for failure to state a claim, in part or whole, of sexual harassment under this policy, the Title IX Coordinator/Deputy Title IX Coordinator shall issue a written notice of allegations to all known parties. The notice of allegations must give notice of this grievance process, along with any informal resolution or mediation process. Additionally, this notice of allegations must give notice of allegations of sexual harassment potentially constituting sexual harassment as defined herein and the applicable federal regulations, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known. The written notice must include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice must inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence collected as part of the grievance process. The written notice must inform the parties of any provision in the University's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process. Moreover, if, in the course of an investigation, the University decides to investigate allegations about the complainant or respondent that are not included in the initial or a subsequent notice allegations, the University must provide written notice of the additional allegations to the parties whose identities are known in the manner specified above.

The complainant and the respondent, and their advisors if any, shall be informed of who will be performing the investigation into the complaint. Evidence of past consensual sexual relationships or previous Title IX complaints by the Complainant will not be considered when making a determination regarding a current complaint.

The assigned Title IX Investigator(s) shall fully investigate the facts alleged in the formal complaint with the support of the University. This investigative process shall include, at a minimum:

- an interview with the complainant
- an interview with the respondent
- an interview with any witnesses to the accused conduct
- examination of all documentary evidence relevant to the matter being investigated

The Title IX Investigator will collect and preserve evidence pertaining to the allegations set forth in the initiating formal complaint. Party and/or witness interviews may be recorded. If not, the Title IX investigator shall take and preserve notes of the interviews. As part of this investigation, the Title IX Investigator shall create a preliminary and final

investigative report and shall provide access and opportunity for review and response to all parties and their advisors, if any, as provided above.

If an investigation and adjudication is going to take longer than 1 month, the complainant and respondent will be notified in writing of an approximate completion date. If the completion date cannot be met due to the significant size or complexity of the investigation, the complainant and respondent will be notified in writing of any updated completion timeline.

Upon completion of his or her investigation, the assigned Title IX Investigator(s) shall finalize the investigative report and transmit it to the Title IX Coordinator/Deputy Title IX Coordinator and the relevant Title IX Decision-maker in preparation for the adjudicative hearing.

The Title IX Decision-maker shall schedule the hearing and provide the required notice of the same to all known parties. As required by applicable federal regulations, this hearing must be live and “in real time.” At the live hearing, the relevant Title IX Decision-maker must permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party’s advisor of choice and never by a party personally, notwithstanding the discretion of the Title IX Decision-maker to otherwise restrict the extent to which advisors may participate in the proceedings. At the request of either party, the recipient must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the relevant Title IX Decision-maker and parties to simultaneously see and hear the party or the witness answering questions. Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the relevant Title IX Decision-maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. If a party does not have an advisor present at the live hearing, the University will provide without fee or charge to that party, an advisor of the University choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent. If a party or witness does not submit to cross-examination at the live hearing, the relevant Title IX Decision-maker **must not** rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the relevant Title IX Decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at the University’s discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling

participants simultaneously to see and hear each other. Recipients must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review. Finally, and without limitation, the relevant Title IX Decision-maker has broad authority to conduct and control the live adjudicative hearing. To that end, and again without limitation, the same may rule on evidence, control the conduct of participants, exclude unruly participant and exercise a broad reservoir of equitable, jurisdictional and procedural powers and authority to conduct the hearing and render a determination.

Within five days of completion of the adjudicative hearing, the relevant Title IX Decision-maker shall issue a written determination regarding responsibility applying the preponderance of evidence standard. The written determination must include the following:

- Identification of the allegations potentially constituting sexual harassment
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the University's applicable code of conduct to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University imposes [subject to additional requirements] on the respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the complainant; and
- The University's procedures and permissible bases for the complainant and respondent to appeal.

The University must provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. The Title IX Coordinator is responsible for effective implementation of any remedies.

