



Annual Security & Fire Safety Report (2024)

*5400 Ramsey St.
Fayetteville, NC 28311*



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Letter from the Director of Public Safety

To the University Community:

Methodist University is a community made up of a population of around two thousand people working, living, and studying on nearly seven hundred acres in Fayetteville NC. Living and working in such a serene campus like Methodist University can cause all of us to forget that crime and other problems can occur at MU just as they can and do in communities outside the border of Methodist University. The purpose of this report is to provide you with the information you need to stay safe while here at MU.

The Department of Public Safety is the primary department at the University charged with creating a safe and secure environment. However, it is not one we can accomplish alone. Crime prevention, risk identification, and problem solving are the responsibilities of everyone. We ask you to join us in these efforts by reading this report and referring to it often.

Our efforts to maintain a safe and secure environment rely on our ability to develop working relationships with the many departments here at MU. Through partnerships and problem solving, we can make Methodist University one of the safest universities in the nation. While engaging in routine police/security strategies, our officers also engage the community by presenting programs on campus and help with problem identification and identifying solutions.

We hope you will find this report informative and helpful, and that your stay at Methodist University will be pleasant and safe. If you have questions or would like further information about safety and security at Methodist University, please visit us at <https://www.methodist.edu/life-at-mu/public-safety-security/>.

Sincerely,

Mark Brewington

Director of Public Safety/Chief of Police

Emergency Phone Numbers

EMERGENCY: CALL 911

What is a 911 emergency? It is any situation that requires an immediate police, fire, or medical response to preserve life or property. These can include: an assault or immediate danger of assault, someone choking, a crime in progress, a drowning, a fight, a fire, a serious injury or illness or a situation involving weapons.

Methodist University Emergency Line.....910-630-7577
Emergency Services.....911

Non-emergencies

Main Office Public Safety/Police910-630-7149
Methodist University Welcome Center/Dispatch (Routine Assistance)910-630-7098

Local Hospitals

Cape Fear Valley.....910-615-4000
Womack Army Medical Center.....910-907-6000
Fayetteville VA Medical Center.....910-488-2120

Victim Services

The Phoenix Center (Rape Crisis).....910-485-7273
National Sexual Assault Hotline.....800-656-HOPE
National Domestic Violence Hotline.....800-799-7233

University Offices

Title IX Coordinator.....910-630-7558
Health Services.....910-630-7164
Human Resources.....910-630-7613
Diversity, Equity, and Inclusion Office.....910-630-7458
Vice President Student Affairs.....910-630-7152
Residence Life.....910-630-7152
Counseling Center.....910-630-7660
Student Activities.....910-630-7022
Athletics.....910-630-7175
One Stop.....910-480-8513

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 safe and 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.

Clery Act Compliance

In 1998, the federal government passed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or the Clery Act. As a recipient of Federal Title IV student financial aid, Methodist University is required to adhere to The Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act (The Clery Act). One of the provisions in the Clery Act is for all postsecondary institutions receiving federal Title IV financial aid to publish an annual report disclosing campus security policies and the three most recent years of selected crime statistics.

Requirements of the Clery Act:

- Issue an annual security report that discloses campus crime statistics for the preceding calendar years to current and prospective students, employees, and the U.S. Department of Education.
- Advise students and employees of Clery crimes and issue timely safety warnings and emergency notifications for crimes that pose a serious or continuous threat to the campus community.
- Include policy statements regarding (but not limited to) crime reporting, campus facility security and access, law enforcement authority, incidence of alcohol and drug use, and the prevention of/response to sexual assault, domestic or dating violence, and stalking.
- Maintain a public, daily log of reported crimes.
- Details on the university efforts taken to improve campus safety.

The purpose of the Clery Act is that of a Consumer Protection Law to provide current and prospective students, and employees with accurate, complete, and timely information about campus safety so that they can make informed decisions.

Responsibility

Each of us needs to work cooperatively to enhance the safety of our campus by securing personal property and following personal safety guidelines. Be aware of your surroundings at all times; report suspicious persons and behavior to university officials/police; do not share personal information over the phone or your computer; lock your residence hall door at all times; lock office doors when out of your office; let Public Safety know when you are working alone in building or office outside of normal business hours; know the location of the emergency phones; lock vehicles at all times and secure valuables out of sight or in the trunk. For more tips, visit the Methodist University Public Safety web page at <https://www.methodist.edu/life-at-mu/public-safety-security/>.

Safety planning is conducted, when appropriate for staff and students when they have been affected by a crisis or when they have been the victim of a crime with ongoing concerns for safety. Officers work with the Department of Human Resources in support of workplace violence policies and work with the Department of Student Affairs to help address situations involving disruptive behavior.



Clery Act

On April 15, 1986, Jeanne Clery, a young woman attending Lehigh University, was brutally attacked, and killed in her dorm room. Through lobbying by her parents, Congress passed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Clery Act, as it has become known, requires that all universities make people aware of certain crimes occurred on campus through an annually released crime report.

Preparing the Annual Fire Safety and Security Report

The Methodist University Annual Fire Safety and Security Report is generated as a tool to promote awareness for our community. The goal of the Annual Security Report is to increase awareness through education on the types of incidents reported on the campus and to bring safety to the front of everyone's daily routine.

Safety is a partnership that we all share and taking steps to increase one's own safety reduces the opportunity for crime to occur. The annual security report is also a source of useful information that can be used to access university resources.

It is the responsibility of the Director of Public Safety to prepare and disseminate Methodist University's Annual Fire Safety and Security Report each year. The full text of this report is located at <https://www.methodist.edu/life-at-mu/public-safety-security/clery-act/>.

It is the policy of Methodist University to compile the Clery Report in accordance with state and federal mandates in the following manner:

- The Department of Public Safety gathers for statistical purposes crime statistics reported to any of these sources listed below and recorded in the calendar year the crime was reported.
- The annual crime statistics report includes information requested and obtained from the following sources.
- Campus Security Authority: are defined by federal law as university officials who have “significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. These offices, entities, departments, and agencies include:
 - President of the University
 - Provost
 - Vice President for Student Affairs
 - Senior Associate Dean of Students
 - Director of Human Resources
 - Director of Housing and Residence Life
 - Assistant Director of Housing and Residence Life
 - Title IX Coordinator
 - Residential Coordinators
 - Resident Assistants
 - Any Faculty Members
 - Any Methodist University Staff Members

All statistics are gathered, compiled, and reported to the University community via this report, which is published by the Methodist University Public Safety Department. The Public Safety Department submits the annual crime statistics published in this report to the U.S. Department of Education. The statistical information gathered by the Department of Education is available to the public on its website.

