2026 Annual Security Report & Annual Fire Safety Report for Valparaiso University

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Resources at a Glance

Safety and Security

Valparaiso University Police Department
Emergency……
……..…911911/Dispatch
Center…….……..…..219.464.5430
Confidential Tip
Line…….……..219.464.5550
813 LaPorte Ave., Valparaiso, IN 46383
email: vu.police@valpo.edu
web: valpo.edu/vupd

City of Valparaiso Police Department
Emergency……
…….911
Non-Emergency……..…..21
9.462.2135
355 South Washington St., Valparaiso, IN 46383
www.ci.valparaiso.in.us/326/Police

Additional Campus Safety Services
Emergency Information:
valpo.edu/emergency-information/

Emergency Text Messaging:
https://www.getrave.com/login/valpo

Valpo Safety App: Go to the Google Play Store or Apple App Store to install the VALPO SAFE App.

Emergency Resource Information: Go to Valpo Safe, then Emergency Guide/Plans

Campus Office

Dean of Students Office……219.464.5411
Harre Union (HU) 200

Office of Human Resource Services….219.464.6759
O.P. Kretzmann Hall (KRE) room 139I
human.resources@valpo.edu
valpo.edu/human-resources

Residential Life……219.464.5413
Harre Union (HU) 200
reslife@valpo.edu
valpo.edu/reslife

Access and Accommodations Resource Center
Director……...……
…219.464.5206
Coordinator……..2
19.464.6496
Christopher Center room 164 & 165aarc@valpo.edu
valpo.edu/access-and-accommodations-resource-center

Title IX Contacts

Title IX Coordinator
……..……..…
…..219.464.6370
title9@valpo.edu
https://www.valpo.edu/title-ix/

Health Resources

Student Health Center……..219.464.5060
Available to currently enrolled students
Fall and Spring Semester Hours:
Monday, Tuesday, Thursday, Friday
8 a.m. - 12 p.m. and 1 p.m.– 4:30 p.m.
Wednesday 8 a.m. - 12 p.m. and 2 p.m. - 4:30 p.m.
Summer and Break Hours: M-F 8 a.m. – 12 p.m.
Promenade East
55 University Drive,Ste 102
Valparaiso, IN 46383
health.center@valpo.edu
valpo.edu/student-health-center

Northwest Health Porter
Main……219.9
83.8300
Off-campus resource available to the public
Northwest Health Care System
85 East US-6, Valparaiso, IN 46383
www.nwhealthporter.com/emergency-department

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Resources

Office of Prevention and Wellness Education
……..
….219.464.6833
Available to currently enrolled students
Fitness Center Prevention.wellness@valpo.edu

The Caring Place
…….…….219.464.2128
www.thecaringplacenwi.org
Off-campus resource available to the public

National Domestic Violence Hotline..800.799.7233
TTY……
.800.787.3224

National Sexual Assault Hotline
…….800.656.4673
www.rainn.org

Mental Health Resources

Counseling Center…….……..219.464.5002
Available to currently enrolled, full-time students
Alumni Hall (north side of building)
valpo.edu/counseling-services

Employee Assistance Program……..888.628.4825
Services: Mental Health Counseling, Legal Assistance, Financial Wellness and more
https://www.guidanceresources.com/
Organization Web ID: LFGSupport

National Suicide Prevention Hotline……. 988
https://988lifeline.org/

Veterans Crisis Line……..988 (Press 1)Or text 838255 for immediate helpU.S. Department of Veterans Affairs www.veteranscrisisline.net

Substance Abuse Resources

Office of Prevention and Wellness Education….219.464.6833
Prevention.Wellness@valpo.edu

Substance Abuse and Mental Health Services Administration
National Helpline……..800.662.4357
www.samhsa.gov

Chief of Police's Welcome Letter

The Valparaiso University Police Department (VUPD) is committed to maintaining a safe, secure, and welcoming learning and living environment for the entire Valparaiso University community and our surrounding area. Our police officers and staff are dedicated to community policing, emergency preparedness, and a service-oriented approach that supports the safety and well-being of our students, faculty, staff, and guests.

VUPD works closely with University departments and our local, state, and regional emergency response partners to prepare for and respond to emergencies and other challenges that may affect our campus community. We believe effective public safety begins with strong relationships, compassion, communication, and a shared commitment to keeping one another safe.

The Annual Security and Fire Safety Report provides important information about Valparaiso University's safety and security resources, policies, and procedures. It also includes statistical information regarding reported crimes, incidents, and fires occurring on campus and at certain non-campus locations, as required by federal law.

We encourage every member of the University community to become familiar with the resources and services described in this report, to take an active role in their own safety, and to look out for the safety and well-being of others.

We hope this report provides you with a better understanding of the many safety resources available to you and gives you a glimpse into the dedicated, caring, and compassionate people who work every day to support the Valparaiso University community.

Sincerely,

Chief of Police

Charles P. Garber Jr.

Valparaiso University

Preparation of the Annual Security Report and Annual Fire Safety Report

The annual publication of the Annual Security Report and the Annual Fire Safety Report fulfills the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.[1] This act, commonly called the Clery Act, requires the annual distribution of an Annual Security Report and Annual Fire Safety Report to all current faculty, staff, and students and notice of its availability to prospective students, faculty, and staff. The report is intended to provide the campus community with a snapshot of the efforts to address crime on campus through the inclusion of current policies, procedures, and campus crime rates from the past three years.

This report specifically shares policies related to sexual assault, domestic violence, dating violence, stalking and/or hazing; campus disciplinary policies and relevant state laws; and campus safety and security. Its crime, arrest, and referral statistics report crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University, and on the public property within, or immediately adjacent to and accessible from, the campus in the past three years. The Fire Report contains current Valparaiso University fire safety protocols and fire statistics for the previous three calendar years.

This report is prepared by the Office of the President. To gather policies for this report, the Office of President collaborated with the Valparaiso University Police, Facilities Management, Counseling Services, the Access and Accommodations Resource Center, Residential Life, Student Affairs, Student Life, and the Student Health Center. In addition, representatives from Integrated Marketing and Communications assisted with the compilation of this report.

Campus crime statistics are gathered through reports to the Valparaiso University Police Department (VUPD), the Title IX Coordinator, the Office of Human Resource Services, the Office of Student Affairs, and reports submitted to Campus Security Authorities. VUPD also requested crime statistics from outside law enforcement agencies that may have jurisdiction over the University's non-campus property. VUPD and the Office of the President collaborated in compiling the crime, arrest, and referral statistics to ensure statistics are not missed or double-counted.

VUPD distributes a notice of the availability of this report by October 01, 2026. Anyone may view or print the report online at valpo.edu/vupd/safety-on-campus/annual-campus-safety-report. Paper copies are available by request by emailing vu.police@valpo.edu, in person at the police department at 813 LaPorte Ave., Valparaiso, IN 46383, or by phone at 219.464.5430.

[1] 20 U.S.C. § 1092(f); 34 C.F.R. 668.46.

2025/2024/2023 Clery Crime Statistics

The following annual security report provides crime statistics for selected crimes that have been reported to local police agencies or to campus security authorities. The statistics reported for the sub-categories on liquor laws, drug laws, and weapons offenses represented the number of people arrested or referred to campus judicial authorities for respective law violations, not the number of offenses documented. This report complies with 20 U.S. Code Section 1092(f).

Criminal Offense Reporting Table					
Offense	Year	Geographic Location			
		On Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
Murder/ Non-negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	4	4	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	1	0	0	0
	2023	0	0	1	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	3	0	0	0
	2023	1	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hazing	2025	0	0	0	0

VAWA Offense Reporting Table					
Offense	Year	Geographic Location			
		On Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	1	0	0
Stalking	2025	4	2	0	0
	2024	2	1	0	0
	2023	3	2	1	0

Arrest & Disciplinary Referrals Reporting Table					
Offense	Year	Geographic Location			
		On Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
Arrest Weapons	2025	1	0	0	0
	2024	0	0	0	0
	2023	1	0	0	1
Arrest Drugs	2025	4	0	0	3
	2024	13	3	0	3
	2023	5	2	0	2
Arrest Liquor Law Violations	2025	0	0	0	0
	2024	2	0	0	0
	2023	1	1	0	0
Referrals Weapons	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Referrals Drugs	2025	11	6	0	0
	2024	22	22	0	0
	2023	20	20	1	2
Referrals Liquor Law Violations	2025	25	25	0	2
	2024	34	33	0	0
	2023	60	47	1	0

Criminal Hate Offense Reporting Table					
Offense	Year	Geographic Location			
		On Campus Property	On-Campus Student Housing	Non-Campus Property	Public Property
Murder/ Non-negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Hate Crime Key: (D) Disability (E) Ethnicity (Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (N) National Origin (G) Gender Identity
*Unfounded: not included in Clery offense counts. ** (Note any updates from previous years — also put a double asterisk next to the revised portion on the chart).

- In accordance with new guidance from the Department of Education, “Unfounded Crimes” are reported in aggregate.
- Crimes committed between roommates or former roommates, without a current or former intimate relationship, are not counted in “Domestic Violence” or “Dating Violence” statistics (VAWA, 34 CFR Part 668, 2014). Updated link eCFR Title 34 Part 668 Subpart D

Unfounded Crimes

2025 No unfounded crimes reported.
2024 Two reported unfounded crimes.
2023 One reported unfounded crime.

Valparaiso University Campus Security Policies

Valparaiso University Police Department (VUPD) Role, Authority, and Training

Valparaiso University Police Department is a full-service police department with a 911 dispatch center that protects and serves the Valparaiso University community with sworn law enforcement personnel, 24 hours a day, and seven days a week. Officers are armed and have full law enforcement and arrest authority. VUPD has full radio compatibility with surrounding law enforcement agencies including the Porter County 911 dispatch center. VUPD serves as the lead agency in investigating crimes that occur on the University's campus and will utilize support from other agencies if and as needed. VUPD has ongoing working relationships with the Valparaiso City Police, the Porter County Sheriff's Department, the Indiana State Police, and various Federal law enforcement agencies. VUPD officers are certified law enforcement through Indiana Law Enforcement Training Board and receive annual in-service training.

Reporting Crimes

This section discloses where students and employees should report crimes for institutional notification, including annual security report inclusion and timely warning/emergency notification evaluations.

Valparaiso University has a number of ways for campus community members to report crimes, serious incidents, and other emergencies to law enforcement and to appropriate Valparaiso University officials. Regardless of how and where you decide to report, prompt reporting allows university personnel to investigate and determine if additional follow-up is necessary, including a Timely Warning or Emergency Notification. Please report crimes to the following office:

Valparaiso University Police Department:

- 911 from a campus phone or 219.464.5430 from a cell phone or non-campus phone
- 911 from the Valpo Safe app (Call 911 -VUPD)

Valparaiso University strongly encourages all crimes to be reported to assure Valparaiso University can assess any and all security concerns and inform the community if there is a significant threat to the University community. Valparaiso University encourages accurate and prompt reporting of all crimes to VUPD when the victim of the crime elects to do so and encourages the community to report when the victim is unable to do so. Valparaiso University encourages accurate and prompt reporting of all crimes to the VUPD.

Campus constituents are encouraged to report all crimes to VUPD by either calling 911 from a campus phone, by using the Valpo Safe App and pushing the Panic Button Blue Phone, by using the Code Blue and Yellow emergency telephones in an emergency situation, or by calling 219.464.5430. VUPD contact information and additional emergency resource information can be found on the University's Valpo Safe App Emergency Guide/Plans.

Non-campus Locations of Officially Recognized Student Organizations

Valparaiso University has non-campus student organization facilities. Valparaiso University Police (VUPD) and Valparaiso City Police (VPD) both have jurisdiction, communicate, and respond to any criminal activity occurring at non-campus student organization facilities. The Valparaiso City Police routinely work and communicate with VUPD on any serious

incidents involving a Valparaiso University student occurring off campus or in the immediate neighborhood and business areas surrounding campus.

Other county, state, and federal agencies also provide law enforcement services in the area. VUPD routinely works with Student Life on any serious incidents occurring off campus when a Valparaiso University student is involved. The Dean of Students acts as a liaison for Student Life when an incident involves Valparaiso University Fraternity and Sorority Life-affiliated students. There are many officially registered student organizations, including fraternities and sororities, with non-campus housing. Under the advice of the appropriate advisor, student members of fraternity and sorority governing boards should be in regular communication with the Dean of Students, regarding safety concerns and local ordinances.

The City of Valparaiso Police Department monitors criminal activity and crime statistics at these non-campus locations in the same manner it would at any other location within its jurisdiction, and not at the request of Valparaiso University.

Events involving alcohol primarily take place at third-party vendor locations in the city of Valparaiso or surrounding areas. There are four fraternity houses where social events with alcohol can be held. These events are to follow the BYOB policy as outlined in the Panhellenic and Interfraternity Council Policies, Procedures, and Resolutions for Fraternities and Sororities at Valparaiso University.

Fraternities and sororities register all events, with and without alcohol, through the Panhellenic and Interfraternity Council Event Registration Form. Each event is reviewed by the identified Panhellenic and Interfraternity Council officer and approved or denied based on the submission. If approved and a BYOB event, the chapter is provided an event management packet with wristbands and punch cards per the policy.

Third-party vendor events require that the chapter submit a signed copy of the Third-Party Vendor Agreement, a copy of the vendor's liquor license, and a copy of the certificate of insurance for the venue.

If there is an issue at an event, a police report or incident report is shared with the dean of students for referral to the Valparaiso University Fraternity and Sorority Judicial Board. All alleged violations are reviewed by the Board and a recommendation of sanctions is submitted to the dean of students for approval.

Voluntary, Confidential Reporting

If you are the victim of a crime or want to report a crime you are aware of, but do not want to pursue action within the University or criminal justice system, we ask that you consider filing a voluntary, confidential report. Depending on the circumstances of the crime you are reporting, you may be able to file a report while maintaining your confidentiality. Filing a confidential report may allow the institution to pursue leads and investigations, while still keeping your personally identifying information confidential. Reports filed in this manner are counted and disclosed in the Annual Security and Annual Fire Safety Report. In limited circumstances, the University may not be able to assure confidentiality and will inform you in those cases. Voluntary reporters who wish to remain anonymous may use the VUPD confidential tip line by calling 219.464.5550. The confidential tip line is not to be used for emergencies or in cases where immediate assistance is needed. As a matter of policy, Valparaiso University directs individuals to report a Clery crime to VUPD, but such disclosures can be made to any Campus Security Authority (CSA). These reports may trigger investigations in cases of sexual assault, domestic violence, dating violence, and/or stalking.

Valparaiso University maintains an online reporting form at www.valpo.edu/title-ix/ to collect statistical information for the Annual Security Report and Annual Fire Safety Report for Title IX related incidents. The form requires the name, address, phone number, and campus status of the submitting individual to report. If the crime did not occur on Clery

geography,[2] or it cannot be determined from the report whether the act occurred on Clery geography, it will not be included in the ASR.[3]

Professional and Pastoral Counselors

Professional mental health counselors (psychologists, clinical mental health counselors, and social workers) who are appropriately credentialed and hired by Valparaiso University to serve in a counseling role are not considered Campus Security Authorities (CSAs). Reports regarding Clery crimes made to these individuals are not required to be reported for inclusion in the Annual Security Report or for a timely warning evaluation.

Valparaiso University encourages professional counselors, if and when they deem appropriate, to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Valparaiso University has pastoral counselors who may also confidentially receive notification of campus crime without an obligation to report for inclusion in the Annual Security Report. Pastoral counselors are individuals who are associated with a religious order or denomination, are recognized by that religious order or denomination as someone who provides confidential counseling, and are functioning within the scope of that recognition as a pastoral counselor.

Valparaiso University does not provide voluntary, confidential crime reporting for the purposes of including crime statistic disclosures in the ASR. Therefore, Valparaiso University does not have a policy encouraging pastoral counselors, if and when they deem appropriate, to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Daily Crime and Fire Logs

Valparaiso University Police Department maintains a daily crime log and a fire log in accordance with the Clery Act. The crime log records reported crimes, including the nature, date, time, general location, and disposition, when known. The fire log records fires in on-campus student housing, including the nature, date, time, and general location. Both logs are available for public inspection during normal business hours.

Timely Warning Reports

In an effort to provide timely notice to the campus community in the event of a Clery Act Crime that may pose a serious or ongoing threat to members of the community, VUPD will issue “timely warnings.” These warnings may be issued for the following: arson; aggravated assault; criminal homicide; domestic violence; dating violence; robbery; burglary; motor vehicle theft; sexual assault; hate crimes; and stalking. Valparaiso University may also issue a timely warning for liquor, drug, and weapon arrests or referrals that may cause a continuing threat to the community. Timely warnings will be distributed in a number of ways, including all-campus emails, text messages and other University media.
Chief Charles Garber or his designee has the authority to develop the content of a timely warning and authorize distribution using the guidelines listed below. Chief Charles Garber or his designee will consider the type of offense, location, nature of any threat, and whether there is a continuing threat to the community or a continuing crime pattern in determining the appropriateness of a warning. Some information may be withheld if there is a risk of compromising law enforcement efforts to investigate and/or solve the crime. If the victim of the crime is a person, that person will not be identified by name in a timely warning. Timely warnings are issued as soon as the pertinent information is available to

[2] Clery Act, Department of Education, available at http://www2.ed/gov/admins/lead/safety/campus.html
[3] This is in compliance with Federal guidelines, *see generally* U.S. Department of Education, The Handbook for Campus Safety and Security Reporting (2016), available at https://www2.ed.gov/admins/lead/safety/handbook.pdf

Valparaiso University 911/Dispatch, Chief of Police or VUPD supervisor, and are sent through the following mechanisms: Rave (all-campus emails & text messages), Valpo Safe App, VUPD Facebook, X posts, University Web site, and other University media.