Sanctions

If the appropriate authority determines that the respondent committed a Title IX violation as defined herein, he, she or they shall order an appropriate sanction, and shall consider a range of sanctions, which may include (but it not limited to) any of the following and depends on the nature and severity of the incident:

- No punishment

- Termination (complying with applicable rules for terminating a faculty member . . . to that end, an adjudication of responsibility as to a faculty member shall be deemed an event of moral turpitude and criminal or disreputable conduct entitling the University to revoke the tenure and immediately terminate same and/or immediately terminate the same in the case of a non-tenured faculty member) or expulsion
- Additional required training
- Loss of supervisory/management duties
- Expulsion
- Suspension
- Transfer of the respondent to another residence hall
- Transfer of the respondent out of classes shared with the complainant
- Verbal or written warnings
- Other appropriate sanctions as deemed necessary for the University to comply with all local, state, and federal laws and regulations and fulfill the University's obligation to ensure a working and learning environment that is reasonably free from discrimination or harassment.

If sanctions are imposed based on published university guidelines, additional measures beyond those published guidelines may also be imposed on the Respondent and/or granted to the Complainant to meet the University's Title IX obligations.

Appeals

All parties have a right to appeal from a determination regarding responsibility, and from a recipient's dismissal of a formal complaint or any allegations therein, on the following bases:

- (i) Procedural irregularity that affected the outcome of the matter;
- (ii) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- (iii) The involved Title IX Coordinator/Deputy Title IX Coordinator, Title IX Investigator(s), or title IX Decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

All appeals shall be presented to the University Appeal Board, which shall serve as the appellate Title IX Decision-maker under these procedures. A complainant or respondent who wishes to appeal the written determination must notify the assigned Title IX Coordinator/Deputy Title IX Coordinator in writing within five days of the rendering of the written determination. The written appeal must identify the specific basis for the appeal and any information the appealing party would like reviewed and/or considered. The other party will be given a copy of the written appeal and given five days to provide a written response. Parties may cross-appeal and cross respond so long as the deadlines are complied with. Thereafter, the Appeal Board will meet, consider the appeal(s) and

promptly render a written decision describing the result of the appeal and the rationale for the same. It is contemplated that the Appeal Board will, in the absence of extenuating circumstances, meet within ten days of receiving any written response to an appeal/expiration of the time to submit a written response and render a final decision within five days of meeting to consider the same. The written decision of the Appeal Board will be provided to the parties simultaneously and will be final; however, as the initial determination, certain sanctions, such as suspensions and exculpations/terminations are subject to compliance with relevant University procedures and subject to administration approval.

Regulations and Other University Policies

It is the intent of the University that these policies and procedures fully comply with all relevant federal regulations regarding the same. These policies and procedures are promulgated in accordance with the same. Accordingly, and for the complete avoidance of doubt, these policies and procedures are subject to the applicable federal regulations, and, in the event of any conflict between them, the applicable federal regulations shall control. Moreover, any discrepancy between the two shall be immediately and without need for notice resolved by implied modification or amendment to these policies and procedures to be compliant.

While certain undesirable or injurious conduct may not fall within the scope or purview of these Title IX policies and procedures, they may still violate various University codes of conduct, for students and/or employees. Accordingly, the Title IX Coordinator/Deputy Title IX Coordinator(s) are fully empowered to give notice of any conduct violations and/or grievances and initiate University proceedings regarding the same.

REPORTING AND SUPPORT RESOURCES FOR SURVIVORS OF SEXUAL VIOLENCE

Procedures To Follow If A Sexual Assault Occurs

Any person who alleges that an act of sexual violence has been committed against him or her has the right to report what happened. If the offense occurred on the Methodist University campus, the survivor is encouraged to notify University Police **910-630-7577** (24 hours) or the Dean of Students Office **910-630-7152** (business hours) or the Center for Personal Development **910-630-7150** (business hours). If the offense occurred off campus, the survivor is encouraged to file a report with the appropriate law enforcement agency.

Anonymous (sometimes referred to as “blind”) reports are accepted by University Police and local law enforcement agencies in cases of sexual violence when the survivor does not want to pursue criminal charges against the perpetrator or if the report is not directly from the survivor. No criminal investigative activity is undertaken without authorization from adult survivors or the parent or guardian of juvenile survivors.

However, the University is obligated by federal law (Title IX) to conduct to the fullest extent reasonably possible a separate non-criminal investigation of all received reports of sexual violence. The survivor is encouraged to provide as much information and evidence as possible, even if he or she does not want to pursue criminal charges. A survivor's initial decision not to pursue a criminal investigation does not preclude the possibility of pursuing criminal prosecution at a later date.