Definitions-Geography from the Clery Act

Methodist University is required to report Clery designated crime statistics and issue timely warnings for those crimes that represent a severe and ongoing threat that occur in the following geographic locations: on campus, public property, and non-campus buildings and property.

- **Campus-** “any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the

institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and property within the same reasonable contiguous geographic area of the institution and is owned by institution but controlled by another person, is used by students, and supports the institutional purposes, such as a food or other retail vendor."

- **On-Campus Residential** – a subcategory of Campus that reflects the number of on-campus incidents that occur "in dormitories or other residential facilities for students on campus."
- **Non-Campus** – "any building or property owned or controlled by a student organization recognized by the institution; and any building or property, other than a branch campus, owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is used by students, and is not within the same reasonable contiguous geographic area of the institution."
- **Public Property** – "all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes."

Definitions VAWA (Violence Against Women Act)

- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the reporting party and where the existence of such a relationship shall be determined based upon a consideration of these factors: the length of the relationship, the type of relationship, the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence:** Felony or misdemeanor crimes of violence committed by a current or former spouse of the reporting party, by a person with whom the reporting party shares a child in common, by a person who is cohabitating with or has cohabitated with the reporting party as a spouse, by a person similarly situated to a spouse of the reporting party under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth reporting party who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
- **Sexual Assault:** The imposition of non-consensual sexual conduct (excluding rape). It includes, but is not limited to caressing, fondling, or touching a person's genitalia, buttocks, or breasts. It shall also be considered sexual assault when the reporting party is compelled to caress, fondle, or touch the assailant's genitalia, buttocks, or breasts.

- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her safety or the safety of others or suffer substantial emotional distress.
- **Consent:** Consent is an informed decision made freely and actively by all parties. Conduct will be considered “without consent” if there is no clear consent, verbal or nonverbal. Since sexual misconduct is defined as sexual activity that is undertaken without consent, each participant must obtain and give consent to each sexual act. People with mental disabilities cannot give consent to sexual activity if they cannot understand the fact, nature, or extent of the sexual situation in which they find themselves. The mental disability of the survivor must be known, or knowable, to the non-disabled sexual partner to constitute a violation.
- **Sexual Offenses:** Any sexual act directed against another person without the consent of the victim is incapable of giving consent.
 - **Rape-** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ or another person, without the consent of the victim.
 - **Fondling-** The touching of the private body parts of another for the purpose of sexual gratification without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - **Incest-** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Statutory Rape-** Sexual intercourse with a person who is under the statutory age of consent.

Students are encouraged to report any incidents occurring on the university to the Methodist University Police, who will begin the investigation or facilitate contact with the proper law enforcement agency where the incident occurred.

If the reporting person does not feel comfortable contacting the police directly, they may report any incidents to a Campus Security Authority for assistance in notifying law enforcement. All positions identified as Campus Security Authorities are listed within the annual security report.

Disclosure of Crime Statistics

Crime statistics which are included in Methodist University Fire Safety and Security Report are based upon incidents reported by campus security authorities (CSAs), Campus Security/Police, and local police agencies. The University is required

to annually report data for the most recent three calendar years concerning the occurrence on campus to include campus housing, in or on non-campus buildings or property, and on public property (as those terms are defined and interpreted for purposes of the Clery Act) for incidences of murder, manslaughter, sexual misconduct including (forcible and non-forcible) sexual assault, domestic violence, dating violence, and stalking, robbery, arson, aggravated assault, burglary, and motor vehicle theft.

This report also includes statistics on arrests for violations of liquor or drug abuse as well as weapons possession, including disciplinary referrals for liquor, drug, and weapon violations. If there has also been a determination of a Hate Crime in any incidence of simple assault, larceny, theft, intimidation, destruction of property and vandalism, then that data is also reported. Fire data is also included for residential housing.

A paper copy of this report is available from Methodist University Department of Public Safety located in the Campus Services Building 150 Maintenance Drive. The annual report contains crime and fire statistics for the most current three-year periods and is made available each year to all prospective students, current students, and employees.

An e-mail notification is made to all students and employees each year that provides the direct web link to access the Annual Fire Safety and Security Report. All prospective students and employees receive notification of the availability of the report and how to obtain it during the application process.

Daily Crime and Fire Log

The Department of Public Safety maintains a combined Daily Crime and Fire Log of all criminal incidents, alleged criminal incidents and fire/fires that are reported to the Department of Public Safety. This daily crime and fire log are available to any person requesting it 24 hours every day at the Methodist University Department of Public Safety, Campus Services Building, 150 Maintenance Drive. The most current 180 days of incident information is available for viewing.

It records all criminal incidents, alleged criminal incidents that have been reported on campus or on public property immediately adjacent to and accessible from campus, and crimes that occurred within the patrol jurisdiction of the campus police. The daily crime log contains all crimes reported to the Department regardless of the classification of the crime.

Officers are required to complete an incident report form on every crime that is reported. The report includes information on the nature, date, time, general location, and disposition of each crime. The latest information about a log entry is also recorded in the log no later than two business days after the information has become available to the department and is designated as an update to the original entry. Examples of this would be if criminal charges are not immediately filed but are later pursuant to the

outcome of an investigation, and when a final disposition is determined by judge or trial later.

Daily crime logs do not include identifiable information of victims. Accurate crime reporting will assist in maximizing information available so safety for prospective and current students and prospective and current employees can make informative decisions about their safety and security needs.

Methodist University Department of Public Safety reserves the right to exclude reports from the crime log in certain cases where there is clear and convincing evidence that the release of such information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence, until that damage is no longer likely to occur from the release of such information.