The following factors will be considered when determining whether to issue a timely warning:

- Where the crime occurred
- The nature of the crime (serious/non-serious, violent/non-violent)
- The nature of the threat (general threat versus limited threat to a specific person)
- Whether or not there is a continuing danger to the community or continuing crime pattern

A timely warning notice will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- The date and time or timeframe of the incident
- A brief description of the incident
- Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips)
- Suspect description(s)/photo(s) when deemed appropriate and if there is sufficient detail
- Police agency contact information
- Safety tips
- Other information as deemed appropriate

Valparaiso University will generally not issue crime warnings for crimes occurring beyond the immediate Clery-designated geographical area, if Chief Charles Garber or his designee determines there is no serious or continuing threat to the safety of Valparaiso University students and employees, if the subject of the threat has been apprehended, or if a report was not filed in a manner that would allow for a timely warning, as determined on a case-by-case basis.

Missing Student Notification for Students in On-Campus Housing

Any person who believes a Valparaiso University student is missing should immediately notify Valparaiso University Police Department (VUPD). In the event another University office receives a report of a missing student or believes that a student is missing, that office is responsible for notifying VUPD. VUPD will make the determination as to whether a student is missing. Upon receiving a report and determining that the student has been missing for 24 hours or more, VUPD will initiate emergency contact procedures, and they may initiate emergency contact procedures if a determination is made that the student has been missing for less than 24 hours. The Missing Student Policy and the procedures outlined herein are also applicable to students residing in University study centers in foreign countries. For the purposes of this policy, a student is living on campus if they live on property owned or leased by the University and within the same contiguous geographic area.

Valparaiso University has on-campus student housing facilities. As part of the housing assignment process, each prospective residence hall student, regardless of age, is required to provide an emergency contact name and telephone number, for missing person purposes, which the director of residential life will provide to VUPD. Students' contact person information is registered confidentially; the information is accessible only to authorized campus officials, and it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

If a student is reported to have been missing for more than 24 hours, an RA, Student Life staff member and VUPD should be notified. If an RA or Student Life staff member is notified initially, they will immediately notify the Assistant Dean of Residential Life. Once a student is reported to be missing, Residential Life will immediately notify VUPD who will begin an

investigation. VUPD will be informed if the missing person is under 18 and not emancipated. If the missing student is under 18 and not emancipated, VUPD will notify the City of Valparaiso Police Department, the custodial parent(s) or guardian, and any additional contact person designated by the student, within 24 hours of the determination that the student is missing. If a student is over 18 or emancipated, VUPD will notify the emergency contact, if any, and the City of Valparaiso Police Department within 24 hours of the determination that the student is missing.

While VUPD proceeds, University Housing will take the following steps:

- The Residential Life staff member will ensure Valparaiso University Police have the information they require.
- The Residential Life staff member will file an incident report in the campus database.
- The Residential Life staff member will direct RAs and other staff members to gather information on the student as requested by the Valparaiso University Police.

All the above is provided immediately to VUPD.

Important phone numbers to know:

- University Police: 219.464.5430 or 911 (24 hours)
- Director of Residential Life: 219.464.5411

Emergency Response and Evacuation

Emergency Response

Valparaiso University is committed to the safety of the campus community and has established emergency response protocols and evacuation procedures to ensure safety during natural or man-made emergencies, or any event that may subject members of the University community to harm. The University's response protocols include timely notification and messaging. The University will, without delay, determine the appropriate messaging, and initiate the notification system, unless the notification will compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

All emergencies should be reported to the Valparaiso University Police Department (VUPD), which maintains an emergency 911 dispatch center that is staffed 24 hours a day and 7 days a week. Upon receipt of an emergency call or a report made in person to the 911/dispatch center, VUPD will collect pertinent information and initiate the appropriate steps to confirm the emergency situation. Officers may respond to calls and reports via patrol unit(s), or may call upon other emergency resources, including the University's Executive Policy Group (EPG) and/or Incident Management Team (IMT).

The EPG is comprised of the University's President, Provost and Executive Vice President for Academic Affairs, Vice President for Student Life, Vice President for Finance, Vice President and General Counsel, and Vice President for Enrollment, Marketing & Communications. The EPG's focus is on questions of policy during an emergency situation; they are supported by and work in conjunction with the IMT.

The IMT is led by an Incident Commander (IC), Chief of Police or designee, who has the responsibility and authority to make emergency decisions using an All-Hazards (AH) approach. The National Incident Command System structure will be utilized for core and support members. The IMT core staff members consist of VUPD, Student Life (SL), Facilities Management (FM), University Communications (UC), Human Resources (HR) and the President's Office. Support functions could be filled by other department's staff members. The IMT membership may expand or reduce due to incident objectives. IMT members receive National Incident Management System (NIMS) training and the team meets regularly to engage in training, review the University's and/or other campus or national incidents, update emergency

plans and resource information, identify emergency training needs and drills for the general campus, and establish and maintain a campus emergency corp.

An emergency activation of the team may be called by any member of the EPG or IC. The IC or designee will activate the team by utilizing the Rave alert or a group text message. The IC will notify the EPG of the emergency activation. Emergency activation should be called whenever there is a matter or potential matter that might cause systematic harm to or threaten the University community. At the meeting the IC will set objectives and the Planning Section Chief (PSC) will record the meeting. Ad hoc members and/or substitute members may be appointed on an as needed basis. The

IMT shall meet as long and as often as necessary until the danger is abated. The IC will keep the EPG updated on the IMT progress and direction.

Drills, Exercises, and Training

VUPD conducts monthly tests of the campus Emergency Notification System. The county Emergency Management Agency conducts monthly tests of the county-wide early alert systems. Valparaiso University has two early warning sirens located on campus.

To ensure the Executive Policy Group and Incident Management Team remains current and actionable, the campus conducts at least one scheduled exercise each year. On August 6, 2025 Valparaiso University Emergency Response Teams (VUPD & VU IMT) and several local emergency responders conducted an exercise on a plane crash with a university building which involved a campus wide evacuation. These exercises were unpublicized to the overall campus.

The exercises and drills are assessed based on how well they conform to the Executive Policy Group or Incident Management goals. At the end of the exercise or drill the team conducts an “After Action briefing” which is a critique of the entire drill or exercise. Each member of the team is given the opportunity to share lessons learned, concerns, suggestions, and recommend changes in the drill or emergency plan. Results from the briefing may be shared with the department or supervisors responsible for that action as appropriate for follow-up.

A description of the exercise or drill, date, time, and whether it was announced or unannounced is recorded with the team’s incident commander. These reports are kept for seven years. This information is also regularly distributed in the Annual Security Report.

Emergency Notification

Valparaiso University is committed to immediately notifying the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. The University has an Emergency Notification System (ENS), which uses multiple forms of communication in the event of an emergency. The University’s email system currently serves as the official form of communication. This system is supplemented by various other forms of communication including building alarms, outdoor sirens, Rave (all-campus emails & text messages), Valpo Safe App, VUPD Facebook, X posts, University Web site, and other University media.

Note: Students, faculty and staff are able and encouraged to register their mobile number to receive instant alerts on their phone via text messaging https://www.getrave.com/login/valpo . Additionally, students can register additional numbers to their Rave account allowing for parents or guardians to also receive these alerts on their phones. Valpo’s alerts are also simultaneously posted to the VUPD Twitter @VU Police, and the VUPD’s Facebook page @ValpoUPolice.

To receive emergency alerts via Twitter or Facebook as a supplemental resource to email or text notification, individuals must become a follower of them.

The IMT will make all necessary notifications to the larger community via established protocol. The Incident Commander, Valparaiso University Chief of Police, and communications representative, in conjunction with the Executive Policy Group, will identify the appropriate messaging.

In the event of an emergency, students and employees will be directed to a safe location, and residence halls will be secured. The Incident Management Team will direct individuals to evacuate the premises, or stay in place, as appropriate.

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

VUPD and/or the University Incident Commander is responsible for confirming there is a significant emergency or dangerous situation involving an immediate threat to the health and safety of students and employees occurring on campus. VUPD confirms the significant emergency or dangerous situation when it receives a report. VUPD would then determine whether the reported incident is of a magnitude that must be conveyed to Valparaiso University administration or students, including recommendations on whether to evacuate or shelter in place. If appropriate, police may also send a communication through our message alert system Rave. Rave messages are automatically emailed to all employees and students, and does not require individuals to sign up for its services.

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students and employees occurring on campus, VUPD will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of VUPD compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Determining the Appropriate Segment(s) of the Campus Community to Receive an Emergency Notification

If a crime that constitutes an ongoing or continuing threat occurs on campus or in property owned or controlled by Valparaiso University, VUPD will issue a timely warning. When a serious crime is reported to VUPD and poses a threat to the campus community, VUPD will issue a timely warning. The chief of police reviews all reports on a case-by-case basis and determines whether there is an ongoing or continuing threat to the campus community that warrants issuing a timely warning. In cases involving sexual assault, domestic violence, dating violence, or stalking, the names of the victims must be withheld as confidential. Methods for issuing a timely warning to all University faculty, staff, and students include the following: all-campus email, Twitter, and University media. In accordance with Clery guidance, timely warnings will be issued in the above manner to the entire campus.

Determining the Contents of the Emergency Notification

Speed and accuracy of the information are of utmost importance in issuing emergency notifications. To expedite this process and ensure each message contains essential information, the mass notification system may contain pre-scripted templates for the most probable or highest impact emergencies. These messages identify the situation, allow for input of the location, and identify the immediate protective action that should be taken. VUPD may select the most appropriate template or may tailor a specific message for the emergency.

Procedures to Notify the Campus Community

In the event of a situation that poses an immediate threat to members of the campus community, the campus has various systems in place for communicating information quickly. Some or all of these methods may be activated in the event of an emergency. These methods of communications include all-campus email, Twitter, and University media.

Procedures for Disseminating Emergency Information to the Larger Community

If the campus activates its emergency notification in response to a situation that poses an immediate threat to members of the campus community, VUPD will notify the larger community about the situation and steps the campus has taken to address the emergency. VUPD will utilize normal law enforcement communications to local emergency responders.

Enrolling in Valparaiso University's Mass Notification System

Rave is the campus' primary alert system and does not require active enrollment: all students and employees are automatically enrolled through their email address and receive alerts this way. Students, faculty and staff are able and encouraged to register their mobile number to receive instant alerts on their phone via text messaging. Additionally, students can register additional numbers to their Rave account allowing for parents or guardians to also receive these alerts on their phones. Valpo's alerts are also simultaneously posted to the VUPD Twitter accounts as well as the VUPD's Facebook page. Use of this system is promoted at FOCUS, through the VUPD and in meetings through Residential Life.

Valpo Safe App

Students, faculty, staff and visitors at Valparaiso University now have a powerful new safety tool accessible from their phones called **Valpo Safe App**. The University has partnered with AppArmor, a company that has helped create custom safety apps for hundreds of international organizations, to provide everyone on Valpo campus with security options that fit their needs.
The first feature visible to users includes one-button calling to either County 911 or the VUPD 911. The VUPD can also be contacted via the Panic Button function, which calls the department while simultaneously sharing the user's location. Students who see anything suspicious or threatening may call or text it using Report a Tip.

For students that do not wish to make a call unless absolutely necessary, the Virtual Walkhome will send VUPD the user's real-time location, allowing campus police to monitor them remotely and dispatch assistance to their location with the push of an emergency button. Friend Walk is a similar feature where the user's location is instead sent to a friend, who can be called with the push of a button.

The app also features campus maps, emergency situation guides, support resources, and more. Valpo Safe does not require an account or any login information, and is available to anyone on Valparaiso University grounds. The Valpo Safe app is available in the Apple Store and Google Play.

On-Campus Safety Services

Valparaiso University's campus shuttle service runs Monday – Friday 4:30 p,m, – 2 a.m., and Saturday and Sunday from 6:30 p.m. – 2 a.m. The shuttle service pauses between 9:30 - 10 p.m. nightly. This serves as a campus wide, late-night resource. In addition to a late-night shuttle, the University also has several blue emergency lights and emergency phones across campus that allow students to immediately contact police via a landline.

Evacuation Procedures

General Procedures

Following are evacuation procedures that should be followed during an emergency:

- All are to evacuate a building when a fire alarm sounds and/or upon notification by the Emergency Notification System, the building contact person, Valparaiso Fire Department or VUPD.
- Be aware of all marked exits from your area and building. Know the routes from your work area.
- If necessary, or directed to do so by VUPD or the building contact person, activate the building's fire alarms. You must also call VUPD at 911 via a campus phone or 219.464.5430 via a cell phone and inform them of the emergency.

- When the building's fire alarm is sounded, or when told to leave by VUPD or building contact person, quickly walk to the nearest exit and ask others to do the same.
- Assist people with disabilities in exiting the building. Do not use elevators in case of fire.
- Once outside, move to a clear area away from the affected building. Keep streets and walkways clear for emergency vehicles and personnel.
- If requested, assist VUPD and/or building contact person.
- If necessary, an Emergency Command Post (CP) will be activated by VUPD. Keep clear of the CP unless you have important information to report. All emergency procedures will be directed through the CP. Building contact persons will be in contact with the CP and communications will flow through the building contact person.
- Do not return to an evacuated building unless directed to do so by VUPD, Valpo Fire Department personnel, or the building contact person.

Emergency Evacuation Process and Policy for Individuals with Physical Disabilities

Valparaiso University strives to protect the safety of its students, employees, and visitors with disabilities. This includes the safety of those people who are unable to evacuate a building on campus in the event of an emergency or to receive notice of that emergency because of their permanent or temporary disability. Such disabilities usually include those related to physical mobility, vision, or hearing. In certain situations, they may also include neurological and neurodevelopmental disabilities that manifest as debilitating anxiety and/or paralysis in an emergency evacuation situation. This policy and process is primarily directed towards anyone who will be on campus for a long-term period of time and has a disability that interferes with their ability to evacuate a building on campus in the event of an emergency or prevent them from receiving notice of that emergency. Student Life staff and VUPD have access to a list of all students throughout campus who may need assistance in case of an emergency due to long or short-term disabilities.

The University uses various means to alert people of an emergency that requires evacuation of a building. The most common is a fire alarm, which, when activated, shuts off the building's elevators. Other means may be text messaging, email, or the internet. These means will change as technology progresses. Upon the request of students or employees with a hearing disability, the University will equip a residence hall room or office with a device or devices designed to alert the hearing impaired of an emergency.

In the event of an emergency evacuation, designated building principals are trained to assess the needs of their respective building and make contact with VUPD if an inhabitant is in need of assistance. VUPD keeps stair chairs in patrol cars so they may assist individuals with disabilities in case of an emergency.

The principal and/ or individual in need of support should use their cell phone to contact the Valparaiso University Police directly at 219.464.5430 or utilize 911 on the Valpo SAFE app. Announce your exact location and remain in place if safe to do so. A VUPD officer, officers, or other emergency personnel will arrive as soon as possible to aid in your evacuation. In the event you evacuate with the help of others in the interim, call VUPD back to inform them that you no longer need assistance. In order to assure you are covered by this policy and process, you must notify the proper person on campus and apprise them of your disability and need for any aid in or notification of an emergency evacuation. When possible notification should be given prior to arrival on campus. Students or potential students must notify the Access and Accommodations Resource Center who will notify appropriate campus resources. s. Employees must notify the Office of Human Resource Services. Long-term visitors must notify the person in charge of orchestrating their visit on campus. Those contacts will further educate you on this policy and process and make sure you are adequately prepared in the event you encounter an emergency evacuation while you are on campus.

Security and Access to Valparaiso University Facilities

Academic and Administrative Buildings

The Valparaiso University campus is open to students, faculty, staff, parents, contractors, guests, and invitees. The academic and administrative buildings include Center for the Arts, Center for the Sciences: Chemistry and Biochemistry, Arts and Sciences, Donald V. Fites Engineering and Innovation Center, Gellersen Engineering and Mathematics Center, Kallay-Christopher Hall/Schnabel Hall, LeBien Hall, LeBien Hall – Annex B, Promenade West, Mueller Hall, Neils Science Center, Observatory, Urschel Hall, and Wesemann Hall are guided by the Academic Building Access Policy. The policy does not include the Chapel of the Resurrection, Helge Center, Heritage Hall, Loke Hall, Christopher Center for Library and Information Resources, residence halls (including sorority housing and the Kade-Duesenberg German House and Cultural Center), the Athletics-Recreation Center, Kretzmann Hall, McMillan Hall, or the Harre Union, all of which are governed by their own separate building access policies through their building principle. Some facilities have individual hours, and the hours may vary at different times of the year. Academic buildings are open to these groups at 7 a.m. and changed to controlled status no later than 10 pm. Access to these buildings is controlled by either key or ID swipe card system access after normal business hours for students, faculty, and staff. VUPD has a safety officer who is an employee of the police department and is responsible for the lock down of buildings at night. Police can do a walkthrough of any building upon request. For information about the access protocol for a specific building, please contact the Provost Office for academic buildings or the building principle or a department head for non-academic buildings.

Special Considerations for Residence Hall Access

Authorized access to residence hall residential areas is restricted to residents, their approved guests, and other approved members of the Valparaiso University community. Residents gain entry by swiping their University ID card at each University residence hall entrance. All residents are cautioned against permitting strangers to enter the buildings and are urged to contact a Residential Life staff member or VUPD 219.464.5430 in the case of an unauthorized Residence Hall entry.