As it conducts investigations of sexual violence, Methodist University will take all reasonable measures to protect the identity of survivors of alleged sexual violence and comply with any request from the survivor for confidentiality. To the extent allowed by - applicable law, Methodist University will not identify survivors of sexual violence in otherwise publicly available records. If a determination is made that the university reasonably cannot comply with a survivor's request for confidentiality, the survivor will be directly notified of same.

Recommendations for Survivors in the Aftermath of Sexual Violence:

- (1) If the sexual violence occurred on the campus contact the Methodist University Police Department immediately at **910-630-7577**, or "**9-1-1**" as soon as you safely can. If the assault occurred off-campus and in the City of Fayetteville, contact the Fayetteville Police Department immediately at 910-433-1529 or "9-1-1". If the assault occurred in an unincorporated area of Cumberland County, contact the Cumberland County Sheriff's Office immediately at 910-323-1500 or "9-1-1".

NOTE: Methodist University Police Officers will provide assistance to survivors in filing complaints in other non-campus jurisdictions.

- (2) Biological, medical, and physical evidence are important in order to identify perpetrators and help hold them accountable. This vital evidence should be collected and preserved as soon as possible. The collection and preservation of such evidence **does not require** a survivor to publicly identify himself or herself **or** decide whether to prosecute a perpetrator.
- (3) In order to preserve potential biological (including DNA) or physical evidence, survivors of sexual violence are **advised not to...**

- Bathe or Shower
- Use the Bathroom
- Change Clothes
- Comb or Brush Hair

before speaking with a medical professional, survivor advocate or, if desired, a law enforcement officer.

- (4) **Do not** disturb anything in the location where the assault took place; and - if safe and practical to do so - remain in the general location where the assault took place until police arrive.
- (5) **Contact** a friend for assistance and support.

Confidential Support Resources for Survivors of Sexual Assault, Domestic Violence, Dating Violence, and Stalking

On-campus Resources

- (1) **The Center for Personal Development: 910-630-7150** The Center provides counseling to students who are victims of any sexual offense and makes referrals - to community resources. The Center also assists students in notifying proper authorities, to include academic arrangements in conjunction with Academic Affairs. **Consultations with all clients are confidential.**
- (2) **Student Health Services: 910-630-7164** The Student Health Services staff provides medical treatment and information and referrals to community agencies. The staff also assists students in notifying proper authorities, if the student so chooses. **Consultations with all patients are confidential.**
- (3) **Campus Ministries: 910-630-7157** Pastoral counseling and referrals are provided by the Campus Ministries Office. **Pastoral counseling is provided to all clients on a confidential basis.**

Off-campus Resources in the Cumberland County Area:

Rape Crisis Volunteers of Cumberland County	910-485-7273*
Cape Fear Valley Medical Center	910-615-4000*
National Sexual Assault Hotline	800-656-4673*
Family Violence Prevention and Care Center	910-677-2532*
Family Violence Prevention and Care Center (Business)	910-677-2528
MU Employee Assistance Program	910-829-1731
MU Employee Assistance Program (Schedule Appt.)	910-615-1733

***Answered 24 hours**

ONLINE REGISTRY OF SEX OFFENDERS AND PREDATORS

The State of North Carolina requires certain convicted sex offenders and predators to register with the Sheriff's Office in the county they reside. A list of convicted sexual offenders and predators can be found at the following web site which is maintained by the NC Department of Justice: <http://www.sexoffender.ncdoj.gov>. A link to that web site is also available on the Methodist University Department of Public Safety web page.

MISSING PERSON REPORTS AND PROCEDURES

The Methodist University Department of Public Safety will exert every reasonable effort to locate a student, visitor, faculty or staff member who is reported as missing from the campus. To file a report regarding any person believed to be missing from the Methodist University campus, you may personally come to the Department of Public Safety Office or you may contact our agency by phone at **910-630-7577** or **910-630-7098**. A University Police Officer will either speak with you by phone or come to your location on campus. **There is no requirement that a person be missing for 24 hours or more before a police report can be filed.** Prompt reporting is always appropriate! University Police will collaborate and share information regarding missing persons with other law enforcement agencies via the National Law Enforcement Telecommunications System.