Publicly Available Recordkeeping

The University will complete publicly available record keeping without the inclusion of personally identifying information about the victim. The University will redact (remove) first and last names and other personal identifying information such as addresses, physical descriptions/date of birth, contact information, social security/driver's license/passport and student ID numbers from reports before it is released to other parties, including any Clery Act reporting and disclosures and entries in the Daily Crime Log and Annual Security Report.

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 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 can utilize the "Call Public Safety or Report an Incident from their smart phone. The individual can do this by opening 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

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 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 content of the messages and initiates distribution of the messages via these systems.

Access to and Security of Campus Facilities

Campus Police and Security Officers patrol campus the grounds and all 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.

Instructional and Administrative Facilities

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

Vice President/Department Heads 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.

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/ campus identification card (ID Card) 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.

ID cards are issued at the beginning of the students freshman year. Should a student lose their card it should be reported immediately so that the access can be disabled. When a student is on summer break or leaves the University, all access is removed.



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.



See Something, Say Something-a nationwide philosophy originated with the Department of Homeland Security as an awareness tool to educate people on how to notify local law enforcement about terrorist activity or possible crimes related to terrorism. The idea is that it takes everyone in a community having awareness and the know how on communicating to local law enforcement about crimes or the suspicion of a crime to keep everyone safe. The Department of Public Safety uses/teaches the same philosophy in keeping the University safe.

Crime Stoppers (630-PATROL)-is a community-based program to give the public easy access to law enforcement, using anonymity, if preferred.

Silent Witness (witness@methodist.edu)- If you wish to provide information that may solve a crime or stop criminal activity, our silent witness program is available! Any information provided is confidential and providing your contact information is optional. Thanks in advance for your assistance in making our campus community safer.

Rape Aggression Defense (RAD)-classes provide women with the training and confidence to help ward off and escape an attacker.

Educational Presentations

Educational programs concerning such issues as substance abuse, relationship violence, and sexual assault are offered by the Health and Wellness Center “The Well” and various other divisions across the campus. For more information on individual programs, contact the Health and Wellness Center at 910-630-7164 or Public Safety at 910-630-7149.

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.

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 be 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. 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-borne 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 their supervisor prior to being placed on the Approved Driver List.

Security Escort Program (S.N.A.P.)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

Alcohol Policy

Methodist University is committed to students' intellectual and personal development, which includes ensuring students have various and abundant opportunities to show care and responsibility for their own actions. In this case, the vitality of the academic community relies on each member taking personal responsibility for their actions regarding alcohol use and safeguarding the well-being of others.

Alcohol misuse inhibits students' development and is negatively correlated with academic success and personal safety, thus maturity, care for self and community, and responsibility are essential.

Methodist University also welcomes and supports the decision of students not to drink alcohol. MU continues to emphasize education about risks, choices, and personal responsibility regarding the use of alcohol. Students are expected to make conscious choices that do not diminish the academic or social success, or personal safety, of themselves or others.

Policy Statement

As required by Article 3 of Chapter 18B of the North Carolina General Statutes- individuals must be 21 years of age or older to possess, consume or purchase alcoholic beverages. It is also illegal, in North Carolina, for a person of legal alcohol-drinking age to purchase or provide alcohol to anyone who is underage. Methodist University observes federal, state, and local laws regarding alcohol use, particularly those that address underage drinking, and holds students accountable for their choices. Students whose drinking presents a risk to the health and safety of themselves or others are subject to sanctions in keeping with the Methodist University Student Code of Conduct.

- The possession and/or consumption of alcoholic beverages by students on the Methodist University property is limited to students 21 years of age or over and subject to the following additional requirements:
 - Only in designated residence hall spaces posted clearly within The Cape Fear Commons, Village Houses, and McLean Apartments
 - At Official university-sponsored events with the President's prior written approval
 - Only Alcoholic Beverage classified as beer/unfortified wine (*as defined by the North Carolina Alcohol Beverage Control (ABC) Commission*) are permitted in the designated spaces listed above.
 - Any alcoholic beverage that is not classified as beer/wine (*as defined by the North Carolina Alcohol Beverage Control (ABC) Commission*) is always prohibited on the Methodist University premises.
- Students participating in any Methodist University or Methodist University-affiliated study abroad programs are expected to follow the laws of the host country and host institution regarding the possession and/or consumption during any study abroad program.
- This policy will be reviewed at least annually by the President's Cabinet or as is otherwise deemed necessary by the University and is subject to immediate change or modification as the University deems appropriate in its sole discretion.

Alcohol and Disruptive/Destructive Acts of Behavior

Methodist University students are always expected to represent the University with dignity. No student of any age may engage in behavior (whether or not due to alcohol consumption) that is disorderly, disruptive, or jeopardizes the health or safety of self or others.

Per North Carolina General Statute § 14-444 being intoxicated and disruptive in public is unlawful. Inappropriate or illegal behavior related to alcohol use will result in disciplinary action per the Methodist University Student Code of Conduct.

Regulations for University Housing

- Students of legal drinking age (21 years of age or older) may possess or consume beer/wine (*as defined by the North Carolina Alcohol Beverage Control (ABC) Commission*) for their personal use and consumption in designated spaces within The Cape Fear Commons, Village Houses, and McLean Apartments. Only students of legal age (21 years of age or older) may transport unopened alcoholic beverages through “public areas” and may do so only in a sealed container, bag, or cooler.
- The consumption of alcoholic beverages is prohibited in public or outdoor areas including, but not limited to outdoor hallways, stairwells, elevators, balconies, patios, courtyards, and at events on campus. It is unlawful for any person to consume or have in their possession any alcoholic beverage in an open container on any campus street, sidewalk or undesignated area.
- The selling of alcoholic beverages on campus is prohibited.
- Students are responsible for their conduct and that of their visitors in individual rooms. Only those students of legal age may possess or consume alcoholic beverages. The residents will be subject to disciplinary action if there is excessive noise or over-crowding (more than two visitors per resident) in the room (or common area in the case of suite living spaces) or if those possession or consuming alcohol are underage. Representatives of the Department of Housing and Residence Life, security or university administration reserve the right to disband any gathering violating the Methodist University Code of Conduct or violating fire safety codes.
- Providing alcohol to anyone under the age of 21 is illegal and subject to applicable laws and the Methodist University Student Code of Conduct.