Alumni Hall, Brandt Hall, Beacon Hall, Guild-Memorial Hall, and Wehrenberg Hall

These residence halls are locked 24 hours a day, seven days a week. Residential students may use their University ID card to gain access (via swipe) to any of these residence halls from 10 a.m. until 6:59 p.m. every day of the week. Beginning at 7 p.m., only students who reside in a particular residence hall may access that residence hall until the next morning at 10 a.m. Non-residential students do not have access to these residence halls via their University student ID.

Resident assistant (RA) staff member(s) are on duty every night of the week starting at 7 p.m. They make regular rounds through the assigned residence hall to ensure the building’s exterior doors are secure, verify life safety equipment is available and functional, monitor student compliance with University policies, and be available to respond to any student and/or safety concerns.

Sorority Housing Complex

These residential facilities are locked 24 hours a day, seven days a week. Residents of this facility may use their University ID to gain access to the complex via the main entrance. Only residents of this facility may access this facility..

Resident Assistant (RA) staff member(s) are available within the complex. They make routine rounds through their assigned residential facility to ensure the building’s exterior doors are secure, verifying life safety equipment is available and functional, to monitor student compliance with University policies, and to be available to respond to any student and/or safety concerns.

Kade-Duesenberg German House, Promenade East & West Apartments

These residential facilities are locked 24 hours a day, seven days a week. Residents of these facilities may access the buildings via the main entrance using keys issued by the Office of Residential Life. Only residents of this facility may access this facility.

Resident assistant (RA) staff member(s) are on call every night of the week starting at 9 p.m. They make regular rounds through the assigned residential facility to ensure the building's exterior doors are secure, verifying life safety equipment is available and functional, to monitor student compliance with University policies, and to be available to respond to any student and/or safety concerns.

Special Considerations for Athletic Facility Access

Athletic facilities is a swipe-only facility. The ticket office does hold business hours, and visitors can use the Ring Doorbell to gain entrance. Access may change with special events, holidays, or weekends. Hours are updated on the recreational sports website at valpo.edu/recreational-sports/facilities/building-hours. All users must hold a valid University ID to gain access to the facilities. After-hours use is controlled using proximity card readers and/or desk attendants and limited to staff and student-athletes only. While open, facilities have the appropriate staff on duty to oversee operations conducted at that facility.

Special Considerations for Restricted Access Facilities

Valparaiso University has several areas that retain controlled access, including areas with chemicals, labs, and the cadaver lab. Access to these spaces require authorization through the OneCard office. Swipe card access will only be given to authorized staff.

Security Considerations for the Maintenance of Campus Facilities

Security is provided in the maintenance of Valparaiso University's facilities through a number of mechanisms, including limitations on hours of operation, policies on keys, restricting access to those bearing proper identification as University staff or students, card-swipe access during programmed hours, and "blue light" emergency phone call systems placed strategically throughout campus. Specific security mechanisms may vary with the type of University facility. Each building has a building principle who reports problems. Burnt-out lights can be reported by anyone on campus through the online work order system. Landscaping impacts on security are addressed during the design phase. The executive director of facilities, director of maintenance, and Valparaiso University Police Department are responsible for responding to any building alarms. In addition, the Valparaiso University Police Department regularly patrols campus main routes and remote areas.

We encourage community members to promptly report any urgent security concern, including concerns about locking mechanisms, lighting, or landscaping to Valparaiso University Police Department at 219.464.5430. Semi-urgent facility concerns, that pose no immediate risk, should be communicated to Jason Kutch, executive director of facilities at 219.464.5132 or jason.kutch@valpo.edu. Less urgent concerns, that should be evaluated, can be reviewed via a google form submission to the Campus Safety Committee located at the VUPD website. https://docs.google.com/forms/d/e/1FAIpQLSfbX1KmeCHzI9OoeKE7vupqWzefs7MTFUUSI9l8tUKIAfXIvg/viewform.

Informing Students and Employees of Campus Security Policies and Crime Prevention

Valparaiso University provides a number of ways for students and employees to engage in, and respond to, campus security procedures and practices. Every fall, all students and employees are provided a link to the institution's Annual Security Report. Prospective students and employees are provided notice of the availability of the Annual Security

Report. In addition to this distribution, students and employees are offered a number of training opportunities to learn more about, and engage in, safe campus practices.

Valparaiso University Police Department provides tips to student and employees about campus security and practices. The crime prevention tips include “The People, Places, and Things of Campus Safety.” This encourages both students and employees to be responsible for their own security and the security of others.

Crime Prevention Tips:

The People

- Never walk or jog alone at night.
- If you do walk or jog at night, do so with at least one other person or in groups.
- Should you find yourself walking alone at night, avoid secluded or dimly lit areas. Stay away from wooded areas or locations where shrubs or buildings might provide cover for assailants.
- If you believe you are being followed, yell or scream and move toward a public, well-lit area. Call VUPD on campus or 911 off campus, utilize the Valpo Safe App Panic Button to contact VUPD, or try to reach a campus emergency phone. Emergency phones, which automatically connect with the University police, are located in different areas on the campus.
- Should you be a victim of a hold-up, don't resist or endanger your own safety. Call the police immediately to report a crime.
- Always be aware of what is going on around you. Be alert to your surroundings and possible safety concerns whether you are in your place of residence or moving about the campus or city.
- Never accept a ride from a stranger.

Avoiding Acquaintance Assault or Date Rape

- Sexual assault is defined as sexual contact with another person without the consent of that person.
- It is never acceptable to use force in sexual situations. Acquaintance assault or date rape is a crime.
- You have the right to say “NO” to any undesired sexual contact. State your limits clearly and firmly. Don't assume that your date or acquaintance automatically knows how you feel.
- If you feel unsafe or think you may be at risk, leave the situation immediately.
- If you attend group gatherings or parties; go with friends you trust.
- Be particularly aware that alcohol and drugs can interfere with a person's ability to make clear decisions and communicate effectively.

The Places

Residence Halls

- Keep your residence hall room door locked whenever the room is unoccupied, if you are in the room alone, or if you are sleeping.
- If you feel unsafe, do not open your residence hall room door unless you can identify the person seeking entrance.
- Report suspicious persons or activities in your residence hall to the University Police at 219.464.5430.
- Never prop open exterior doors to residence halls.
- Never allow unescorted visitors in the residence hall.
- If your residence hall room key is lost or stolen, report the loss immediately to residence hall staff. Never leave your keys lying around in your room when you are not in your room.
- Do not keep large amounts of cash in your room.

Off-Campus Apartment Residences

- Keep your apartment door and windows locked whenever you are in your apartment alone, whenever the apartment is unoccupied, or if you are sleeping.
- Do not open your apartment to anyone unless you can identify the person seeking entrance.
- Report suspicious persons or activities around your apartment building to the local police department that is responsible for that jurisdiction.
- If your apartment key is lost or stolen, report the loss immediately to the landlord and your local police.
- Never leave your keys lying around in your apartment when you are not there.
- When entering your apartment at night, have keys readily available.
- Do not keep large amounts of cash in your apartment.

The Things

Personal Property

- Protect the safety of your personal property and valuables. Don't allow your property or valuables to be unattended at any time.
- Make a list of your valuables including make, model, and serial number.
- Help protect the property of others and of the University. Report all suspicious activity to the Valparaiso University Police Department.

Automobiles

- Keep your automobile locked at all times. Keep doors locked when traveling alone.
- Don't park your automobile in secluded or dimly lit areas.
- Do not keep valuables in plain sight in your automobile.
- When walking to your automobile at night, have your keys readily at hand.
- Always check the back seat before getting into your car.
- Never offer rides to strangers or hitchhikers.

Bicycles and Scooters

- Keep your bicycle or scooters securely chained and locked when not in use. The University Police Department can advise you on types of locks and chains that are considered most secure.
- Do not park or store your bicycle or scooters in unsafe or dimly lit areas.
- Register, engrave, or permanently mark your bicycle with an identifying number and record that number and the bike's serial number with the University Police.

Safety Training

Throughout the year, VUPD provides safety training to students and employees upon request. Available trainings are listed below:

- Sexual Assault Awareness
- Active Threat (shooter), RUN, HIDE, FIGHT
- Stop the Bleed
- Self-Defense and Safety Awareness
- Alcohol and Drug Awareness
    - Life Line Law
- Making Yourself Safe

  - International Travel
  - Domestic Travel Safety Tips
- Dealing with Difficult People
- Fire Safety
- Theft Prevention
- Vehicle Emergency Maintenance
- Valpo Safe App

VUPD regularly publishes safety tips in the Torch newspaper. All safety tips, training, and information is provided to encourage the Valparaiso University community to take responsibility for their own safety and assist others in their safety.

Students must complete several trainings during the first semester of a student's first year. These trainings address alcohol and drug use and abuse, bystander intervention, sexual assault awareness, domestic/relationship violence, stalking, and theft prevention. If you or your program would like to request a specific training, please contact title9@valpo.edu for Title IX training; The Office of Prevention and Wellness prevention.wellness@valpo.edu for bystander intervention training and drug or alcohol safety training. Also, view the section of this document titled “Sexual Assault, Domestic Violence, Dating Violence, and Stalking” for protective behaviors regarding those offenses.

Valparaiso University Policies Governing Alcohol and Other Drugs

Alcohol and Drug Abuse Programs and Interventions

Valparaiso University uses a multi-level prevention and intervention approach that works to create easy access to resources and education materials for all students, faculty and staff.
These programs range from passive to targeted and are supported in multiple areas across campus.
Passive Programming:

Valparaiso University works to ensure that there are educational messages regarding substance use services, prevention and intervention tips, and social norming provided to students through posters, flyers, educational handouts, and social media platforms throughout the year. These materials are constantly updated and recirculated and can be adapted to meet needs of students as needed based on survey feedback or department request.

Educational Outreach and Programming:

Valparaiso University provides general and targeted outreach to the campus as a whole as well as individualized groups based on requests and needs. This includes programs for all incoming students, required educational sessions for Fraternity and Sorority Life and Athletics, Bystander Intervention Training, Safe Hosting policies, Binge Drinking and Marijuana awareness activities, Residence Hall and Commuter Student programs, and Alternative Social Programming activities. Topics can be adapted and changed based on needs and programs can be tailored to focus on specific high risk times and activities including Homecoming and Halloween Weekends, Fraternity and Sorority Semi-Formals/Formals, and as a response to University sanctions of specific groups. Collaboration with Residential Life and the Dean of Student’s Office also allow for the support of training students in Peer Leadership roles to recognize and respond to concerns around Alcohol and other Substance Use.

Intervention Level Programs:

Valparaiso University provides several different avenues to engage students in more direct intervention programs. These include On-Line educational programs provided for all incoming students as well as additional sanction courses for students who have one violation of the residential hall's alcohol and drug policy. The University also utilizes the on-line direct feedback assessment tool, echeckup, to provide students with personalized feedback in the areas of alcohol and marijuana use. These tools are accessible to students and promoted through flyers, social media, and screening days to encourage uptake. They have also been utilized by Fraternity and Sorority Life groups and Athletic teams as a form of substance use education programming. The University also provides individual substance use assessments and treatment and referral through Campus Recreation and Well-being. Students are able to schedule an assessment with a Licensed Clinical Addiction Counselor to receive these confidential services. Students can schedule on their own or may be referred by other areas of campus following concerns or sanctions related to substance use.

Finally, the University's Dean of Students Office and Care and Concerns Committee maintains and distributes resource packets with all available support and programs that can be provided to students for whom a concern about substance use has been noticed. The Care and Concerns Committee also utilizes on-line reporting forms that allow campus members to submit concerns for themselves or other students to ensure that resources are being provided to all that need them.

Faculty and Staff also have access to an EAP which provides substance use support services through local providers to aid in any necessary substance use support for themselves and immediate family.

Additional Support:

In addition to those programs directly related to Alcohol and Drug Use, Valparaiso University also provides plenty of support in areas that can also help in prevention and intervention. This includes but is not limited too: Free Counseling Center support on campus, Tobacco Cessation and Prevention resources, easy access to 12 step self-help meetings and community therapy resources, Medication drop box and accessible NARCAN boxes, and other general mental health support strategies as the co-morbidity of substance use and other mental health issues remains high.

Valparaiso University's Alcohol and Drug Policy

Valparaiso University prohibits the unlawful possession, use, distribution, manufacture, sale, or dispensing of alcohol and illegal drugs by students and employees on university property or as part of university activities. It is illegal to procure for, sell, dispense, or give away alcohol to anyone who has not reached the legal drinking age of 21 years.[4]

Valparaiso University and VUPD enforce all local, state, and federal laws regarding the possession, use, distribution, manufacture, sale, or dispensing of alcoholic beverages on institution property and at university-sponsored activities, including underage drinking. Valparaiso University and VUPD enforce all local, state, and federal laws regarding the possession, use, distribution, manufacture, sale, or dispensing of illegal drugs on institutional property and University-sponsored activities. Valparaiso University expects all students, employees, and visitors to comply with all local, state, and federal alcohol and drug laws. Members of the University community who violate local, state, or federal drug and alcohol laws, or who violate Valparaiso University policies regarding drug and alcohol sale, use, or possession may face criminal and/or disciplinary sanctions.

The possession, sale or the furnishing of alcohol on the University campus is governed by the Valparaiso University Alcohol Policy and Indiana state law. Laws regarding the possession, sale, consumption, or furnishing of alcohol are controlled by the Indiana Alcohol and Tobacco Commission and enforced by the Indiana State Excise Police. However, the enforcement of alcohol laws on campus is the primary responsibility of the Valparaiso University Police Department.

[4] Indiana Code Section 7.1-5-1-6.5

Valparaiso University only permits the consumption and possession of alcohol at certain locations and at select events preapproved by Valparaiso University. The consumption and possession of alcohol is always prohibited in residence halls. It is unlawful to sell, furnish, or provide alcohol to a person under the age of 21. The possession or consumption of alcohol by anyone under 21 years of age is illegal. It is also a violation of the Valparaiso University Alcohol Policy for anyone to consume or possess alcohol in any public or private area of campus without prior University approval. Individuals, organizations, or groups violating alcohol/substance policies or laws may be subject to sanctions by the University, which may include suspension or expulsion from the University. Students who misuse or abuse alcohol in violation of campus policies and/or applicable laws may receive counseling, diagnostic, and assessment services from the University's Office of Prevention and Wellness. Valparaiso University has developed specific institutional regulations to permit the use and possession of alcoholic beverages by individuals above the minimum legal drinking age. Students and employees who fail to comply with Valparaiso University regulations are subject to disciplinary action.
This policy covers the possession or consumption of alcoholic beverages by any individual on institutional lands, at institutional facilities, and at all institutional events.

Valparaiso University ("the University") is a caring community committed to promoting the physical, intellectual, social, and ethical development of all individuals. The inappropriate use of alcohol potentially threatens the health and safety of students, employees, their families, and the general public. In addition to promoting health, safety, and a positive learning and work environment, the University is committed to preventing alcohol abuse and bringing alcohol awareness to all members of the University community and our guests. The service of alcohol should not be the focal point of any event but instead, should complement the event and add to the atmosphere of the celebration.

The service and consumption of alcoholic beverages are regulated by the laws and policies of the State of Indiana, City of Valparaiso, and Valparaiso University. When alcohol is served or consumed at an event on campus, event guests and alcohol providers are charged to comply with these laws and policies. The
possession, service, and consumption of alcoholic beverages on the Valparaiso University campus are subject to the policies and procedures outlined below.

Types of Events

The types of events for which the service and/or consumption of alcoholic beverages may be considered include, but are not limited to:

Internal Events - Formal events hosted by the University, its employees, or affiliates, that include but are not limited to historical and traditional events such as homecoming; meetings of the University Board of Directors; major academic events,; special events such as building dedications, commemorative galas, fundraising events, and donor recognition/development events.

External Events - Use of University facilities by external individuals or organizations for formal events such as wedding receptions, banquets, civic and business organization events, Institute of Liturgical Studies, etc.

Informal Gatherings – These are informal social gatherings of employees (excluding employees whose employment is the result of their undergraduate student status), 21 years of age or older, while not performing their primary work duties, where employees consume their own beer (or similar) and/or wine. The sole purpose of Informal Gatherings is social interaction amongst employees, liquor cannot be consumed, and Informal Gatherings cannot be used as an alternative to Internal Events. Informal gatherings must be approved by the area Vice President or Dean with oversight over the building where the gathering occurs and the consumption of alcohol is limited to the employees' personal supply of beer (or similar) and/or wine. These gatherings are limited in duration and attendance, usually lasting less than two hours and involving 20 or fewer employees. They are scheduled between 3:00 p.m. and 7:00 p.m. and employees are encouraged to consume food at the gathering. Individual consumption of alcohol on campus or ad hoc gatherings of 2 or more

employees on campus do not qualify as Informal Gatherings. Individual employees who consume alcohol at Informal Gatherings shall do so responsibly and are expected to behave in a responsible manner. The employee organizing the event is responsible for compliance with the requirements hereunder.

Informal Gatherings also include tailgating events pursuant to home football games. At such events, alcohol may only be consumed by attendees 21 years of age or older and responsible consumption of alcohol is expected. Attendees may consume their own alcohol and cannot provide alcohol to anyone not in their party. Providing alcohol to the masses or the sale of alcohol is prohibited except by the University's official third-party licensed alcohol provider. The Valparaiso University Police Department, other law enforcement present at the event, and certain University staff enforce the rules and laws at tailgating events. They reserve the right to remove attendees from the event and/or prohibit an attendee's alcohol consumption if they have any reason to believe the attendee is violating these rules or the law. Additionally, they have the authority to arrest or cite an attendee for violating the law. Finally, attendees are not permitted to bring their own alcohol into the home football game and the consumption of alcohol must cease shortly after the game.