If a Methodist University student has been missing from the campus for 24 hours, a report **must** be made to Methodist University Police.

Any designated Methodist University Campus Safety Authority who receives information that a student has been missing for 24 hours must immediately confirm that a missing person report has also been (or is in the process of being) made to Methodist University Police. If the missing student is under the age of 18, that student's parent(s) or legal guardian(s) will also be notified.

All students living in on-campus student housing facilities have the option to register a confidential contact person to be notified in the case that the student is determined to be missing. Only authorized university officials and law enforcement officers in furtherance of a missing person investigation will have access to this information. Students who choose to exercise this option may contact the Department of Public Safety to document their emergency contact information.

**METHODIST UNIVERSITY
CRIME STATISTICS**

Annual Crime Statistics: Calendar Years 2018 and 2019

Crime Category	On Campus		In a Noncampus Bldg.		Campus Residential Facilities		Public Property	
	2018	2019	2018	2019	2018	2019	2018	2019
Murder	0	0	0	0	0	0	0	0
Rape	3	2	0	0	3	2	3	2
Fondling	1	0	0	0	1	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	1	0	0	0	0	1	6
Aggravated Assault	3	0	0	0	1	0	2	9
Burglary	4	8	0	0	3	5	0	0
Motor Vehicle Theft	0	0	0	0	0	0	1	7
Manslaughter	0	0	0	0	0	0	0	0
Arson	0	1	0	0	0	1	0	1
Domestic Violence**	0	0	0	0	0	0	0	5
Dating Violence**	3	0	0	0	0	0	0	0
Stalking**	1	1	0	0	0	1	0	2

On Campus	In a Noncampus Bldg.	Campus Residential Facilities	Public Property
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Arrests

	2018	2019	2018	2019	2018	2019	2018	2019
Liquor Law Violation	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	1	0	0	0	0	7	7
Weapons Possessions	1	0	0	0	0	0	0	0

Referrals for Campus Disiplinary Action

	On Campus		In a Noncampus Bldg.		Campus Residential Facilities		Public Property	
	2018	2019	2018	2019	2018	2019	2018	2019
Liquor Law Violation	14	30	0	0	14	30	0	0
Drug Abuse Violation	16	14	0	0	16	4	0	0
Weapons Possessions	0	0	0	0	0	0	0	0

**METHODIST UNIVERSITY
CRIME STATISTICS**

Annual Crime Statistics: Calendar Year 2020

Crime Category	On Campus	In a Noncampus Bldg.	Campus Residential Facilities	Public Property*
Murder	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	4
Aggravated Assault	1	0	1	13
Burglary	0	0	0	0
Motor Vehicle Theft	1	0	0	7
Manslaughter	0	0	0	0
Arson	0	0	0	2
Domestic Violence**				
Domestic Violence**	0	0	0	2
Dating Violence**				
Dating Violence**	1	0	1	0
Stalking**				
Stalking**	1	0	0	0
Arrests				
Arrests	On Campus	In a Noncampus Bldg.	Campus Residential Facilities	Public Property*
Liquor Law Violation	0	0	0	0
Drug Abuse Violation	1	0	1	4
Weapons Possessions	0	0	0	2

Referrals for Campus Disiplinary Action	On Campus	In a Noncampus Bldg.	Campus Residential Facilities	Public Property*
Liquor Law Violation	12	0	12	0
Drug Abuse Violation	14	0	14	0
Weapons Possessions	2	0	2	0

>No hate crimes were reported for the years of 2018, 2019 or 2020.

>1 Rape occurred in 2017 but wasn't reported until 2018

NOTE: In the State of North Carolina, a weapon may include, but is not limited to: Firearms (to include firearm imitations), explosives of any size or type (to include fireworks), air guns, explosive-like noisemakers, and all types of knives.

**Public Property Crime Statistics Provided By The Fayetteville, NC Police Department*

Fire Safety Policies, Reporting Procedures, and Statistics for Residential Facilities

Reporting Procedures:

As with any other emergency on campus, fires may be reported by: activating a fire alarm system pull station in the affected structure and by calling **9-1-1** or **910-630-7577** or **910-630-7098** or by verbally reporting the location of the fire to any staff member of the Department of Housing and Residence Life or Department of Public Safety.