Alcohol Containers and Paraphernalia

Common containers (empty or filled) designed for rapid consumption are always prohibited on campus. Devices and games designed for the rapid consumption of alcohol are strictly prohibited and a violation of the Methodist University Alcohol Policy. Alcohol paraphernalia is not permitted on Methodist University premises at any time.

Complicity

Students are responsible for removing themselves from any situation where violations of the Code of Conduct are occurring or are anticipated. Furthermore, the University expects Methodist University students to be good citizens and, speak out against university violations by their peers as leaders. This code prohibits condoning, supporting or encouraging in any manner or form a violation of university policy.

Identification

Without limiting any other prohibition contained in this policy, no person younger than 21 years of age may possess or use false identification (ID) for purchasing or possessing alcoholic beverages. This provision includes, but is not limited to, the following: possession or use of an altered ID; possession or use of a forged ID; possession or use of an ID belonging to another person; or possession or use of any form of identification which misrepresents the bearer's true identity or date of birth.

Student Clubs and Organizations

No Alcoholic Beverages, for use on- or off-campus, may be purchased with student activity fees, University-collected fees, or with any other Student Club/Organization funds or dues. Additionally, no Alcoholic Beverages may be purchased for a Student Club/Organization or its members or guests in the name of or on behalf of the Student Organization (e.g., no passing the hat).

No Student Club/Organization may host an event or meeting on campus where Alcoholic Beverages are served. Likewise, students may not bring alcohol for their consumption to any University club/organization event on or off campus.

Regulations on Event Use

Official university-sponsored functions may serve Beer/Wine only with prior presidential approval in writing. Examples of some official University-sponsored functions include, but are not limited to:

- Board of Trustees' receptions hosted on or off campus
- Faculty/staff receptions hosted on or off campus
- Art exhibit openings hosted on campus
- Off-campus groups hosting events on campus, with prior Presidential written permission such Symphony/Orchestra intermission
- Off-campus events hosted by the University such as sporting events, movies, plays, etc.

At official University-sponsored functions, alcoholic beverages must be provided by a university pre-approved and fully insured professional vendor or caterer and the Common Source Container remains under the exclusive control of the vendor or caterer at all times (i.e. no self-service) subject to the following restrictions and requirements:

- Alcoholic beverages are limited to Beer/Wine only *as defined by the state of North Carolina* <https://abc.nc.gov/Product/Index>.
- The pre-approved professional and fully insured vendor or caterer will obtain and appropriately display the appropriate licenses and/or permits to serve alcohol on campus.
- The use of alcoholic beverages must remain in compliance with all applicable laws and regulations.
- Non-profit organizations cannot promote the serving of alcohol in the publicity associated with the event being held on campus.
- All appropriate insurance policies will be obtained in accordance with university requirements

Alcoholic beverages are never permissible in sacred spaces: Matthews Ministry Center Chapel, Hensdale Chapel, and Stillpoint.

No Alcoholic beverages, for use on- or off-campus, may be purchased with student activity fees, University-collected fees, or with any other Student Club/Organization funds or dues. Additionally, no Alcoholic Beverages may be purchased for a Student Club/Organization or its members or guests in the name of or on behalf of the Student Organization (e.g., no passing the hat).

No Student Club/Organization may host an event or meeting on campus where Alcoholic Beverages are served.

Official University sponsored functions

With the President's prior written approval, students (age 21 and over only) may possess or consume alcoholic beverages at official University-sponsored functions. In situations like this, underage students may be present where alcohol is consumed by of-age students or guests but may not possess or consume alcohol themselves.

Campus Resources on Alcohol & Drugs

The Student Affairs Office and Health & Counseling Services Office at "The Well" provide alcohol and drug education and programming on campus. Health & Counseling Services Office at "The Well" offers confidential individual counseling and referrals for alcohol and other drug use/misuse concerns in addition to providing psychoeducational materials. Additionally, the staff at The Well are available to answer questions or provide information.

Annual educational programming for all students will aid in identifying the use and misuse of alcohol. These sessions will be planned by the Student Affairs Office in cooperation with Health & Counseling Services Office at "The Well" and Residence Life.

Health & Counseling Services Office at “The Well” and Residence Life staff will provide annual workshops for resident assistants in intervention techniques to aid those students who misuse alcohol.

The Student Affairs Division and Health & Counseling Services will annually review the alcohol and other drug education programs and will report their assessment to the Administrative Cabinet.

Medical Amnesty

Students are responsible for reviewing the Methodist University Good Samaritan/Medical Amnesty Policy

Statement

This Policy is intended to be consistent with all applicable local, state, and federal laws. The standards of conduct and the means of enforcement outlined in this Policy are adopted to further the University's interests and supplement, rather than substitute for, the enforcement of applicable civil and criminal law. It is not double jeopardy for the University to address conduct that has previously been or may be sanctioned under local, state, or federal law.

Definitions

When used in the Student Alcohol Policy of Methodist University or any of its appendices, terms have the following definitions:

- **Alcoholic Beverages:** Any beverage or other ingestible substance defined as alcohol by the North Carolina Alcohol Beverage Control Commission. For specific definitions, please visit the ABC Commission website. Please note: Any Alcoholic Beverage that is not classified as Beer/Wine (as defined by the North Carolina Alcohol Beverage Control (ABC) Commission.) is prohibited at all times on the Methodist University campus.
- **Common Source Container:** This includes, but not is limited to Kegs, pitchers, punch bowls, bathtubs, trash cans, common shared refrigerators, or similar common source containers of Alcoholic Beverages intended to serve as a source of open access to Alcoholic Beverages at a party or other gathering.
- **Open Container:** Any container of alcohol that is open or has at any point had the manufacturer's seal broken and the lid replaced. Examples include, but are not limited to, a solo cup, water bottle, open bottle or can containing any amount of Alcoholic Beverage.
- **Person:** Considered to be used in this Policy as any Student, Student Organization, or Administrative Unit, and can be used interchangeably except regarding medical amnesty.