Venues

The University prohibits alcohol in classrooms, residence halls, University-owned or leased apartments and houses governed by residence life regulations, and uncontrolled outside areas (e.g. parking lots, lawns) except for tailgating activities as previously mentioned. This prohibition also applies to functions where the primary attendees are Valparaiso University students, including graduates, or persons under the age of 21.

For Internal Events and External Events or other Non-Informal Events, the service of alcoholic beverages is restricted to the following University venues:

- Harre Union
- Wesemann Hall Atrium
- Christopher Center for Library and Information Resources (CCLIR)
    - 4th floor Terrace
    - Board of Directors' Room
    - Community Room
- Athletic Recreation Center (ARC)
- Mueller Hall Refectory
- Valparaiso University Center for the Arts (VUCA)
    - Lobby
    - Brauer Museum
- Duesenberg Welcome Center
- Helge Center
- Lands adjacent to Brown Field during home University football games

In certain circumstances, other venues upon the approval of the University's President or the President's designee, in consultation with the University's General Counsel and subject to other guidelines in this Policy.

Types of Alcohol Allowed

Unless otherwise provided by this Policy, the types of alcohol which can be served include beer, wine, and liquor or any combination of the three. The type of alcohol served at an event will be decided by the individual(s) or organization(s) sponsoring the event.

Alcohol Provider

Unless otherwise allowed by this Policy, alcohol must be provided and served by a licensed and insured third-party provider that: is approved to serve alcohol by the State of Indiana, carries necessary insurance for Worker's Compensation and Liquor Legal Liability, and is on a list approved by the University through the General Counsel's Office (including the University's food service provider, or their delegee, carrying the required credentials of this Policy). Specific insurance requirements and a list of approved third-party providers may be obtained from the Harre Union Administration Office.

The University's food service provider has the right of first refusal for all food and/or alcohol catering. In the event that the University's food service provider does not cater, a third (3rd) party provider must be separately approved to cater food and serve alcohol.

All third-party providers of alcohol and third-party event sponsors must agree to defend, indemnify, and hold harmless The Lutheran University Association, Inc., d/b/a Valparaiso University, a body corporate, and its Board of Directors, officers, employees, agents, and volunteers, from and against all liability, claims, and demands, on account of injury, loss, damage, or expense, including defense costs and attorney fees, which arise out of or are in any manner connected to the service of alcohol at the event.

Security

The University may require security at the event. When required, security will be provided by the Valparaiso University Police Department (VUPD). In all cases, VUPD must be made aware of events that have been approved for the service of alcohol.

Decisions regarding the number of officers required will be made at the discretion of VUPD. The sponsor of the event is responsible to cover the costs of VUPD officers.

General Procedures – Internal and External Events and Other Non-Informal Events:

1. A *Request to Serve Alcoholic Beverages/Agreement Form* needs to be obtained from the University Dining Services Office. All requests to serve alcoholic beverages should be filed a minimum of thirty (30) days prior to an event or the requesting sponsor runs the risk of not having their request approved in time.
2. The University Dining Services Office will obtain all required approval signatures. Required signatures are as follows:
    a. Supervisor of the building in which the event will take place or designee
    b. Director of University Dining Services or designee
    c. Chief of VUPD or designee
    d. General Counsel or designee
    e. Senior Vice President for Finance or designee

3. For University events, expenditures for the purchase of alcohol may not be charged to general University funds, only restricted funds are allowed. Alcoholic beverages may not be purchased with state or federally-appropriated funds.
4. The sponsoring organization's name should be displayed in all print and broadcast advertising.
5. Prior to all External Events, the non-university sponsoring organization(s) must provide the University a certificate of liability insurance for a minimum of $1,000,000 per occurrence and $2,000,000 in the aggregate; property damage limits should be at least $300,000 and medical payments at least $5,000. The Lutheran University Association., Inc., d/b/a Valparaiso University, must be named as an additional insured. If motor vehicles (trucks, vans and/or cars) are to be brought on campus, Valparaiso University must receive proof of vehicle insurance prior to the event.

6. If the event is being hosted by a non-university party, that hosting party shall be responsible for any damages, destruction of property, or injury to person(s) that occur as a result of the event.
7. All injuries must be reported at the time of occurrence to the Valparaiso University Police Department by the sponsor of the event.
8. Valparaiso University is a tobacco-free environment. The use of any tobacco products on University property is prohibited except in an enclosed personal vehicle.
9. Access to an event where alcoholic beverages are served will be controlled by the sponsor of the event. Only those people allowed to attend the event will be allowed access to it.
10. University officials have the right to deny admission, alcohol service, continued attendance at an event, or stop the event while it is in progress, without any recourse or cause of action by the event sponsor against the University.
11. Alcohol Providers reserve the right to refuse service to any customer who may be intoxicated.
12. No one under the age of 21 may possess, consume, or be served alcoholic beverages.
13. Service of alcoholic beverages will be made exclusively by the University and/or approved alcohol provider(s) unless otherwise allowed by this Policy.
14. Alcohol may not be brought in by guests or hosts to be served at an event unless otherwise allowed by this Policy.
15. Hors d'oeuvres or other foods must be served at the event.
16. Non-alcoholic beverages must be made available throughout the event.
17. Valparaiso University reserves the right to limit the duration of the event or the times in which alcohol may be served.
18. All alcoholic beverages must remain in the designated area reserved for the event.

Campus Discipline and Indiana State Law

Violation of alcohol and drugs laws or policies by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under Valparaiso University's Student Handbook available at https://www.valpo.edu/student-life/resources/handbook/. Alcohol and drug education programs are utilized as a conduct sanction for alcohol policy violations committed by Valparaiso University students. For alcohol misuse, students may be referred to appropriate intervention programs to address high risk drinking practices among college students. For marijuana use, students may be referred to appropriate intervention programs to identify harm-reduction strategies or minimize use. For drug or alcohol violations, students may also be required to do alcohol or drug abuse assessments with a licensed clinician. Student organizations or groups violating alcohol and drug policy or laws may also be subject to discipline by Valparaiso University consistent with the Student Guide to University Life. Violations of local, state, or federal laws may result in civil forfeitures or criminal prosecution.

University employees are also subject to disciplinary sanctions for violation of Valparaiso University's policies and of local, state, and federal drug and alcohol laws occurring on University property or the worksite or during work time or in the course of their employment, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Indiana statutes, administrative rules, faculty policies, and employee policies and procedures.

Faculty sanctions are assigned according to the Faculty Handbook

https://issuu.com/valparaiso-university/docs/2024_faculty_handbook_1371170994?fr=sZjg5YjYzNDA0Nzg.

Staff sanctions are assigned according to the Staff Handbook
https://issuu.com/valparaiso-university/docs/staff_handbook_2024?fr=xKAE9_zMzMw

Referral for prosecution under criminal law is also possible.

Indiana Statute 7.1-5-7-7

Sec. 7. (a) Subject to IC 7.1-5-1-6.5, it is a Class C misdemeanor for a minor to knowingly:
(1) possess an alcoholic beverage;
(2) consume an alcoholic beverage; or
(3) transport an alcoholic beverage on a public highway when not accompanied by at least one (1) of the minor's parents or guardians.
(b) If a minor is found to have violated subsection (a)(2) or (a)(3) while operating a vehicle, the court may order the minor's driving privileges suspended for up to one (1) year. However, if the minor is less than eighteen (18) years of age, the court shall order the minor's driving privileges suspended for at least sixty (60) days.
(c) The court shall deliver any order suspending a minor's driving privileges under this section to the bureau of motor vehicles, which shall suspend the minor's driving privileges under IC 9-24-18-12.2 for the period ordered by the court.

IC 7.1-5-1-6.5 Circumstances Limiting Law Enforcement Officer from Taking Person into Custody Based Solely on Commission of Offense Involving Alcohol: action against officer for compliance or failure to comply

An underage person may not be issued a citation for, or convicted of, a violation of Indiana alcohol laws if the following conditions exist:

Sec. 6.5. (a) A law enforcement officer may not take a person into custody based solely on the commission of an offense involving alcohol described in subsection (b) if the law enforcement officer, after making a reasonable determination and considering the facts and surrounding circumstances, reasonably believes that all of the following apply:

(1) The law enforcement officer has contact with the person because the person:
- (A) either:
  - (i) requested emergency medical assistance; or
  - (ii) acted in concert with another person who requested emergency medical assistance; for an individual who reasonably appeared to be in need of medical assistance;
- (B) is the victim of a reported sex offense (as defined in IC 11-8-8-5.2); or
- (C) witnessed and reported what the person reasonably believed to be a crime.

(2) The person described in subdivision (1)(A), (1)(B), or (1)(C):
- (A) provided:
  - (i) the person's full name; and
  - (ii) any other relevant information requested by the law enforcement officer; and
- (B) in the case of a person described in subdivision (1)(A):
  - (i) remained at the scene with the individual who reasonably appeared to be in need of medical assistance until emergency medical assistance arrived; and
  - (ii) cooperated with emergency medical assistance personnel and law enforcement officers at the scene.

(b) A person who meets the criteria of subsection (a)(1) and (a)(2) is immune from criminal prosecution for an offense under:
(1) section 3 of this chapter if the offense involved a state of intoxication caused by the person's use of alcohol;
(2) section 6 of this chapter if the offense involved the person being, or becoming, intoxicated as a result of the person's use of alcohol; and
(3) IC 7.1-5-7-7.
(c) A person may not initiate or maintain an action against a law enforcement officer based on the officer's compliance or failure to comply with this section.

Indiana Controlled Substances Laws

IC 35-48-1-27 "Ultimate user" defined

Sec. 27. "Ultimate user" means a person who lawfully possesses a controlled substance for the person's own use, for the use of a member of the person's household, or for administering to an animal owned by the person or by a member of the person's household.

IC 16-42-19-13 Possession or use of legend drug or precursor

Sec. 13. A person may not possess or use a legend drug or a precursor unless the person obtains the drug:
(1) on the prescription or drug order of a practitioner;
(2) in accordance with section 11(2) or 21 of this chapter; or
(3) in accordance with rules adopted by the board of pharmacy under IC 25-26-23

IC 35-48-4-7 Possession of a controlled substance

(a) A person who, without a valid prescription or order of a practitioner acting in the course of the practitioner's professional practice, knowingly or intentionally possesses a:
(1) controlled substance or controlled substance analog (pure or adulterated), classified in schedule I, except marijuana, hashish, or salvia; or
(2) controlled substance or controlled substance analog (pure or adulterated), classified in schedule II, III, or IV; commits possession of a controlled substance, a Class A misdemeanor, except as provided in subsection (b).
(b) The offense is a Level 6 felony if the person commits the offense and an enhancing circumstance applies.

(c) A person who, without a valid prescription or order of a practitioner acting in the course of the practitioner's professional practice, knowingly or intentionally obtains:
(1) more than four (4) ounces of schedule V controlled substances containing codeine in any given forty-eight (48) hour period unless pursuant to a prescription;
(2) a schedule V controlled substance pursuant to written or verbal misrepresentation; or
(3) possession of a schedule V controlled substance other than by means of a prescription or by means of signing an exempt narcotic register maintained by a pharmacy licensed by the Indiana state board of pharmacy; commits a Class A misdemeanor.

Sexual Assault, Domestic Violence, Dating Violence, & Stalking

Valparaiso University does not discriminate on the basis of sex in its educational programs and does not tolerate sexual violence, or sexual harassment, which are forms of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether gender-based or not, and include dating violence, domestic violence, and stalking.

Valparaiso University prohibits sexual assault, domestic violence, dating violence, and stalking as they are defined for the purposes of the Clery Act and Indiana state law. Valparaiso University issues this statement of policy to inform the community of our comprehensive plan to address sexual harassment in all its forms whether on or off campus.

Definitions

For the purposes of the Clery Act and under Indiana law, sexual assault, domestic violence, dating violence, and stalking, and consent are defined as the following:

Consent

The Indiana Criminal Code does not define consent in reference to sexual activity. Valparaiso University defines consent as "informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. Consent is not passive.

There is no consent if:

- Coercion, intimidation, threats, and/or physical force are used.
- A person is mentally or physically incapacitated or impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation.
- A person is asleep or unconscious.

Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent can be withdrawn. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. Finally, consent to previous sexual activity does not imply consent to future sexual activity."[5]

Dating Violence

According to the Clery Act, dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.[6]

Dating violence is not specifically defined within the Indiana Code. However, dating violence may be defined as:
Violence committed by any person who:
(a) is or has been in a relationship of a romantic or intimate nature; and
(b) where the existence of such a relationship will be determined based on a consideration of the following factors:

i. length of the relationship
ii. type of relationship
iii. the frequency of interactions between the persons involved in the relationship

Domestic Violence

According to the Clery Act, domestic violence is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

[5] Valparaiso University Nondiscrimination, Harassment, and Sexual Misconduct Policy, available at https://www.valpo.edu/titleix/
[6] U.S. Department of Education (2016), Clery Handbook at 3-36, available at https://www2.ed.gov/admins/lead/safety/handbook.pdf.

IC 31-9-2-42 Domestic or Family Violence

Sec. 42. "Domestic violence or family violence" means, except for an act of self-defense, the occurrence of (1) or more of the following acts committed by a family or household member:

(1) Attempting to cause, threatening to cause, or causing physical harm to another family or household member without legal justification.
(2) Placing a family or household member in fear of physical harm without legal justification.
(3) Causing a family or household member to involuntarily engage in sexual activity by force, threat of force, or duress.
(4) Abusing (as described in IC 35-46-3-0.5), torturing (as described in IC 35-46-3-0.5), mutilating (as described in IC 35-46-3-0.5), or killing a vertebrate animal without justification with the intent to threaten, intimidate, coerce, harass, or terrorize a family or household member.
For purposes of IC 22-4-15-1 and IC 34-26-5, domestic or family violence also includes stalking (as defined in IC 35-45-10-1) or a sex offense under IC 35-42-4, whether or not the stalking or sex offense is committed by a family or household member.

IC 35-42-2-1.3 Domestic Battery

Sec. 1.3. (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:
(1) touches a family or household member in a rude, insolent, or angry manner; or
(2) in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member;
commits domestic battery, a Class A misdemeanor.
(b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:
(1) The person who committed the offense has a previous, unrelated conviction:
(A) for a battery offense included in this chapter; or
(B) for a strangulation offense under IC 35-42-2-9.
(2) The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
(3) The offense results in moderate bodily injury to a family or household member.
(4) The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
(5) The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
(6) The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).
(7) The offense is committed against a family or household member:
(A) who has been issued a protection order (as defined in IC 34-26-7.5-2) that protects the family or household member from the person and the protection order was in effect at the time the person committed the offense; or
(B) while a no contact order issued by the court directing the person to refrain from having any direct or indirect contact with the family or household member was in effect at the time the person committed the offense.
(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:
(1) The offense results in serious bodily injury to a family or household member.
(2) The offense is committed with a deadly weapon against a family or household member.
(3) The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.
(4) The person has a previous conviction for a battery offense or strangulation (as defined in section 9 of this chapter) included in this chapter against the same family or household member.
(5) The offense results in bodily injury to one (1) or more of the following:

(A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
(B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
(C) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

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

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

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

Sex Offenses

According to the Clery Act, sex offenses are any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.[7]

Fondling

According to the Clery Act, fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.[8]

Incest

According to the Clery Act, incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.[9]

In the State of Indiana, 35-46-1-3 applies.
Sec. 3. (a) A person eighteen (18) years of age or older who engages in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with another person, when the person knows that the other person is related to the person biologically as a parent, child, grandparent, grandchild, sibling, aunt, uncle, niece, or nephew, commits incest, a Level 5 felony. However, the offense is a Level 4 felony if the other person is less than sixteen (16) years of age.
(b) It is a defense that the accused person's otherwise incestuous relation with the other person was based on their marriage, if the marriage was valid where it was entered into.

Rape

According to the Clery Act, rape is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.[10] Under Indiana law, it is further defined as follows:

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[7] U.S. Department of Education (2016), Clery Handbook at 3-6, available at https://www2.ed.gov/admins/lead/safety/handbook.pdf.
[8] U.S. Department of Education (2016), Clery Handbook at 3-6, available at https://www2.ed.gov/admins/lead/safety/handbook.pdf.
[9] U.S. Department of Education (2016), Clery Handbook at 3-6, available at https://www2.ed.gov/admins/lead/safety/handbook.pdf.
[10] U.S. Department of Justice (2013). Summary Reporting System (SRS) User Manual, 31. Available at https://ucr.fbi.gov/nibrs/summary-reporting-system-srs-user-manual.

IC 35-42-4-1 Rape (effective July 1, 2014)

Sec. 1. (a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:

(1) the other person is compelled by force or imminent threat of force;

(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring;

(3) the other person is so mentally disabled or deficient that consent to sexual conduct (as defined in IN 35-31.5-2-221.5) cannot be given; or

(4) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given; commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon;

(3) it results in serious bodily injury to a person other than a defendant; or

(4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) In addition to any other penalty imposed for a violation of this section, the court shall order the person to pay restitution under IC 35-50-5-3 for expenses related to pregnancy and childbirth if the pregnancy is a result of the offense.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.[11]
In the state of Indiana, sexual assault is captured in its sexual battery laws.

IC 35-42-4-8 Sexual battery (effective July 1, 2014)

Sec. 8. (a) A person who, with intent to arouse or satisfy the person's own sexual desires or the sexual desires of another person:

(1) touches another person when that person is:

(A) compelled to submit to the touching by force or the imminent threat of force; or

(B) so mentally disabled or deficient that consent to the touching cannot be given; or

(2) touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring; commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon; or

(3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

[11] Violence Against Women Act of 1994, 34 C.F.R. 668.46(a).