Smoking:

Smoking is strictly prohibited inside all campus buildings and within 50 feet of an entrance to any building.

Open Flames, Candles, and Incense:

No device that emits or creates any open flame may be activated or used in any campus residential facility by students. The use or possession of candles and incense is strictly prohibited inside all campus residential facilities.

Extension Cords:

Only UL-approved extension cords and power strips are allowed. Extension cords shall not be plugged into power strips or other extension cords. Power strips shall not be plugged into extension cords or other power strips.

Prohibited Appliances:

Gas grills, electrical grills, charcoal grills, halogen lamps, hot plates, toaster ovens, space heaters and any other appliance with an open coil are strictly prohibited inside all campus residential facilities.

Fire Evacuation Procedures:

Fire evacuation routes are posted on every floor of all campus buildings. When any fire alarm sounds, building occupants must evacuate immediately via the nearest fire exit and move at least 300 feet away from the affected structure. Do not use elevators – use stairs instead. Try to stay away from or below any smoke cloud. Remain outside the affected structure until advised by Public Safety personnel that it is safe to re-enter.

Fire Drills and Fire Safety:

Housing and Residence Life staff members provide information on fire safety to residential students. In addition, fire safety information and emergency evacuation maps

are posted on all floors of residential facilities. Housing and Residence Life staff members conduct a minimum of two fire evacuation drills in the Fall and Spring Semesters (and a minimum of one fire evacuation drill in facilities housing students during the Summer Terms). The Department of Public Safety (**910-630-7098**) responds to all fire alarm activations on the campus and also serves as a resource for fire safety information.

Fire Detection, Alarm, and Suppression Systems:

All residential facilities are equipped with fire detection and alarm systems. All residential facilities are equipped with fire extinguishers and some are equipped with fire suppression sprinkler systems. Tampering with or abuse of any fire detection equipment (including in-room smoke detectors) or any fire suppression equipment (fire extinguishers and fire sprinklers) is strictly prohibited and may result in disciplinary action under the Code of Student Conduct in addition to criminal charges.

**Methodist University Residential Facilities Calendar Year 2020
Alarm Status**

	Fire Alarm Monitoring (Central Monitoring Station)	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Fire Evacuation Drills Per Calendar Year
Cape Fear Commons	Yes	Yes	Yes	Yes	4
Cumberland Hall	No	No	Yes	Yes	4
Garber Hall	No	No	Yes	Yes	4
McLean Complex	Yes	Yes	Yes	Yes	4
North Hall	Yes	Yes	Yes	Yes	4
Pearce Hall	No	Yes	Yes	Yes	4
Sanford Hall	No	No	Yes	Yes	4
Village House A	Yes	Yes	Yes	Yes	4
Village House B	Yes	Yes	Yes	Yes	4
Village House C	Yes	Yes	Yes	Yes	4
Village House D	Yes	Yes	Yes	Yes	4
Village House E	Yes	Yes	Yes	Yes	4
Weaver Hall	No	No	Yes	Yes	4
West Hall	No	Yes	Yes	Yes	4

**Methodist University Residential Facilities Calendar Year 2020
Statistics**

	Total # of Fires Per Facility	Date and Time of Fire	Cause of Fire	# of Fire-Related Injuries Requiring Medical Facility Treatment	# of Fire- Related Deaths	Value of Fire-Related Property Damage
Cape Fear Commons	0	NA	NA	NA	NA	NA
Cumberland Hall	0	NA	NA	NA	NA	NA
Garber Hall	0	NA	NA	NA	NA	NA
McLean Complex	0	NA	NA	NA	NA	NA
North Hall	0	NA	NA	NA	NA	NA
Pearce Hall	0	NA	NA	NA	NA	NA
Sanford Hall	0	NA	NA	NA	NA	NA
Village House A	0	NA	NA	NA	NA	NA
Village House B	0	NA	NA	NA	NA	NA
Village House C	0	NA	NA	NA	NA	NA
Village House D	0	NA	NA	NA	NA	NA
Village House E	0	NA	NA	NA	NA	NA
Weaver Hall	0	NA	NA	NA	NA	NA
West Hall	0	NA	NA	NA	NA	NA