- **Policy:** Except as otherwise noted, the term 'Policy' or 'this Policy' refers to the Alcohol Policy of Methodist University.
- **Student:** The term "Student" means any of the following:
 - a person enrolled in or attending classes at or through the University, either at the University's main campus or at any remote location, including a person enrolled in online or distance education programs or a person participating in Study Abroad programs or
 - a person participating in any pre-matriculation orientation programs.
- **Student Club/Organization:** Any recognized group affiliated with or supported by the University or a University administrative unit (e.g., societies, clubs, student organizations including fraternities and sororities, athletic teams, or similarly organized groups in or recognized by the University.) A Student Organization also includes any group of students, whether or not officially recognized, that is affiliated with the University through the use of University Premises or University-sponsored programs.
- **University Premises:** Buildings, property, or grounds owned, leased, operated, controlled, or supervised by the University.
- **Visitor:** Any person on university premises/property or attending a university-sponsored event who is not an employee, student, or affiliate

Drug Policy

Methodist University prohibits the use, possession, and/or the distribution /sale of illegal drugs. The following are prohibited:

Illicit Drugs

- Possessing or using illegal substances, as defined by federal, state, and local statutes.
- Possessing or using controlled substances as defined by federal, state, and local statutes. (Controlled substances may be taken pursuant to a properly issued prescription, provided the controlled substance is taken as and, in the amount, prescribed.)
- Distributing, selling, or possessing with the intent to distribute illegal or controlled substances, as defined by federal, state, and local statutes.
- Possessing or using drug paraphernalia (including but not limited to pipes, bongs, etc.).
- Being under the influence of illegal or controlled substances as demonstrated by actions and/or other evidence such as the smell of marijuana on the student's clothing and/or person.
- Growing and/or manufacturing any illegal substance.

Students who are found responsible for the use, possession and/or odor of marijuana will be subject to Disciplinary Probation and a \$500 fine on the first offense. Students who possess large quantities of marijuana will be subject to arrest and/or suspension/expulsion regardless of which offense.

Given reasonable cause, drug testing may be required of students suspected of a drug-related offense. The type of drug testing will be determined by the Dean or Sr. Associate Dean of Students. Drug tests will result in \$150.00 being assessed to the student's account to cover the cost of the test.

Reasonable Cause in Drug Use Situations is defined as the odor of marijuana on the student's clothing and/or person, in a campus residence, personal vehicle or any other confined space that belongs to or is assigned to the student and/or in a confined space where the student is located when the odor is detected. Refusal to participate in such testing may be used as grounds for probation, suspension or other discipline of a suspected violator regardless of how long they were present in the room or common living area.

Student(s) who possess expired prescription drugs and/or unreasonable, large quantities of prescription drugs will be asked to provide independent, medical verification that the quantity and the prescription is valid. If students are unable to obtain medical verification, he or she will be subject to the sanctions outlined in this policy.

Odor of Marijuana

If the odor of marijuana is present (room, vehicle, etc.) without physical evidence, the student will be found responsible for "being in the presence of marijuana odor." Additionally, students who are in the presence of marijuana odor will be offered the option of taking a drug test to clear charges with a negative drug test result. If a student is found in the presence of the odor of marijuana for a second or any additional incidents, drug testing will be required.

If students are in the presence of physical evidence, then those who are guests may be tested if they deny responsibility. The residents of the room and/or the owner of the vehicle may be found responsible for possession without being tested.

Health Risk and Effects

Alcohol and drug usage causes a number of marked changes in behavior. Even low doses significantly impair judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including domestic violence and date rape. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to retain and recall information.

Very high doses cause respiratory depression and death. Repeated use of alcohol and drugs can lead to dependence. Sudden cessation of alcohol intake is likely

to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Long-term consumption of large quantities of alcohol and drugs particularly with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Tobacco Policy

Smoking is strictly prohibited in all campus buildings, and there is no smoking allowed within fifty (50) feet of any campus building. This prohibition extends to all hallways, lobbies, stairwells, restrooms, offices, classrooms and residence halls and apartments. The use of smokeless tobacco, including eCigarettes and Water Vapor cigarettes, is also prohibited in all of the above places. Hookahs are not allowed on campus.

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 Well/Student Affairs 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 towards 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 prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.

Inquiries about Title IX may be referred to Methodist University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

Matthew K. Dempster
Director of Institutional Compliance & Title IX
Title IX Coordinator
Horner Administration Building
5400 Ramsey Street
Fayetteville, NC 28311 Telephone: 910.630.7558 Fax: 910.630.7306
mdempster@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.

Methodist University has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations.

Any individual who believes they have experienced sex discrimination, including sex-

based harassment, has the right to file a complaint with Methodist University under Title IX. This includes:

- Students or employees of Methodist University who allege they have experienced conduct that may constitute sex discrimination under Title IX.
- Individuals who are not students or employees of Methodist University but allege they experienced sex discrimination under Title IX while participating or attempting to participate in Methodist University's education program or activity.
- Parents, guardians, or authorized legal representatives acting on behalf of a complainant.
- Methodist University's Title IX Coordinator.

With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:

- Any student or employee Methodist University; or
- Any person other than a student or employee who was participating or attempting to participate in Methodist University's education program or activity at the time of the alleged sex discrimination.

It's important to note that a complaint of sex-based harassment can only be made by the individual who experienced the harassment, their legal representative, or if initiated by the Title IX Coordinator in accordance with federal regulations.

Methodist University has adopted Title IX grievance procedures to ensure the prompt and equitable resolution of complaints made by students, employees, or other individuals participating or attempting to participate in its education program or activity, or by the Title IX Coordinator. These grievance procedures specifically address complaints of sex-based harassment involving a student party.

Methodist University may consolidate complaints of sex discrimination involving multiple respondents or multiple complainants, or where one party brings a complaint against another party, provided that the allegations of sex discrimination arise from the same facts or circumstances. In cases involving multiple complainants or respondents, terms such as "party," "complainant," or "respondent" in this policy include the plural form as appropriate.

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 notifications 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 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 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.
- Initiating a complaint in certain circumstances.

- Otherwise complying with the active laws and regulations concerning Title IX, as appropriate, the relevant portions of which are incorporated herein by reference as if fully set forth.