Statutory Rape

Statutory rape is sexual intercourse with a person who is under the statutory age of consent.[12]In the state of Indiana, the age of consent is 16.[13] Statutory rape or sexual misconduct with a minor are subject to the following criminal penalties:

IC 35-42-4-9 Sexual Misconduct with a Minor

Sec. 9. (a) A person at least eighteen (18) years of age who knowingly or intentionally, performs or submits to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with a child less than sixteen (16) years of age, commits sexual misconduct with a minor, a Level 5 felony. However, the offense is:

(1) a Level 4 felony if it is committed by a person at least twenty-one (21) years of age; and

(2) a Level 1 felony if it is committed by using or threatening the use of deadly force, if it is committed while armed with a deadly weapon, if it results in serious bodily injury, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(b) A person at least eighteen (18) years of age who knowingly or intentionally performs or submits to any fondling or touching with a child less than sixteen (16) years of age with intent to arouse or to satisfy the sexual desires of either the child or the older person, commits sexual misconduct with a minor, a Level 6 felony. However, the offense is:

(1) a Level 5 felony if it is committed by a person at least twenty-one (21) years of age; and

(2) a Level 2 felony if it is committed by using or threatening the use of deadly force, while armed with a deadly weapon, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) It is a defense that the accused person reasonably believed that the child was at least sixteen (16) years of age at the time of the conduct. However, this subsection does not apply to an offense described in subsection (a)(2) or (b)(2).

(d) It is a defense that the child is or has ever been married. However, this subsection does not apply to an offense described in subsection (a)(2) or (b)(2).

(e) It is a defense to a prosecution under this section if all the following apply:

(1) The person is not more than four (4) years older than the victim.

(2) The relationship between the person and the victim was a dating relationship or an ongoing personal relationship. The term "ongoing personal relationship" does not include a family relationship.

(3) The crime:

(A) was not committed by a person who is at least twenty-one (21) years of age;

(B) was not committed by using or threatening the use of deadly force;

(C) was not committed while armed with a deadly weapon;

(D) did not result in serious bodily injury;

(E) was not facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge; and

(F) was not committed by a person having a position of authority or substantial influence over the victim.

(4) The person has not committed another sex offense (as defined in IC 11-8-8-5.2) (including a delinquent act that would be a sex offense if committed by an adult) against any other person.

(5) The person is not promoting prostitution (as defined in IC 35-45-4-4) with respect to the victim even though the person has not been charged with or convicted of the offense.

[12] U.S. Department of Education (2016), Clery Handbook at 3-7, available at https://www2.ed.gov/admins/lead/safety/handbook.pdf.

[13] IC 35-42-4-9 Sexual Misconduct with a minor.

Stalking

According to the Clery Act, stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.[14]

In the state of Indiana, the following laws apply:

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

IC 35-45-10-5 Criminal stalking (effective July 1, 2014)
Sec. 5. (a) A person who stalks another person commits stalking, a Level 6 felony.
(b) The offense is a Level 5 felony if at least one (1) of the following applies:

(1) A person:

(A) stalks a victim; and

(B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:

(i) sexual battery (as defined in IC 35-42-4-8);

(ii) serious bodily injury; or

(iii) death.

(2) A protective order to prevent domestic or family violence, a no-contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:

(A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).

(B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).

(C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).

(D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).

(E) IC 34-26-6 (workplace violence Protective orders).

(3) The person's stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.

(4) The person's stalking of another person violates a no-contact order issued as a condition of probation if the person has been given actual notice of the order.

(5) The person's stalking of another person violates a protective order issued under IC 31-14-16-1 and IC 34-26-5 in a paternity action if the person has been given actual notice of the order.

[14] U.S. Department of Education (2016), Clery Handbook at 3-37:38, available at https://www2.ed.gov/admins/lead/safety/handbook.pdf.

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

(7) The person's stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:

(A) tribe;

(B) band;

(C) pueblo;

(D) nation; or

(E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.); that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians if the person has been given actual notice of the order.

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

(c) The offense is a Level 4 felony if:

(1) the act or acts were committed while the person was armed with a deadly weapon; or

(2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

Educational Programs and Campaigns

As an institution, we provide, and in some cases mandate comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. These programs, initiatives, strategies, and campaigns are culturally relevant; inclusive of diverse communities and identities; sustainable; responsive to community needs; informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Valparaiso University is committed to providing primary, secondary, and tertiary educational prevention and awareness programs for its students and employees. Primary prevention programs means programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcomes that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. Awareness programs are defined as community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Secondary programs focus on higher risk groups, and tertiary prevention involves working with vulnerable individuals.

To request professional development, training, or additional information on how to prevent and respond to sexual harassment, please contact the Title IX Coordinator at title9@valpo.edu or by phone at 219.464.6370. Students may also request programming from the Prevention and Wellness Education Office by contacting prevention.wellness@valpo.edu; or calling 219.464.6833.

Primary Prevention Programs and Awareness Campaigns

Valparaiso University has a number of primary prevention programs, including online training for all incoming students through Empowered Choices, an online training class powered by LLM Canvas and EIIA for Undergraduates and Graduate Students, and the Prevention for Collegiate Athletics Suite. Valparaiso University also provides prevention training for faculty and staff at the time of onboarding through Empowered Choices Faculty and Staff Workplace Inclusion Suite. The University's Prevention and Wellness Education Office educates all incoming students about consent, bystander intervention, and risk reduction during new student orientation each fall

and through outreach programs that are available to all students. These programs are provided to incoming students, athletes, fraternity and sorority life and the general student body both by request and through other scheduled programming.

Furthermore, the Title IX Coordinator's primary prevention and awareness program includes a "What You Need to Know About Title IX" training to all faculty and staff across campus. The Title IX Coordinator offers training programs to each college and department across campus, which includes required mandatory participation by all responsible employees. The Prevention and Wellness Office and Title IX Coordinator's primary prevention and awareness programs include comprehensive information as it relates to sexual misconduct. The trainings include: a statement that the University prohibits the crimes of sexual misconduct such as rape, sexual assault, sexual harassment, dating violence, domestic violence, and stalking; the definitions of the crimes under Indiana law; definition of consent with reference to sexual activity under local Indiana law; safe options for bystander intervention; and information on risk reduction such as recognizing warning signs of abusive behavior and avoiding potential attacks. As part of each primary prevention and awareness program, bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Ongoing Secondary and Tertiary Prevention Awareness Programs:

Ongoing prevention and awareness campaigns are programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to, and skills for addressing, dating violence, domestic violence, sexual assault, and stalking using a range of strategies with audiences throughout the institution.

Prevention and Wellness Education Office

Prevention and Wellness Education Office perform duties in peer education around the areas of sexual assault, sexual harassment, domestic violence, dating violence, stalking, consent, and bystander intervention; advocate for a safe campus with individuals who have been victimized; determine areas that are relevant to the student population that need to be addressed; and help to create a more complete programming system involving assessment, planning, and evaluation. The Prevention and Wellness Education Office also facilitates training with University offices and departments throughout campus. They are available to all students as a resource in the areas of wellness, sexual assault, sexuality, and sexual health.

Campaigns and Collaborative Partnerships

The Prevention and Wellness Office and Advocates work to establish collaborative partnerships across campus to make sure that all resources and information are available to students as needed. This includes close working relationships with Residential Life and Valparaiso University Police Department to provide Emergency Packs of information and other personal necessities for a student who has recently experienced a sexual assault. This also includes collaborative programming across areas of campus that include, but are not limited to: Chapel Life, Fraternity and Sorority Life, Athletics, and other areas as requested.

Bystander Intervention Programs and Risk Reduction

Valparaiso University is committed to providing bystander intervention strategies. This is facilitated primarily through the Prevention and Wellness Office bystander training. In addition, all employees and students can engage as a proactive

bystander, identify signs of an abusive dating partner, or engage in protective behaviors and risk-reduction techniques by adopting the tips below.

Bystander intervention training is available on request. In addition, bystander training is required for Resident Assistants and Prevention and Wellness Office peer educators. Fraternity and Sorority Life members can participate in training that includes bystander intervention and risk reduction.

The Prevention and Wellness Office also makes bystander intervention tips available in multiple mediums including the Title IX handouts and the website.

Bystander Intervention Tips

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Many people assume that sexual assault, domestic violence, dating violence, and stalking only affects the crime victim, when in fact entire families, friend groups, and communities are hurt. If you see something, say something:

- Be active in supporting a safe and respectful community. If you see others engaging in disrespectful or inappropriate actions, speak up and get involved, or contact someone to assist.
- Listen for rape jokes and sexist language. You don't have to laugh or participate.
- If you see someone who looks to be in immediate danger, call VUPD at 219.464.5430.
- You can intervene even after an assault. Learn what options sexual assault victims have available to them on this campus and be supportive of their choices.
- If you're a bystander and see someone behaving in a way that seems suspicious, be direct and step in and do something about it, such as distracting their attention away from a potential victim. If you don't feel comfortable or safe confronting them, call VUPD at 219.464.5430.
- If you sense that something is wrong, don't ignore it, you can help by getting involved. Check in and ask, "Hey, do you know this person?" or, "Are you OK?" or, "Can I call a friend to walk you home?"
- It can feel awkward to step in and say something if you notice harmful behavior, but often all it takes is a brief introduction. Let the potential perpetrator know that their actions are noticeable with a simple, "Hey, do I know you? Aren't you in my Tuesday chemistry class?"
- When you go out, consider going out as part of a group. People tend to step in and intervene in situations when they have friends who will back them up.

Protective Behaviors and Risk Reduction: What Everyone Can Do

Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

- Have healthy, open, and ongoing conversations with your partner or potential partner about sex and sexual contact. Talk about your boundaries and what behaviors you both feel comfortable, and uncomfortable, engaging in.
- The next time you hear yourself talking about gender or sex in a derogatory way, stop. Speak up when you hear others talk this way — no matter their gender.
- Listen to or read the personal story of a survivor of violence.

- Make sure you have enthusiastic, affirmative, and ongoing consent from your partner. Consent is a clear and freely given yes, not the absence of a no.
- Consent to one act does not mean consent to other acts. Communicate and be responsive. You must continually get consent for sex. If someone seems not okay with what's happening, it is your responsibility to check in.
- When you have sex, be sure you understand your partner's limits, and communicate your own limits clearly. Don't engage in sexual activities without affirmative consent from your partner.
- Most commonly, sexual assault is perpetrated not by a stranger but by someone the victim knows, typically a date or acquaintance.
- People who are incapacitated by alcohol or drugs cannot give consent. Signs of incapacitation may include — but are not limited to — throwing up, slurring words, stumbling, or not being able to remember conversations.
- Do not pressure others to drink or use drugs and be alert to people pressuring you or others to use.
- Alcohol and drugs are often used to create vulnerability to sexual assault. Studies of sexual assault incidents show a high correlation between sexual assault perpetration, victimization, and drug/alcohol usage.
- Some sex offenders target people by using alcohol as a weapon. Get your own drinks; don't let someone continually fill your cup or leave your drink unattended.
- If an authority figure pressures you to engage in sexual activity, tell someone.
- Understand that crime victims are never responsible for the behavior of perpetrators.
- If you've been sexually assaulted or victimized, tell someone — there are resources available to help.

Signs of an Abusive Dating Partner

An abusive dating partner may include someone who:

- calls you names, insults you, or continually criticizes you.
- does not trust you and acts possessive or jealous.
- tries to isolate you from family or friends.
- takes your possessions to punish you and refuses to return them.
- monitors where you go, who you call, and who you spend time with.
- controls finances or refuses to share money.
- punishes you by withholding affection.
- expects you to ask permission from them to do what you want to do.
- threatens to hurt you, your family, your pets, or your belongings.
- threatens and/or uses a weapon against you.
- has ever forced, coerced, or manipulated you into having sex or performing sexual acts.
- accuses you of cheating or is often jealous of your relationships with others.
- traps you in your apartment or residence hall room and keeps you from leaving.
- social media messages, Facebook messages, tweets, text messages, and/or calls you obsessively to find out where you are and what you are doing.

Procedures for Reporting Sexual Assault, Domestic Violence, Dating Violence, or Stalking

Reporting	Contact	Location	Phone
Criminal Reporting	**Valparaiso Univ. Police**	813 LaPorte Ave.	219.464.5430 or 911 or 911 on Valpo Safe App.
University Administrative Reporting	**For Employees**: Human Resource Services	Kretzmann Hall 139I	219.464.6759
	For Everyone: Title IX Coordinator	Kretzmann Hall 139J	219.464.6370

Valparaiso University encourages victims of sexual assault, domestic violence, dating violence, and/or stalking to report the incident immediately to VUPD at 219.464.5430 or 911 on Valpo Safe App. or by calling 911. In addition to law enforcement, individuals may also report sexual assault, domestic violence, dating violence, and stalking to the University through the Title IX Coordinator or Human Resource Services. Following a report of sexual assault, domestic violence, dating violence, and/or stalking to Valparaiso University whether the offense occurred on or off campus, the student or employee will be provided a written explanation of the student's or employee's rights and options. All victims have the right to be accompanied by a person of their choosing, including a victim advocate, when they file a report, and to any meetings related to institutional disciplinary proceedings.

A victim has the right, and is encouraged, to notify proper law enforcement authorities, including University police and local police, to report sexual assault, domestic violence, dating violence, and/or stalking. Victims have the right to be assisted by campus authorities in notifying law enforcement if the victim chooses. Valparaiso University will comply with a request for assistance in notifying law enforcement. Victims also have the right to decline to notify law enforcement. If the crime occurred on University property, VUPD has jurisdiction. If the crime occurred off campus, the victim can notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. VUPD will assist the victim in identifying the correct law enforcement agency, and will assist the victim in reporting it to that agency. Victims have the right NOT to notify law enforcement or report the crime if they so choose.

If the victim elects to report to Human Resource Services or the Title IX Coordinator, Valparaiso University will investigate for a hostile environment, and, where applicable, pursue disciplinary action against the person alleged to have committed the offense. Human Resource Services and Title IX Coordinator are required to respond appropriately to all reports of sexual violence, and will do so when they receive notice of a possible hostile environment.

Valparaiso University provides training and information to many staff members to respond to and support victims; however, many victims do not feel comfortable talking to law enforcement, campus administrators, professors, or advisors. Healing can look different for everyone. Additional services available to victims of crime occurring both on and off campus are listed in this chapter, including confidential options that will not result in criminal or university investigation.

When reporting sexual assault, domestic violence, dating violence, and/or stalking, please note the following:

- The preservation of evidence may strengthen investigations, which may result in a better chance of holding the accused responsible or obtaining a protective order. (Evidence may include the clothing worn at the time, a record of threatening text messages and emails, and bodily fluids.) Anyone may access a SANE/Sexual Assault exam at a hospital emergency department at any time however, the best evidence can be collected within 72 hours of an alleged assault.
- A forensic exam can be obtained without notifying Valparaiso University or law enforcement.
- Although it is best not to shower, even if a victim has showered and changed clothes, a police report can be filed and/or a medical exam can be obtained.
- Campus officials are required to provide information about options and assist in making contact with law enforcement personnel if requested.
- Victims may choose whether or not to contact police or other authorities.
- Filing a criminal report will generally involve an interview with a law enforcement officer. You may request an officer of the gender you feel most comfortable with to take your statement.

Victims' Rights

Criminal Victims' Rights

In the state of Indiana, individuals who are the victims of crime, and who report that crime to the police, are entitled to certain protections.[15] These rights include the general right to be "treated with dignity, respect, and sensitivity at all stages of the criminal justice process"[16] as well as to be notified of updates to the case and time, place, and date of the sentencing proceeding;[17] to have their safety considered in "determining release from custody of a person accused of committing a crime against the victim[18] and to be informed of financial assistance and other social services available as a result of being a witness of a crime;"[19] A full description of the rights of victims and witnesses of crimes is available at https://www.justice.gov/usao/resources/crime-victims-rights-ombudsman/victims-rights-act

In addition to the rights given by federal and state law, Valparaiso University is committed to ensuring that victims of violence also have the following rights:

- The right to a victim advocate of their choosing. (For additional information and resources about victim advocacy, services on campus, and in the community, see valpo.edu/titleix)
- The right to be informed of and have access to their own medical, mental health, forensic nurse examiner, campus disciplinary, and/or victim advocacy services.
- The right to not be punished for underage drinking if reporting a sexual assault or other crime per Valparaiso University policy and Indiana.
- The right to have options for offering their testimony in a campus disciplinary hearing, including via phone or video conference.
- Valparaiso University will disclose to the victim of a crime of violence or non-forcible sex-offense, the results of any disciplinary hearing conducted by the University against a student who is an alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Protection Orders, No-Contact Orders, and Workplace Violence Protective Orders

A protection order is a court order that orders someone not to hurt you, to stay away from you, move out of the house, have no contact with you, or stop harassing you. Protection order forms can be found at https://www.portercountyin.gov/1790/File-For-A-Protection-Order-Online. In addition, the courts page provides a list of victim advocates who are able to assist in the proper filing of these forms.

Enforcing a Protective Order

If the respondent violates the protection order, call VUPD immediately for on campus and call local police for off campus. The respondent has just committed a crime. Ask the police to have the prosecutor's office review the case for charges even if no arrest is made. If the respondent is on probation or parole, give a copy of the protective order to the parole agent and report any violations. To find out the probation agent's name, contact the Indiana Department of

[15] IC 35-40-1-1 to IC 35-40-13-5.
[16] IC 35-40-6-1.
[17] IC 35-40-6-7 & IC 35-40-6-10.
[18] IC 35-40-5-4
[19] IC 35-40-5-9

Corrections Offender Records at COAOffenderRecordRequest@idoc.in.gov and provide the respondent's name or birthday.