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

Matthew Dempster
Director of Institutional Compliance & Title IX
Title IX Coordinator
Horner Administration Building
5400 Ramsey Street
Fayetteville, NC 28311 Telephone: 910.630.7558 Fax: 910.630.7306
mdempster@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 complaint against him or her except for his or her role as a respondent to a 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 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 complaints of sexual harassment and completing an investigative report regarding such 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 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 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 cases where both the respondent and the complainant are students at the University, the initial Title IX Decision-Maker shall be the Title IX Coordinator or Investigator. Similarly, in cases where the respondent is an employee of the University, the initial Title IX Decision-Maker shall also be the Title IX Coordinator or Investigator. Appeals of Title IX decisions shall be handled by the University's Appeal Board. Title IX Decision-Makers are entitled to access to counsel and legal representation as needed.

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
Health and Counseling Services at "The Well"
910.630.7164
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 Liberty 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

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. Per applicable regulations, discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. It is the intent of Methodist University to incorporate by reference the definitions set forth in 34 CFV Part 106.2. To the extent that there is any disagreement between the below definitions and those set forth in the applicable regulation or regulations, the definitions set forth in the regulations shall take precedence and control.

Adjudication Hearing: A live hearing conducted by the Title IX Decision-maker in regard to complaints of sex-based harassment involving a student.

Complainant: (1) A student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations; or (2) A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations and who was participating or attempting to participate in the recipient's education program or activity at the time of the alleged sex discrimination. Moreover, with respect to complaints of sex discrimination other than sex-based harassment, in addition to the above, (1) any student or employee of the University; or (2) any person other than a student or employee who was participating or attempting to participate in the University's education program or activity at the time of the alleged sex discrimination.

Complaint: means an oral or written request to the University that objectively can be understood as a request for the University to investigate and make a determination about alleged discrimination under Title IX or its regulations.

Confidential Employee: refers to an individual designated by the institution who, due to their professional role, is not obligated to report incidents of sexual harassment or other forms of sex discrimination to the Title IX Coordinator or other school officials. Confidential Employees typically include certain healthcare providers, counselors, and other designated staff who provide support services to students and employees.

These individuals are permitted to maintain confidentiality and are not required to disclose information shared with them, except in limited circumstances such as imminent threats to safety, compliance with mandatory reporting laws, or when the

individual gives explicit permission for the disclosure.

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.

Disciplinary Sanctions: refer to the penalties imposed on an individual found responsible for violating the institution's Title IX policies. These sanctions, intended to hold the responsible party accountable and deter future misconduct, may include a written warning, probation, suspension, expulsion or termination, restrictions on access to certain areas or activities, mandatory training or counseling, community service, and fines or restitution. The sanctions must be fair and proportionate to the severity of the violation and are designed to remedy the effects of the prohibited conduct.

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.

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 sex discrimination. Any person may report sex discrimination, including sexual harassment or sex-based 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. Certain employees of the University are required to report any alleged sex discrimination.

Party: means a complainant or respondent.

Pregnancy or related Conditions: This term encompasses a broad range of conditions and situations associated with pregnancy and childbirth. This includes current pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery from any of these conditions. Additionally, it covers lactation and related medical conditions. These regulations mandate that educational institutions treat pregnancy and

related conditions in the same manner and under the same policies as any other temporary disability, ensuring that pregnant individuals have equal access to educational programs and activities. Institutions must provide reasonable accommodations to pregnant students, such as adjustments to the work environment, modifications to class schedules, and access to lactation spaces. These protections are intended to prevent discrimination based on pregnancy or related conditions and to promote an inclusive and supportive educational environment.

Relevant: means related to the allegations of sex discrimination under investigation as part of these grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Remedies: means measures provided, as appropriate, to a complainant or any other person the recipient identifies as having had their equal access to the recipient's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to the recipient's education program or activity after a recipient determines that sex discrimination occurred.

Respondent: *Respondent* means a person who is alleged to have violated the recipient's prohibition on sex discrimination.

Retaliation: means intimidation, threats, coercion, or discrimination against any person by the recipient, a student, or an employee or other person authorized by the recipient to provide aid, benefit, or service under the recipient's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, which is:

- Quid pro quo harassment. An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.
- Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the recipient's education program or activity.
- The type, frequency, and duration of the conduct.
- The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct.
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the recipient's education program or activity; or
- Specific offenses.
 - Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Dating violence meaning violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship.
 - The type of relationship; and
 - The frequency of interaction between the persons involved in the relationship.

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim.
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or (D) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

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

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 is 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 is 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.

Student is defined as an individual who is enrolled or seeking to enroll in an education program or activity at an institution covered by Title IX. This includes individuals who are taking courses, whether full-time or part-time, undergraduate or graduate, and whether they are participating in traditional in-person settings or online learning environments. The definition also extends to those who may not be actively attending classes but are still considered enrolled, such as individuals on academic leave or those who have been recently accepted and are about to begin their studies. The regulations emphasize that the protections and procedures outlined under Title IX apply to all students within this broad definition, ensuring comprehensive coverage and protection against sex-based discrimination within educational settings.

Supportive Measures *means individualized measures offered as appropriate, as*

reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- *Restore or preserve that party's access to the recipient's education program or activity, including measures that are designed to protect the safety of the parties or the recipient's educational environment; or*
- *Provide support during the recipient's grievance procedures or during an informal resolution process.*

Privacy and Confidentiality

Complainants should not assume that reports of sex discrimination, including sexual violence, will be kept confidential. Complaints of sex discrimination, in most circumstances, be investigated in accordance with these procedures. The complainant and respondent will have mandatory notice of the allegations and an opportunity to participate in the investigation and adjudication phases (again the adjudication phases differ between allegations of sex-based harassment involving a student and all other allegations of sex discrimination).

Title IX Procedures

Receipt of Notification of Alleged Sex Discrimination.

Notifications, whether written or oral, of conduct or alleged conduct that may reasonably constitute sex discrimination in the University's education program or activity should be directed to the University's Title IX Coordinator or Deputy Title IX Coordinators, who will immediately notify the Title IX Coordinator of the alleged conduct. As required by applicable federal regulations, upon receipt of said notice, as defined by these same regulations, of sex discrimination in a program or activity of the University's, the University must respond promptly and effectively and otherwise comply with its procedures and with applicable regulations to address the alleged sex discrimination in its education program or activity. 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, , and must explain to grievance process and procedures for addressing the alleged sex discrimination, including, without limitation, whether the same may qualify as sex-based harassment involving student complainants and/or student respondents, 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 or the appropriate University official identified in the written notice of removal. If no University official is identified, then the appeal may be made to the Appeal Board by default. Any such appeal may be taken after the emergency removal has been affected 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.

Grievance Process

The University has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations. Additionally, any complaint concerns sex-based harassment that involves a student party, all of which as defined herein and within the applicable regulations, the grievance procedures explain provide for the prompt and equitable resolution of the same as further required by 34 CFV Part 106.46 in addition to all the other particular applicable regulations.

General Provisions:

The following shall apply throughout the grievance process to all complaints of sex discrimination; however, where said alleged sex discrimination concerns alleged sex-based harassment involving a student any modifications to the procedures are also set forth herein:

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 sex discrimination and the other provisions of applicable regulations, 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 complaints of sexual harassment. As long as there is no conflict of interest or bias, a Title IX Decision-maker may be the same person as the Title IX Coordinator or Title IX Investigator

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 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. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The University will take reasonable steps to protect the privacy of the parties and

the witnesses during the grievance procedure and shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence, including by speaking to witnesses; consulting with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses

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. Failure of the parties to fully participate in these procedures and proceedings may negatively impact the ability of the University to investigate and adjudicate the Title IX matter.

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 any 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 adjudication 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 the 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. 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 any final initial determination without an adjudication hearing or any 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 University will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. The information and evidence collected and disseminated through the grievance process is confidential, potentially federally protected, and may not be disclosed or otherwise disseminated by the parties, their advisors, or any related persons or agents without the prior written permission and consent of the University, and any failure to adhere to these provisions is a violation of University policy that may be subject to sanctions under the University's code of conduct applicable to students and/or employees. Nevertheless, disclosures of such information and evidence **for purposes of administrative proceedings or litigation related to the complaint of sex discrimination** are authorized unless otherwise prohibited by applicable laws and/or regulations.

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 complaints of sex discrimination. Likewise, the University may not require that parties participate in an informal resolution process under this section. However, at any time prior to reaching a determination regarding responsibility the University may facilitate an informal resolution process, such as mediation, which does not involve a full investigation and adjudication, provided that the University:

- 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 initiating or resuming a grievance process 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; the potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared for use in Title IX grievance procedures if such procedures are initiated or resumed, or otherwise;
 - Obtains the parties' voluntary, written consent to the informal resolution process; and

- 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 supportive 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, emergency removals, etc.) or otherwise request a modification or termination of existing supportive measures. The decision to impose interim supportive measures or otherwise modify or terminate existing supportive measures is made by the Title IX Coordinator/Deputy Title IX Coordinator in conjunction with the appropriate University official or officials. The University will also enforce any court order. The Complainant and Respondent will be notified in writing of any imposed interim supportive measures or any modifications or terminations of existing supportive 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 and Respondent will be advised of any additional resources available to him or her for counseling, other mental health services, academic assistance, or other support. Without limiting the foregoing, at the time of providing any supportive measures or making any decision on any requested or otherwise offered or existing supportive measures, the Title IX Coordinator shall identify to the parties an impartial University employee, who was not otherwise involved in the initial decision or decisions concerning the requested, offered, or existing supportive measures and who shall be available to consider a challenge to the initial decision regarding the same. Any such challenge shall be made to the Title IX Coordinator, in writing, within five (5) days of the written notification of the initial decision (unless a different period is otherwise provided for herein). This challenge shall be for the express purpose of reviewing the initial decision by the University regarding the supportive measures in question and shall be for the purpose of seeking modification or reversal of the University's decision to provide, deny, modify, or terminate supportive measures applicable to the parties. The identified University employee shall not have been involved in the initial determination of the challenged initial decision and shall have the authority to modify or reverse the initial decision, if the impartial employee determines that the initial decision to provide, deny, modify, or terminate the supportive measure in question was inconsistent with the statutory and regulatory definition of supportive measures. An initial decision can only be appealed or otherwise challenged one time by either party and the decision of the impartial University official shall be final as to the initial decision; however, the parties have the opportunity to see additional modification or termination of applicable supportive measures if the circumstances change materially. For the avoidance of doubt, these rights of review shall not be abused by the parties. The University shall identify any initial decision regarding supportive measures, including, without limitation, any modifications to or terminations of existing supportive measures that it imposes without request and the applicable review employee. The University, in turn, will identify the final decision after any review and whether there are any further review rights, which shall be deemed final.

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 complaints of sexual harassment as provided herein. If campus police receive 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)
- Other conduct as provided by applicable regulations, the terms of which are incorporate herein by reference as if fully set forth.

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 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.

Initiation of these Grievance Procedures

Complaints and other notification 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 complaint. Allegations of sexual violence will be forwarded to campus police. If the 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 complaints can also be a first notice of alleged sex discrimination; however, not all notifications of alleged sex discrimination can be complaints since only certain persons are entitled to make complaints of sex discrimination. Without limiting the foregoing, the University incorporates by reference the particular requirement regarding allegations of sex discrimination and the University's response thereto as set forth in applicable effective regulations.

Upon receipt of a complaint, the Title IX Coordinator/Deputy Title IX Coordinator must review the same and determine if the allegations do not meet the definition of sex discrimination or did not occur in the University's education program or activity. After reviewing the allegations of the Complaint in the light most favorable to the complainant, the University may dismiss the complaint of sex discrimination if (1) the University is unable to identify the respondent after taking reasonable steps to do so; (2) the respondent is not participating in the University's education program or activity and is not employed by the University; (3) the complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the University determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or (4) the University determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX (before dismissing the complaint for this reason, the University will first make reasonable efforts to clarify the allegations of the complaint. Upon dismissal, the University will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the University will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

The University will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then the University will also notify the respondent that the dismissal may be appealed.

Dismissals may be appealed on the following bases:

- Procedural irregularity that would change the outcome.
- New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- The Title IX Coordinator, investigator, or decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If the dismissal is appealed, the University will:

1. Notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent.
 - Implement appeal procedures equally for the parties.
 - Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint.
 - Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations.
 - Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
 - Notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, the University will, at a minimum:

- Offer supportive measures to the complainant as appropriate.
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within the University's education program or activity.