Valparaiso University and Court-Ordered Protective Orders

Valparaiso University Police Department (VUPD) will enforce active protective orders issued by a court of law, including tribal courts, when provided notice of the order. Students who have a court-issued protective order and wish to inform the University should contact VUPD and the dean of students. Employees who have a court-issued protective order should notify VUPD and Human Resource Services. Please be aware that notification to the University of an existing court-ordered protective order may require the Title IX coordinator to follow up as prescribed by Title IX policy. If your protective order is being violated, please call the VUPD at 219.464.5430, or 911 on the Valpo Safe App, or 911, immediately. You may also follow up with Human Resource Services or the dean of students afterwards.

No-Contact Directives Issued by Valparaiso University

One tool Valparaiso University uses to support a safe, respectful, and responsible educational and working environment, either as a proactive measure or in response to and prevention of additional incidents, is a no-contact directive. A no-contact directive is a University-issued directive that prohibits the recipient from having contact with — in any form — the individual or individuals named in the directive. The no-contact directive is different from a protective order/civil injunction issued by a court of law and may be issued independent of campus investigatory/disciplinary processes.

A no-contact directive is issued when an authorized University employee determines that an individual should be prohibited from having contact with another person or persons. The individuals listed in a no-contact directive can include, but might not be limited to: complainants, respondents, and witnesses. No-contact directives are often issued during the course of investigating cases which involve allegations of sexual assault, dating/domestic violence, and/or stalking.

A no-contact directive may include the following language: "Be advised that you are not to have contact with First Name, Last Initial of any kind, direct or indirect, until further notice. This includes but is not limited to: face-to-face/in-person, telephone, email, text message, social networking sites, written communication, video and other electronic communication, and contact through third parties. Any attempt to contact this person might be considered harassment and could result in disciplinary action."

Students

No-contact directives can be issued by the dean of students office, and by the Title IX Coordinator when there are allegations of sexual harassment or sexual violence. A no-contact directive is issued in writing via a student's university email, and when possible, verbally. Recipients of the no-contact directive are informed that future contact with the individual or individuals named in the directive may be considered harassment and could result in a disciplinary investigation. If the individuals involved are in student organizations or classes together, the parameters of the no-contact directive will be discussed and additional expectations for minimizing contact may be added to the written correspondence. Students will be provided with an opportunity to ask questions about the terms of the no-contact directive issued to them. No-contact directives issued by the dean of students will include a written notification of the right and process to appeal.

Notice of the no-contact directive is sent to the dean of students, the Title IX Coordinator when the case involves sexual misconduct or stalking, VUPD, and representatives from the Office of Residential Life when on-campus housing is affected. When issued, a no-contact directive does not have an end date. The no-contact directive can also be modified

or terminated with the agreement of the parties. Any changes to a no-contact directive will be communicated to the parties in writing.

Students who violate a no-contact directive risk being charged and investigated through the nonacademic misconduct process under the Student Guide to University Life.

Employees

Supervisors, department chairs, and deans, in consultation with Human Resource Services staff, have the authority to regulate workplace behavior of faculty and staff. The Title IX Coordinator may also issue a no-contact directive for any employee. No-contact directives are typically issued in a letter to the recipient. The University may issue no-contact directives to employees when appropriate circumstances arise. Circumstances under which a no-contact directive may be issued include, but are not limited to, pending disciplinary investigations. A no-contact directive may limit an employee's contact with another employee, a student, or other member of the University community or limit an employee's contact with a work location for a length of time determined by the employee's supervisor or the provost. The following types of contact may be prohibited by a no-contact directive: face-to-face/in person, telephone, email, text message, social networking sites, written communication, video and other electronic communication, and contact through third parties. Violation of a no-contact directive issued by Valparaiso University may result in disciplinary action up to and including dismissal.

Requesting a No-Contact Directive

Requests for no-contact directives will be reviewed on a case-by-case basis and will take into account factors such as safety, alleviating a hostile environment, and educational and employment needs. Victims may request a no-contact directive by contacting one of the following offices: the dean of students, the Title IX Coordinator, or the Office of Human Resource Services.

Enforcing a Valparaiso University No-Contact Directive

If your no-contact directive is being violated, and if you are in immediate danger, contact VUPD at 219.464.5430 or 911 on the Valpo Safe App, or 911. You may also follow up on an administrative process with the office that issued the directive.

Information About Sex Offenders

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement to the campus community about where to find information on registered sex offenders in the state. It also requires sex offenders who are already required to register with the state to notify that state if they are enrolled, carry on a vocation, or are employed in a post-secondary institution.

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974, the Valparaiso University Police Department provides links to the Porter County, Indiana State, and Nationwide Sexual Offender web sites.

The Porter County Sexual Offender site is available at Porter County Sexual Offender Link
The Indiana Sexual Offender site is available at http://www.icrimewatch.net/indiana.php.
The Nationwide Sexual Offender site is available athttps://www.nsopw.gov/

This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each institution of higher education in that state at which the person is employed, carries a vocation, or is a student. In the state of Indiana, convicted sex offenders are required to register with the local law enforcement authority in each Indiana County where the offender lives, owns real property, works, or attends school. Registry information is used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers, or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable.

Valparaiso University Protective Measures and Resource Notification

Valparaiso University will provide written notification about options for protective measures to victims and respondents who report sexual assault, domestic violence, dating violence, and/or stalking. There are a range of protective measures, including changes to academic, working, transportation, and living situations if requested by the victim or the respondent and reasonably available. Valparaiso University may also issue a directive ordering the alleged offender(s) and victim not to have contact with each other. Protective measures can be ongoing, are not necessarily tied to the outcome of a disciplinary action, and will be developed on a case-by-case basis in response to the request and concerns of the victim. The Prevention and Wellness office can assist in creating a safety plan for students, and VUPD can assist for all students and employees. For more information about institutional no-contact orders and how to request accommodations, please see the Protective Orders and No-Contact Orders section of this document.

When determining what measures to grant, factors considered might include, but are not limited to: the specific need requested by the complainant, the age of the people involved, the severity or pervasiveness of the allegations, any continuing effects on the complainant, whether the complainant and alleged perpetrator share the same residence hall, dining hall, job location, classes, extra-curricular activities, or whether judicial measures have already been taken to protect the complainant. Typically, the individual affected determines whether or not to request an accommodation, though the Title IX Coordinator, Human Resource Services, or dean of students may also provide direction and assistance. The following offices can provide information and assistance to those requesting accommodations and changes to academic, living, transportation, working situations, and other protective measures:

Students or Employees	Contact	Location	Email	Phone
For Students	University Housing	Harre Union 120	reslife@valpo.edu	219.464.5413
	Dean of Students	Harre Union 200	Dean.Students@valpo.edu	219.464.5411
For Employees	Human Resource Services	Kretzmann 152	human.resources@valpo.edu	219.464.6759
Community Resources	Valparaiso University Police	813 LaPorte Ave	vu.police@valpo.edu	219.464.5430
	The Caring Place	—	—-	219.464.2128

Students and employees who report sexual assault, domestic violence, dating violence, and/or stalking to Valparaiso University will be provided written information about counseling, health, mental health, victim advocacy, student financial aid, and other services available for victims, both within the community, and at the institution. This information is also provided to all students and employees in this ASR.

The University will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. This will be provided

whether the offense occurred on or off campus. Valparaiso University is obligated to comply with the above and will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. This information is also provided to all students and employees in this ASR.

Confidentiality

Valparaiso University will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the University to provide accommodations or protective measures.

When a student or employee victim reports to a University office or official who is not explicitly designated as confidential, Valparaiso University takes every precaution to protect victim privacy and confidentiality by sharing information only with university officials who have a legitimate educational interest and/or those who need to know for the purposes of providing an institutional response.

In an effort to protect victim safety and privacy, the University maintains information about sexual violence in a secure manner. If the University has notice of an incident, it will balance the victim's request to keep identifying information confidential with Title IX's mandate to investigate hostile environments.

To the extent permissible by law, Valparaiso University will endeavor to keep victim and necessary party information private. However, once a report is made to the institution, or the institution has notice of an incident of sexual assault, sexual harassment, domestic violence, dating violence, or stalking, confidentiality cannot be guaranteed unless that information is reported directly to one of the confidential resources listed. The University will strive to maintain as confidential any accommodations or protective measures provided to the victim, but keeping victim information confidential may limit the University's ability to provide accommodations or protective measures.

For victims aged 18 and older who report to non-confidential sources, reports of sexual assault, domestic violence, dating violence, and/or stalking are directed to the Title IX Coordinator, who will share relevant information only with those who need to know, such as deputy Title IX Coordinators and other individuals who are responsible for handling the institution's response to incidents, or as necessary to comply with a valid subpoena, a lawful discovery request, or a governmental inquiry or investigation. The institution follows applicable Title IX guidance and the requirements of the federal Family Educational Rights and Privacy Act, 20 U.S.C. s. 1232g when evaluating whether to disclose student information. In the case of minors, Valparaiso University employees must report child abuse to local law enforcement.

For Clery Act reporting and disclosures, a victim's name or identifying information will never appear in a timely warning, on the daily crime log or in the ASR. The University also will not disclose identifiable information about research subjects if prohibited by an NIH-issued Certificate of Confidentiality, HIPAA regulations, and state laws pertaining to the privacy of health information, or promises of confidentiality made to research subjects pursuant to the federally required consent form and authorization form. Valparaiso University must respond to valid subpoenas that are not prohibited by other applicable law and may not be able to redact information when responding to a subpoena.

There are confidential resources available such as the Prevention and Wellness advocate, Counseling Center, and University Pastors, and legal referrals through the Lake County Bar Association Lawyer Referral Service. Most visa assistance at Valparaiso University is non confidential, but referrals can be made where appropriate to immigration attorneys off campus. Other licensed health care providers, counselors, and social workers employed by the University follow the confidentiality requirements of their profession when they are providing care to a patient or a client.

For information about off-campus and non-University-affiliated confidential resources, please see the "Off-Campus Confidential Resources" section of this chapter.

On-Campus Confidential Resources for Students

Students can contact the following resources on-campus confidential resources:

Contact	Description	Location	Email	Phone
Survivor Advocate	Victim advocacy	Fitness Center	Prevention.wellness@valpo.edu	219-464-6833
Counseling Center	Mental health counseling services	Alumni Hall	counseling.center@valpo.edu	219-464-5002
University Pastors	219.464.5093	Helge Center	---	219.464.6732
Student Health Center	Confidential health services	55 University Drive	health.center@valpo.edu	219.464.5060

On-Campus Confidential Resources for Employees

Employees can contact the following resources on campus:

Contact	Description	Location	Email	Phone
Employee Assistance Program	Employee confidential services and referrals	Phone only	---	800.538.3543

Off-Campus Confidential Resources

Anyone can contact the following community resources:

Contact	Description	Location	Email	Phone
Office of International Programs International Students and Scholars Services	Non-confidential referrals for off-campus confidential immigration attorneys	Harre Union 250	international@valpo.edu	219.464.5333
Lake County Bar Association Lawyer Referral Service	Non-confidential referrals for confidential legal services	----	----	219.738.1905
The Caring Place		---	---	219.464.2128
National Sexual Assault Hotline	Confidential hotline for victims & survivors of sexual assault	__	__	1.800.656.HOPE
Northwest Health-Porter Hospital Emergency Room	Confidential emergency services, including sexual assault forensic exam and evidence kit	85 E US-6 Frontage Road	---	219.983.8300

Valparaiso University Disciplinary Action for Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Valparaiso University prohibits sexual assault, domestic violence, dating violence, and/or stalking. The following are the University's policies and procedures to respond to the behavior of students or employees that interfere with Valparaiso University's educational and work environment.

The disciplinary proceeding will be based on the status of the accused person to the University. Complaints against employees should be reported to Human Resource Services, the online form, or the Title IX Coordinator. Complaints against students should be reported to the dean of students, the online form, or the Title IX Coordinator. If the alleged violator is not a student or an employee, you may file with the Title IX Coordinator.

Complaints against students will be processed through Valparaiso University's judicial procedure under the Student Guide to University Life.[20] Complaints against employees will be processed under the Staff Employee Handbook,[21] or the Faculty Handbook.[22] The following policy details Valparaiso University's response to prohibited acts of sexual harassment and misconduct.

Nondiscrimination, Harassment, and Sexual Misconduct Policy: Notice of Nondiscrimination, Reporting Procedures, and Complaint Process

It is the policy of Valparaiso University that no person shall on the grounds of sex, gender identity, pregnancy, or sexual orientation be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or in any educational program or activity of the University. To that end, and in compliance with federal and state laws, the University prohibits any member of the faculty, staff, administration, student body, or visitors to campus, whether they are guests, patrons, independent contractors, or clients, from discriminating against any other such person or member of the University community in violation of this Policy. Both men and women can be perpetrators of sexual harassment. A person may also file a complaint of discrimination with the United States Department of Education's Office for Civil Rights regarding an alleged violation of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, or Title IX of the Higher Education Amendments of 1972 by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html, or calling 1-800-421-3481. The U.S. Department of Education Office of Civil Rights is also located at: Lyndon Baines Johnson Department of Education Bldg., 400 Maryland Avenue, SW Washington, DC 20202-1100.

Valparaiso University also prohibits harassment, and may consider it a form of discrimination, as set forth above, if it is unwelcome and sufficiently severe or pervasive so as to substantially interfere with a person's work, education, participation in a University activity, or purpose for being on campus, or is otherwise considered discrimination in violation of the law. Harassment prohibited by this Policy may include, but is not limited to, threats, physical contact, violence, pranks, jokes, slurs, epithets, derogatory comments, vandalism, or verbal, graphic, or written conduct directed at an individual or individuals. Even if actions are not directed at specific persons, a hostile environment may be created when the conduct is sufficiently severe, pervasive or persistent so as to unreasonably interfere with or limit the ability of an individual to work, study, participate in activities of the university, or achieve their purpose for being on campus. Furthermore, off campus incidents or incidents at non-University activities may be considered when determining the severity, pervasiveness, or persistence of the conduct that gives rise to hostility or harassment.

This Policy, and its procedures and processes, are administered by numerous University employees as mentioned throughout. All involved employees are to recuse themselves from a matter when there is a conflict of interest. Any

[20] Available at https://www.valpo.edu/student-life/student-handbook/
[21] Available at https://issuu.com/valparaiso-university/docs/staff_handbook_2024?fr=xKAE9_zU1NQ
[22] Available at https://issuu.com/valparaiso-university/docs/2024_faculty_handbook_1371170994

involved employee may raise the issue of a potential conflict of interest to the University's General Counsel to determine whether an employee has a conflict of interest in any particular case, and the General Counsel may then replace that person or take other action to the extent necessary to abate the conflict and preserve impartiality.

PROHIBITED HARASSMENT AND SEXUAL MISCONDUCT POLICY STATEMENT

Harassment on the basis of sex, as later defined under this Policy, is a violation of federal and state law. Valparaiso University strives to create a safe and nondiscriminatory environment where individuals treat one another with respect and, therefore, does not tolerate sexual harassment on campus or within the scope of its educational programs or activities[23] . Individuals who believe they are victims of sexual harassment are strongly urged to promptly report such incidents as set forth under the reporting procedures below. Valparaiso University will promptly investigate every formal sexual harassment complaint in a timely manner and, when there is a finding of sexual harassment, take corrective action to stop the harassment and prevent the misconduct from recurring, and correct any discriminatory effects of such harassment. The severity of the corrective action will depend on the circumstances of the particular case. The determination of what constitutes sexual harassment will vary with the facts and circumstances of a particular case but generally involves unwanted sexual attention. Any person may be subject to sexual harassment, and one can be sexually harassed by a member of any gender. Sexual harassment is defined as conduct on the basis of sex that satisfies one or more of the following: [24]

(1) conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
(2) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to
the recipient's education program or activity; or
(3) Sexual assault, dating violence, domestic violence, or stalking.

Sexual harassment prohibited by this Policy may take different forms. Examples might include:

(1) Direct or implied threats that submission to sexual advances will be a condition of advancement or promotion in any endeavor, including but not limited to employment, work status, promotion, or academic grades;
(2) Direct propositions of a sexual nature;
(3) Unnecessary touching, hugging, or brushing against another person's body;
(4) Sexually explicit statements, questions, or jokes;
(5) Remarks of a sexual nature about a person's clothing or body, sexual activity, sexual orientation, gender identity, failure to conform to stereotypical notions of masculinity or femininity, or previous sexual experience;
(6) Physical assault or violence.

Sexual violence is a form of prohibited sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent because of his or her drug or alcohol use, because of his or her temporary or permanent mental or physical incapacity, or because of his or her youth. Consent is informed,

[23] Education program or activity includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution (34 CFR 106.44(a)) and off-campus activities that substantially effect on-campus access to educational programs or activities, such as the off-campus sexual assault of a student in the same class as the respondent.
[24] 34 CFR 160.30

freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. Consent is not passive.

There is no consent if:

- coercion, intimidation, threats, and/or physical force are used.
- a person is mentally or physically incapacitated or impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation.
- a person is asleep or unconscious.

Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent can be withdrawn. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. Finally, consent to previous sexual activity does not imply consent to future sexual activity.