For the avoidance of doubt, if the 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 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 complaint that is not initially dismissed for failure to state a claim, in part or whole of sex discrimination 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 sex discrimination potentially constituting sex discrimination, including, as applicable, sex-based harassment, all 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 sex discrimination, 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, during an investigation, the University decides to investigate allegations about the complainant or respondent that are not included in the initial or a subsequent notice allegation, 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 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 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 and as otherwise required by applicable federal regulations.

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 a final determination if there will be no adjudicative hearing and the adjudicative hearing if one is to be held involving allegations of sex-based harassment involving a student.

If an adjudicative hearing is to be held, the Title IX Decision-maker shall schedule

the hearing and provide the required notice of the same to all known parties. This hearing will be live and “in real time;” However, it may be conducted “remotely and without all the parties and their advisors physically present in one room or location” via technological means. 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 University 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.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Methodist University to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of their relevance:

- Evidence protected under a privilege recognized by Federal or State law, or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality.
- A party's or witness's records made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with providing treatment to the party or witness, unless Methodist University obtains that party's or witness's voluntary, written consent for use in its grievance procedures.
- Evidence relating to the complainant's sexual interests or prior sexual conduct, unless it is offered to prove that someone other than the respondent committed the alleged conduct or pertains to specific incidents of the complainant's prior sexual conduct with the respondent offered to prove consent to the alleged sex-based harassment. Prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

If a party or witness does not fully submit to cross-examination at the live hearing, the relevant Title IX Decision-maker may choose to place less or no weight

upon statements by a party or witness who refuses to fully and adequately respond to questions deemed relevant and not impermissible; 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. The University must create an audio or audiovisual recording, or transcript, of any live adjudicative 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 determination without a hearing or the adjudicative hearing if one is held, 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 sex discrimination (including, without limitation, sex-based harassment where applicable)
- A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and adjudicative hearings held (if one was held in the case of allegations of sex-based harassment involving a student)
- Rationale 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; in the case of allegations of sex-based harassment involving a student, 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
- The University's procedures and permissible bases for the complainant and respondent to appeal; and

- All other information required by applicable effective federal regulations the terms of which are incorporated by reference as if fully set forth.

The University must provide 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 an 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 other remedies, 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.
- All other remedies reasonably required to fully address the sex discrimination.

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 complaint or any allegations therein, on the following bases:

- Procedural irregularity that affected the outcome of the matter.
- 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
- 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.

Dismissal of a Complaint

As otherwise set forth herein and for the avoidance of doubt, the University may dismiss a complaint of sex discrimination if:

- Methodist University is unable to identify the respondent after taking reasonable steps to do so.
- The respondent is not participating in Methodist University's education program or activity and is not employed by Methodist University.

- The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and Methodist University determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven.
- Methodist University determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX.

Before dismissing the complaint, Methodist University will make reasonable efforts to clarify the allegations with the complainant. Upon dismissal, Methodist University will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, Methodist University will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant or simultaneously if notification is in writing. Methodist University will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, Methodist University will also notify the respondent that the dismissal may be appealed.

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 Health and Wellness Center **910-630-7164** (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:

- 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.

- 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.
- 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.

- **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.
- **Contact** a friend for assistance and support.

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

On-campus Resources

The Health and Wellness “The Well”: **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.**

The Health and Wellness staff also 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.**

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 2021 and 2022

Crime Category	On Campus		Noncampus Bldg.		Campus Residential Facilities		Public Property	
	2021	2022	2021	2022	2021	2022	2021	2022
Murder	0	0	0	0	0	0	0	0
Rape	2	1	0	0	2	1	0	0
Fondling	1	2	0	0	1	2	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	8	0	0	0	8	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Domestic Violence**	0	0	0	0	0	0	0	0
Dating Violence**	1	4	0	0	1	3	0	0
Stalking**	0	0	0	0	0	0	0	0

Arrests

	2021	2022	2021	2022	2021	2022	2021	2022
Liquor Law Violation	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0
Weapons Possessions	0	0	0	0	0	0	0	0

Referrals for Campus Disciplinary Action

	2021	2022	2021	2022	2021	2022	2021	2022
Liquor Law Violation	18	26	0	0	18	26	0	0
Drug Abuse Violation	4	6	0	0	4	6	0	0
Weapons Possessions	0	0	0	0	0	0	0	0

METHODIST UNIVERSITY CRIME STATISTICS

Annual Crime Statistics: Calendar Year 2023

Crime Category	On Campus	Noncampus Bldg.	Campus Residential Facilities	Public Property*
Murder	0	0	0	0
Rape	5	0	4	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	6	0	6	0
Motor Vehicle Theft	3	0	0	0
Manslaughter	0	0	0	0
Arson	2	0	0	0
Domestic Violence**	0	0	0	0
Dating Violence**	2	0	2	0
Stalking**	3	0	0	0
Arrests	On Campus	Noncampus Bldg.	Campus Residential Facilities	Public Property*
Liquor Law Violation	0	0	0	0
Drug Abuse Violation	0	0	0	0
Weapons Possessions	1	0	1	0

Referrals for Campus Disciplinary Action	On Campus	Noncampus Bldg.	Campus Residential Facilities	Public Property*
Liquor Law Violation	12	0	11	0
Drug Abuse Violation	8	0	8	0
Weapons Possessions	1	0	0	0

>No hate crimes were reported for the years 2021, 2022 or 2023.

>Reflects crimes from Campus Police and Campus Security Authorities

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. *NonCampus Bldg stats reported by the Fort Bragg Provost Marshal Office/Law Enforcement Center.**

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 or open window 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. Extension cords are only intended for temporary use and should be removed immediately after use.

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 2023
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	Yes	No	Yes	Yes	4
Garber Hall	Yes	No	Yes	Yes	4
McLean Complex	Yes	Yes	Yes	Yes	4
North Hall	Yes	Yes	Yes	Yes	4
Pearce Hall	Yes	Yes	Yes	Yes	4
Sanford Hall	Yes	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	Yes	No	Yes	Yes	4
West Hall	Yes	Yes	Yes	Yes	4

Methodist University Residential Facilities Calendar Year 2023 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

Campus Clery Geography Map