Sexual violence includes sexual assault, rape, sexual battery, sexual abuse, and sexual coercion. Some examples of sexual violence include:

- Rape or sexual assault: sexual intercourse of any type with a person that has not consented to the intercourse.
- Sexual touching of any type with a person that has not consented to the touching.
- Sexual touching or intercourse of any type committed by force, threat, coercion or intimidation.
- Sexual touching or sexual intercourse of any type with a person who is asleep or unconscious for any reason including, but not limited to, drug, and alcohol use or due to mental incapacity.
- Exceeding the scope of consent by engaging in a different form of sexual activity than a person has consented to.
- Knowingly transmitting a sexually transmitted disease such as HIV to another person through sexual activity.
- Secretly videotaping sexual activity.
- Participating in any activity that will likely result in any type of sexual touching or intercourse with a person by force, without the person's consent, or when the person is asleep or unconscious because of drug or alcohol use.

Sexual harassment does not include:

(1) Discussions, communications, or actions that are sexual in nature but part of a legitimate academic exchange of ideas or artistic performance. As a University that values academic freedom and expression, there may be times when debates or performances of this type are acceptable and even encouraged; or
(2) Any other harassment not based on sex, sexual orientation, or gender identity; but may still be subject to discipline under another Valparaiso University policy.

The University does not support any incidents of harassment even though the incident may not constitute sexual harassment. As such, it reserves the right to punish the instigator of such an incident under a different theory, for example, lacking collegiality. If there is any question whatsoever, the incident should be reported and the grievance process should be followed.

SEXUAL MISCONDUCT RESOURCES AND REPORTING OPTIONS

CONFIDENTIAL RESOURCES[25]	NON-CONFIDENTIAL RESOURCES
(1) Prevention and Wellness Education Office ▪ Emergencies: 219.464.6833 (2) Counseling Center ▪ 219.464.5002 (3) University Pastors ▪ 219.464.5093 (4) Student Health Center ▪ 219.464.5060 (5) Employee Assistance Program (employees Only) ▪ 888.628.4824 **Off Campus: Students and Employees** (6) National Sexual Assault Hotline ▪ 800.656.HOPE (7) Northwest Health-Porter Emergency Room ▪ 219.983.8300 (8) The Caring Place ▪ 219.464.2128 (9) RAINN (Rape Abuse Incest Nat'l Network) ▪ 800.799.7233	(1) Title IX Coordinator ▪ title9@valpo.edu ▪ 219.464.6370 (2) Valparaiso University Police Department ▪ 219.464.5430 (3) Office of Residential Life ▪ 219.464.5411 (4) Office of Student Affairs ▪ 219.464.5411 (5) Title IX Complaint Advisors (TCAs) (6) Resident Assistants (RAs) (7) Faculty (8) Administrative staff **Off Campus: Students and Employees** (9) Porter County Prosecutor's Office ▪ 219.465.3415

Confidential vs. Non-Confidential Resources

Confidential resources do not share information about your report with anyone else without your permission or unless required by law (e.g., if there is an imminent threat to yourself or others, or abuse of a child.) A student or employee who has been a target or has been accused of discrimination, harassment, or sexual misconduct, and wishes to keep his or her identity and information private and confidential, should seek a confidential resource listed above.

Non-confidential resources are resources that are engaged to take administrative action on the complaint. The only way to impose a sanction is by making a non-confidential report. A student or employee who has been a target or has been accused of discrimination, harassment, or sexual misconduct, and wishes to report an incident to the University or Police for the purpose of filing a complaint, beginning an investigation, or receiving disciplinary sanctions should seek a non-confidential resource listed above. The non-confidential resources will protect a student or employee's privacy by limiting the people with whom they share the reported information; however, non-confidential resources cannot guarantee complete confidentiality, as they must notify and report to the Title IX Coordinator.

[25] Confidential resources will report crimes to appropriate University personnel for inclusion in the annual crime statistics disclosure, though the victim's name will be withheld from the report. Further, all University publicly available recordkeeping excludes personally identifiable information to the extent permitted by law.

Non-Confidential Reporting Options

Title IX Coordinator. The Title IX Coordinator coordinates the University's compliance with Title IX of the Higher Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and most applicable civil rights laws.[26] The Title IX Coordinator has four primary duties:

(1) Assures that the proper University processes, related to a potential claim of discrimination, harassment, or sexual misconduct are followed so that an accurate determination and proper sanctions can be made;
(2) Serves as a neutral fact finder, treating the alleged victim and accused in a fair and respectful manner, upon notice of a potential claim of discrimination or harassment;
(3) Provides advice, consultation, and the results of any fact finding endeavor to University personnel responsible for determining if this Policy has been violated and sanctions as the result of such violation; and
(4) Educates and trains the University community on this Policy.

In the execution of these duties, the Title IX Coordinator is responsible for monitoring, advising, and overseeing all complaints involving discrimination harassment, and sexual misconduct, and identifying and addressing any patterns or systemic problems that arise during the review or administration of any aforementioned complaints.

The Title IX Coordinator is not a victim's advocate, administers his/her duties in a neutral unbiased manner, and makes no determination as to whether there has been a violation of this Policy and or what sanctions should be implemented. The Title IX Coordinator is also responsible for assessing the campus climate, implementing and coordinating any remedial or interim measures with the proper University administrator, and providing training to campus community members. The Title IX Coordinator will be available to meet and provide assistance to individuals, who believe they have been a target or victim of discrimination, harassment, or sexual misconduct, but the Title IX Coordinator is not an emergency contact person that provides immediate assistance for anyone who has been sexually assaulted or is a victim of a crime. Emergency care concerns should be directed to the Valparaiso University Police or Northwest Health-Porter Hospital. The Title IX Coordinator is adequately trained to deal with issues arising from discrimination, harassment, or sexual misconduct on campus, has a thorough understanding of the grievance processes, and is available as a general resource in addition to overseeing the administration of a discrimination, harassment, and sexual misconduct complaint processes.

The Title IX Coordinator is located in Kretzmann Hall, and can be contacted at 219-464-6370 (office), Title9@valpo.edu, or by completing an intake form at https://www.valpo.edu/title-ix/

Valparaiso University Police Department (VUPD)

Valparaiso University does not tolerate violence and strongly encourages all persons who feel they may have been a victim of violence while on campus or participating in a University endeavor to report the incident to the Valparaiso University Police Department. Victims may notify proper law enforcement authorities, including Valparaiso University Police Department and local police; be assisted by Valparaiso University Police Department in notifying law enforcement authorities if the victim so chooses; and decline to notify such authorities. Title IX Complaint Advisors (as defined below) and the Title IX Coordinator will assist a victim in notifying the Valparaiso University Police Department.

An individual who believes they have been a victim of sexual violence is encouraged to immediately contact the Valparaiso University Police Department at 219.464.5430. An officer will:

[26] The Title IX Coordinator does not serve as the disability rights or ADA/Section 504 Coordinator for the University. The Director of Access and Accommodations Resource Center serves as the University's ADA/Section 504 Coordinator and can be contacted at 219-464-6496 or aarc@valpo.edu. The Chief Human Resources Officer handles those aspects of ADA/Section 504 compliance involving employees of the University.

· Provide for the person's immediate need for safety;
· Provide transportation to the emergency room if requested;
· Gather information pertaining to the incident;
· Advise the person on obtaining a protection order, and by request, notify someone with authority over the assailant so contact between the two parties can be limited; and
· Call the Title IX Coordinator to assist in the matter.

For safety and assistance call the Valparaiso University Police Department immediately 219.464.5430. It is important to preserve any evidence of the incident as it may be necessary to prosecute a crime or obtain an order of protection. Individuals are strongly encouraged not to shower, douche, brush teeth, eat, or change clothing in an effort to preserve physical evidence. If a victim changes clothes, a victim is encouraged to put all clothing they were wearing at the time of the incident into a paper bag.

Responsible Employees. Certain "Responsible Employees" have a duty to promptly report when the responsible employee knows or reasonably should know of a possible discrimination, harassment, or sexual misconduct. Responsible Employees are those;

(1) who have the authority to take action to redress discrimination, harassment or sexual misconduct;

(2) who have been given the duty of reporting incidents of discrimination, harassment or sexual misconduct such as sexual violence, sexual harassment, domestic violence, dating violence, stalking, or any other misconduct to the Title IX Coordinator or other appropriate school designee.

Responsible Employees include the following: faculty, adjunct faculty, administrators, department chairs, Title IX Complaint Advisors (TCAs), resident assistants (RAs), and resident life and student life staff. Responsible Employees must promptly report incidents of discrimination, harassment, and sexual misconduct to the Title IX Coordinator in the Title IX Office. Failure to report constitutes a violation of this Policy and may subject the violator to sanctions.

Responsible Employees may report incidents by completing the Discrimination, Harassment & Sexual Misconduct Intake Form available here. Furthermore, Indiana law requires that anyone who has reason to believe a minor (under 18 years of age) has been sexually assaulted immediately report the matter to the Valparaiso University Police Department or other local law enforcement.

Title IX Complaint Advisors (TCA)

TCAs are appointed by the Title IX Coordinator. A list of current TCAs can be obtained from the Title IX website at valpo.edu/titleix. If invoked, the role of theTCA is to stay in close contact with the individual and serve as a resource for information about procedures, services, and techniques for resolving the situation. The TCA is responsible for providing impartial assistance, identifying, and discussing the options an individual who feels he or she has been discriminated against, harassed, or a target of sexual misconduct or an individual who has been accused of discrimination, harassment, or sexual misconduct might wish to follow. These options include the Formal Complaint/Resolution Process. The TCA will report complaints to the Title IX Coordinator, who will provide further assistance and oversight into procedures as required.

Confidential Resources

Prevention and Wellness Education Office (Students Only). The Office is an on campus area that provides advocacy services for those who have been affected by sexual misconduct or other Title IX related behaviors. To reach the advocate call 219-464-6833 or email the office at prevention.wellness@valpo.edu.

University Pastors (Students and Employees). Valparaiso University pastoral counselors are individuals associated with the Lutheran religious denomination and are functioning within the scope of that recognition as a pastoral counselor. To contact the University Pastors for confidential counseling, call 219.464.5093.

Counseling Center (Students Only).
The Counseling Center provides counseling and psychotherapy services to full-time undergraduate and graduate students with personal, interpersonal, family, and academic performance issues. In addition to individual counseling and consultation, Counseling Center staff offer numerous educational presentations through outreach services; psychiatric availability for students in counseling who require medications; and psychological crisis coverage for the University community. The Counseling Center hours are 8 a.m. - noon and 1 - 5 p.m. Monday through Friday. Their office is located in Alumni Hall at 1602 LaPorte Avenue (across from Lankenau Hall). They can be reached by email at Counseling.Center@valpo.edu by phone at 219.464.5002, or on their website at https://www.valpo.edu/student-life/health-wellness/counseling-center/.

Northwest Health-Porter Emergency Room (Students and Employees). Northwest Health-Porter Hospital is the local city hospital. Porter may charge for services. Medical personnel will call the VUPD. A person choosing this option for requesting assistance may expect appropriate professionals to fill the following roles:

- Emergency Room personnel will conduct a physical examination, treat any injuries and gather physical evidence of the assault and supply aftercare instructions;
- VUPD officer will interview relevant parties, including the victim, to initiate an official investigation; and
- For students, the Prevention and Wellness and/or Counseling Center advocate will provide emotional support, safeguard the student's right to make choices, assist the person in examining alternatives and begin the recovery and the re- empowerment process.

Employee Assistance Program (EAP) (Employees Only). EAP is short-term counseling available for employees. Services are provided as a benefit with no charge to employees. Call the Employee Assistance Program at 888.628.4824 to develop a solution to help resolve your concerns in up to three sessions.

Off-campus services available to assault victims. (Students and Employees). If you have been assaulted, you may also contact any of the following off-campus services and hotlines which will not report back to Valparaiso University.

- National Sexual Assault Hotline 1.800.656.HOPE
- Sexual Assault Recovery Project 219.465.3408
- Victim's Assistance Unit 219.465.3433
- Porter Starke Services 219.531.3500

Available Reporting Options

Employees and students can file a Formal Complaint Form anytime pursuant to the Formal Complaint/Resolution Process as described below. Employees and students may also file a criminal complaint with the Valparaiso University Police Department.

The Title IX Coordinator may take all reasonable steps and the University may have a legal obligation to investigate a potential violation of this Policy in the absence of a formal complaint or known alleged victim. The Title IX Coordinator may determine there is a pattern of discrimination, harassment, or sexual misconduct, or an immediate, continuing or broader threat/danger to the campus community. In such a case, the Title IX Coordinator may file a formal complaint on behalf of the University, against an accused employee or student. All reporting mechanisms may also apply to any student or employee who has been discriminated against, harassed, or a target of sexual misconduct by another student or employee off campus or during a non-University activity. Finally, the University has the authority to take interim action against any alleged violator while the applicable complaint process is pending. The purpose of any interim action is to separate the complainant from the alleged violator or alleviate any potential danger while the applicable process is pending. Failure to comply with an interim action shall constitute a violation of this Policy, subjecting the violator to sanctions.

Supportive Measures

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint, or where no formal complaint has been filed.

With the advice and consultation of the Title IX Coordinator, and where appropriate, the Office of Prevention and Wellness Education, the Office of Student Affairs, or Human Resource Services, assists students or employees with interim measures such as academic, housing, and transportation accommodations, in addition to no contact directives, that are reasonably available. Regardless of whether a student or employee decides to report an incident of sexual misconduct, supportive measures and accommodations are available upon the victim's request and will be implemented when they are reasonably available.

At any time, a student or employee may seek a court-issued protective order at the Porter County Clerk's Office located at 16 East Lincolnway, Suite 209, Valparaiso, Indiana 46383. If an order of protection, no contact order, restraining order, or another similar lawful order issued by a criminal, civil, or tribal court is obtained, a copy should be provided to Valparaiso University Police Department or the Title IX Coordinator. The University and Valparaiso University Police Department will take all legal and reasonable steps to implement such an order.

In cases where University officials have reasonable fears about campus safety due to a respondent's continued presence on campus following a complaint under this policy, the University reserves the right to implement an interim separation or suspension pending the case investigation, hearing, and appeal. In cases against students, the dean of students can enact an interim suspension following the procedures in the "Interim Suspension" portion of the Student Judicial System Policy located in the Student Handbook. In cases against employees, the Vice President or Provost over the respondent may postpone the sanctions or suspend the violator, with pay, until the time to appeal the determination has expired or the appeal process has been exhausted.

RETALIATION, MALICIOUS COMPLAINTS, FALSE INFORMATION

It is a violation of this Policy to retaliate against an individual who makes a good faith report or files a complaint pursuant to this Policy. Retaliation includes intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. A retaliation complaint will be considered a separate claim from the original complaint, with separate proceedings and subjecting the alleged violator to separate disciplinary action.

However, any individual who knowingly or recklessly files a false complaint claiming a violation of this Policy, or who knowingly or recklessly provides false information in the implementation of the process to enforce this Policy, may be subject to disciplinary action.

INVOLUNTARY WITHDRAWAL/DISMISSAL OF COMPLAINTS

The Title IX Coordinator may unilaterally withdraw or dismiss any complaint or filing in the following circumstances by providing written notice of the dismissal and reasons therefore simultaneously to the parties:

1. The complaint or filing's allegations would not constitute a violation of this Policy;
2. The complaint or filing is used to raise matters that exceed the scope or purpose of this Policy, or that are otherwise irrelevant, unresponsive, or unrelated to the administration of the complaint resolution process under this Policy;
3. The complaint or filing is frivolous or otherwise arises (in whole or in part) out of bad faith, retaliation, speculation, or abuse of the complaint resolution process;
4. The complaint or filing is redundant or unnecessarily duplicative;
5. The complaint was previously resolved;
6. The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
7. The respondent is no longer enrolled or employed by the University;
8. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein; and/or
9. For purposes of consolidation of formal complaints 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

The Title IX Coordinator may unilaterally reinstate any complaint or filing that is withdrawn or dismissed.

FORMAL DISCRIMINATION, HARASSMENT, AND SEXUAL MISCONDUCT COMPLAINT/RESOLUTION PROCESS

Purpose

The purpose of this process is to provide avenues for formally or informally (below) addressing and resolving claims of discrimination harassment, or sexual misconduct and taking action against a student or employee who has violated the University's policy that prohibits discrimination, harassment, or sexual misconduct. This process applies to any student, employee, visitor or guest wanting to make a complaint against any student or employee, but this process does not apply to any tenure-track faculty member claiming that he/she was denied tenure or not renewed as the result of prohibited discrimination or harassment. Such complaints are made pursuant to procedures set forth in the Faculty Handbook. In addition, a complaint by a student against an employee cannot be resolved informally but only through the completion of this entire process.

Confidentiality

The Title IX Coordinator is in the best position to evaluate confidentiality requests, though the University may reasonably determine that another employee would be more appropriate. In the event a complainant requests confidentiality or asks that a complaint not be investigated, the University will take all reasonable steps to investigate and respond to the complaint consistent with a request for confidentiality or a request not to pursue an investigation. If a complainant insists that his or her name not be disclosed to the alleged perpetrator, the University's ability to respond may be limited. The University reserves the right to initiate an investigation despite a complainant's request for confidentiality in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a threat to the campus community, as determined by the Title IX Coordinator and appropriate university administrator.

Starting the Process

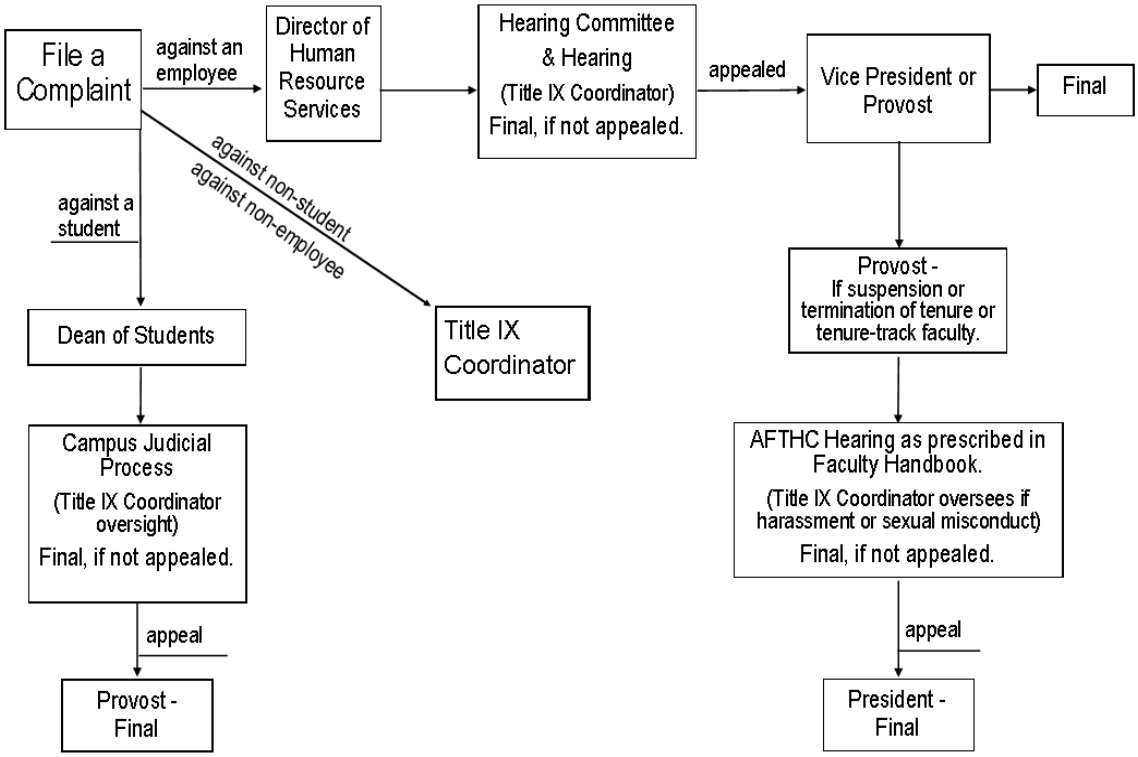
A Formal Complaint Form can be obtained online at: https://www.valpo.edu/title-ix/ . The form will require the complainant to set forth sufficient details of the incident(s), along with alleged violators, witnesses, expert witnesses, evidence (included or attached), and relief sought. complainants are encouraged to file their complaint in a timely manner to preserve evidence. If the complaint is against a student or students and the complainant is not seeking an informal resolution (below), it will be immediately routed to the Dean of Students to be administered through the Campus Judicial Process.

The complainant may choose to resolve the complaint informally unless the complaint is by a student against an employee. The informal process is voluntary for all parties. If the complainant and the respondent are able to reach a resolution, the results will be documented, signed by both parties, retained by the Title IX Coordinator and the matter will be resolved. If it is not resolved informally and the respondent is a student or students, it will be immediately routed to the Dean of Students to be administered through the Campus Judicial Process (See the University's Student Guide to University Life). If it is not resolved informally and the complainant and respondent(s) are employees, the process below will commence. Again, a complaint by a student against an employee cannot be resolved informally and the process below will immediately commence.

The Executive Director or designee will investigate employee claims and meet with the complainant. Assuming all facts as alleged are true, if the complaint does not meet the thresholds under Section IV of this policy, the complaint may be involuntarily dismissed. The alleged violator(s) may submit a written response to the Executive Director, attach additional evidence to the response, and name any additional witnesses. Any written response must be submitted to the Executive Director within ten (10) calendar days after the alleged violator received a copy of the Form. The Executive Director will immediately forward a copy of the written response to the complainant. All members of the Valpo community should understand that this policy is not intended to keep them from filing a criminal complaint if they so choose. The University's process is separate from a criminal investigation or other criminal proceedings. The University's responsibilities under this policy are not relieved if a criminal complaint is filed in court or if there is an outside law enforcement agency investigating the matter. Further, the University can find a violation of this Policy even if the criminal standard for a conviction cannot be met.

Discrimination, Harassment, Sexual Misconduct

Formal Complaint/Resolution Process at a Glance



Investigation and Procedures

The Employee Discrimination Hearing Committee referred to as "the Committee" will facilitate a hearing to determine, by a preponderance of the evidence, whether or not the complainant was discriminated against, harassed, or a target of sexual misconduct in violation of University policy. The committee shall consist of three (3) employees randomly chosen by the Title IX Coordinator from a pool of twenty (20) employees appointed by the president. The pool of employees receives annual training on issues related to sexual misconduct, investigation, and the hearing process. The pool shall consist of five (5) full-time hourly employees, five (5) full-time salaried employees, and ten (10) tenured or tenure-track faculty members. If the alleged violator is a faculty member, the committee shall consist of all faculty. For other employees, the committee shall consist of one (1) faculty member, one (1) hourly employee, and one (1) salaried employee.

The University investigation and resolution proceedings shall be prompt, fair, and impartial. During the investigation and resolution of a complaint, the complainant and respondent shall have equal rights. They include:

(1) equal opportunity to identify and have considered witnesses, expert witnesses, and other relevant evidence;
(2) similar and timely access to all information considered by the Committee;
(3) equal opportunity to review any statements or evidence provided by the other party; and
(4) equal access to review and comment upon any information independently developed by an investigator or the Committee.

The University will strive to resolve a complaint within sixty (60) calendar days of receiving it, though certain resolutions may take longer depending on the circumstances. If resolution will take longer than sixty (60) calendar days, the parties will be given notice and an explanation in writing. The University's internal investigation is separate from the investigation of outside law enforcement agencies, and the University will only delay its investigation due to an outside investigation if particular circumstances warrant such a delay. Delays for this reason will typically not exceed 3–10 calendar days.

Preceding the interview for allegations potentially constituting sexual harassment, the parties will receive notice of the allegations including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known[27]. The respondent is presumed not responsible for the alleged conduct unless or until a determination regarding responsibility is made at the conclusion of the grievance process[28].

Investigations will be completed by the Valparaiso University Police Department for complaints against students, and by the Human Resource Services for complaints against employees as previously described. In all cases, the Title IX Coordinator will provide consultation and oversight of the investigation.

Both parties will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, hereinafter called the Investigative Report. Prior to the hearing, the University through either the Dean of Students or their designee or Human Resource Services or their designee will send to each party and the party's advisor the Investigative Report. The parties will have at least ten (10) days to submit a written response to the Dean of Students, Human Resource Services, or their designee. The party's submissions shall be added to the Investigative Report. The Investigative Report will be made available to all parties at least ten (10) days prior to a hearing.

Hearing

The Campus Judicial Board procedures for complaints against students are convened by the Dean of Students or their designee and are captured in the Student Guide to University Life. The Employee Title IX Hearing Committee shall consist of three (3) employees randomly chosen by the Title IX Coordinator from a pool of at least ten (10) employees appointed by the Title IX Coordinator. The pool of employees receives annual training on issues related to sexual misconduct, investigation, and the hearing process. The pool shall consist of at least five (5) employees, and five (5) tenured or tenure-track faculty members. If the alleged violator is a faculty member, the Employee Title IX Hearing Committee shall consist of all faculty. For other employees, it shall consist of at least one (1) faculty member and one (1) employee. Hereinafter, the decision-making body, whether it is the Campus Judicial Board for students or the Employee Title IX Hearing Committee for employees, shall be referred to as "the Committee."

The Committee may dismiss any complaint by majority vote if, assuming the allegations were true, it would not constitute a violation of the University's Policy against discrimination, harassment, or sexual misconduct. The President of the University may appoint outside legal counsel or a consultant to guide or direct the Committee. The Title IX Coordinator shall oversee the process, may provide the Committee advice and consultation on the process, but shall

[27] 34 CFR 106.45

[28] 34 CFR 106.45

have no authority over the Committee. The Title IX Coordinator or designee in the Dean of Students or Human Resource Services shall choose the chair of the Committee.

Should a Committee member have a conflict of interest in hearing the matter, he or she must withdraw from the matter. In such a case, the withdrawing Committee member will be replaced by a non-conflicted similarly situated person. The Committee will facilitate a hearing to determine, by a preponderance of the evidence, whether the complainant was discriminated against, harassed, or a target of sexual misconduct in violation of University policy.

At the hearing, standard courtroom procedures and rules of evidence will not apply, except all evidence must be relevant. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. [29] In cases of alleged sexual misconduct, questioning about the complainant's sexual predisposition or prior sexual behavior are not relevant and will not typically be permitted, especially when the purpose is purely to show the complainant's sexual predisposition. However, in certain circumstances it may be permissible, such as if offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. If a complainant or a respondent fails to appear at a scheduled hearing, the Committee may proceed with the case, unless the Chair excuses the absence.

At the Hearing, the Committee must review the Investigative Report; separately interview and question the complainant and alleged violator(s); and call to attendance available witnesses and expert witnesses they determine might have relevant information. The complainant and the respondent(s) may have advisors of their choice at the hearing or any related meeting. The advisor may be, but is not required to be, an attorney. If a party does not obtain their own advisor, the University will appoint one for them from the Discrimination Complaint Advisors. Advisors are required to cross-examine all parties and witnesses, but may not answer questions on behalf of their party or otherwise participate in the hearing. Members of the Committee may not make negative inferences regarding responsibility from any alleged violator's refusal to participate in the process or refusal to submit to cross-examination, or answer questions from the Committee members.

When requested, the University will make arrangements so that the complainant and the alleged violator(s) do not have to be present in the same room at the same time, but hearings must be live either in person or with audio-visual technology. The University will create either an audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection or review at their request.

Determination

Immediately following the hearing, the Committee shall meet and render a determination by a majority vote. Within five (5) calendar days after the hearing, the Committee's determination shall be written by the Chair, identify the allegations potentially constituting sexual harassment, a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held, findings of fact supporting the determination, conclusions regarding the application of the recipient's code of conduct to the facts, a statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes 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 recipient to the complaint, and the University's procedures and permissible bases of the complainant and respondent to appeal. If the Committee finds that the respondent's conduct

[29] 34 CFR 106.45

violates other university policies, the Committee may recommend sanctions to the respondent's immediate supervisor or the Dean of Students or designee. The matter shall be final and binding unless appealed.

In cases against employees, the Vice President or Provost over the respondent may postpone the sanctions or suspend respondent, with pay, until the time to appeal the determination has expired or the appeal process has been exhausted. The Chair may attach any relevant documents to the written determination. Both the complainant and the respondent shall be simultaneously notified. In cases against students, the Dean of Students or designee may execute an interim suspension pending appeal under the Policies Regarding Psychological Issues of the Student Handbook.

A copy of the Committee's written determination shall be provided to the Title IX Coordinator and either the Dean of Students or the immediate supervisor, depending on the respondent's relationship with the University.

When an individual admits violating this Policy, the Committee will not hold a hearing. However, the Committee will convene to determine appropriate sanctions. Meeting in this manner is not a hearing and, therefore, is not bound by hearing procedures. The procedures to be used by the Committee for determining a sanction are informal and determined by the Chair with approval of the Title IX Coordinator.

Appeals Process

The complainant or respondent can appeal the Committee's determination by submitting a written appeal to the respondent's respective Vice President or Provost within five (5) calendar days from the date of receipt of the Committee's determination. The appeal must be dated, signed by the party appealing, set forth reasons why the Committee's determination is unjustified, and include a copy of the determination. The Vice President or Provost will immediately forward a copy of the appeal to the Chair of the Committee, the Title IX Coordinator, the Dean of Students or Human Resource Services as appropriate, and the non-appealing party. The Chair will provide the Vice President or Provost a written response within five (5) calendar days from the date of his/her receipt of the appeal, and the non-appealing party may provide a written response within five (5) calendar days from the date of his/her receipt of the appeal.

The respective Vice President or Provost has the discretion to review the determination of the Committee limited to the following circumstances:

1. Procedural irregularity that affected the outcome of the matter
2. 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
3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against the complainant or respondent that affected the outcome of the matter.

The Title IX Coordinator will be available to provide the Vice President or Provost advice. The Vice President or Provost shall issue a written determination within fifteen (15) days of his/her receipt of the appeal. A copy of the written decision shall be provided to the appealing party, the non-appealing party, the Title IX Coordinator, and the parties' personnel or student files. All decisions of the Vice President or Provost are final and binding. However, the decisions of a Provost that support a determination that a faculty member violated the University's policy against discrimination, harassment, or sexual misconduct may be subject to additional process pursuant to the Faculty Handbook

Sanctions

Violations of this Policy can be very serious matters having far-reaching effects on the lives and careers of individuals or success of students. Employees, students, and guests who violate this Policy are subject to disciplinary action. Possible sanctions for a person found to be in violation of this Policy include, but are not limited to, the following:

(1) Oral or written reprimand;
(2) Required attendance at a harassment/discrimination sensitivity program;
(3) Oral or written warning;
(4) Loss of salary or benefits or demotion;
(5) Transfer or change of job, class, residential assignment, or location, including removing the person from being in a position to retaliate or further harass or discriminate against the complainant;
(6) Suspension, probation, termination, dismissal, expulsion, or removal from campus; or
(7) Other action Valparaiso University deems appropriate under the circumstances including termination of contractual arrangements with the University.

While counseling is not considered a sanction, it may be offered or required in combination with sanctions. If a student or student groups are found to be in violation of this Policy, any of the sanctions set forth in the Student Handbook may also be involved. Failure to comply with sanctions shall constitute a violation of this Policy and will ordinarily result in further disciplinary action.

For sanctions following formal complaints against students. The Committee will recommend sanctions after the hearing. The Dean of Students will review sanction(s) recommended and may modify the sanction(s) if so inclined.

For sanctions following formal complaints against faculty or staff. The Committee will recommend sanctions after the hearing. The employee's respective Vice President or Provost will review sanction(s) recommended and may modify the sanction(s) if so inclined. However, should the Provost seek to impose suspension or expulsion of a tenure or tenure-track faculty member, additional process may be due pursuant to the Faculty Handbook. [30]

Valparaiso University will ensure that all employee disciplinary procedures are compliant with federal law. All employee disciplinary actions originating from a complaint of sexual assault, domestic violence, dating violence, and/or stalking will include the following components:

- Proceedings will be prompt, fair, and impartial.
- Proceedings will be conducted by officials who receive, at minimum, annual training on issues related to sexual assault, domestic violence, dating violence, and/or stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- A hearing examiner's or committee's finding of misconduct will be based on a preponderance of the evidence standard.
- The complainant will have the same opportunity as the respondent to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the support person of their choice.
- Valparaiso University will not limit the choice of support person or presence of support person for either the respondent or the complainant in any meeting or institutional disciplinary proceeding; however, Valparaiso University may establish restrictions regarding the extent to which the support person may participate in the proceedings that apply equally to both parties.

[30] https://issuu.com/valparaiso-university/docs/2024_faculty_handbook_1371170994

- The complainant and respondent will receive simultaneous notification of:
    1. The result of any institutional disciplinary proceeding that arises from an allegation of sexual assault, domestic violence, dating violence, and/or stalking.
    2. Valparaiso University procedures for the complainant and respondent to appeal the result, if available.
    3. Any change to the result.
    4. When the result becomes final.
- Proceedings will be completed with reasonably prompt timeframes and will include a process that allows for extension of the frames for good cause with written notice to the complainant and respondent of the delay and reason for delay.
- The complainant and respondent will be provided timely notice of any meeting at which the respondent or complainant or both may be present.
- The complainant, respondent, and appropriate officials will be provided timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings.
- Proceedings will be conducted by officials who do not have a conflict of interest or bias for or against the complainant or respondent.

Termination of Tenured and Tenure-Track Faculty Members
Faculty retain certain rights under Valparaiso University's Faculty Handbook. A faculty member who is accused of a violation of Valparaiso University's Nondiscrimination, Harassment, and Sexual Assault Policy is subject to the procedures as outlined in section 2.3.10 of the Faculty Handbook[31].

Termination of Valparaiso University Staff
Valparaiso University staff do not retain any additional procedural protections beyond those explicitly enumerated in Valparaiso University's Nondiscrimination, Harassment, and Sexual Assault Policy. The following is an excerpt from Valparaiso University's Staff Handbook, further describing Valparaiso University's authority to end the employment relationship at will.[32]

2.4.1 All staff employment with Valparaiso University is "at-will," which means the employment relationship can be terminated with or without cause, and with or without notice, at any time, at the option of either Valparaiso University or the employee, except as otherwise provided by law.

Hazing

Anti-Hazing Policy, Procedure, Transparency, and Training

Valparaiso University prohibits hazing within its student organizations, employee organizations, and athletic related teams associated with the University.

Scope
This policy applies to all University organizations (including athletic related teams), students and employees (faculty and staff) while associating with a University organization.

Definitions
Hazing – Hazing means any intentional, knowing, or reckless act committed by a Person (whether individually or in

[31] Faculty Handbook, available at https://issuu.com/valparaiso-university/docs/2024_faculty_handbook_1371170994
[32] Staff Handbook, available at https://issuu.com/valparaiso-university/docs/staff_handbook_2024?fr=xKAE9_zU1NQ

concert with other persons) against another individual or individuals regardless of the willingness of the individual(s) to participate, that:

(a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, an Organization; and

(b) causes or creates a risk, above the reasonable risk encountered in being a student or employee at Valparaiso University or participating in an Organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Person – Person means an individual currently (a) enrolled at Valparaiso University or (b) employed by Valparaiso University as a faculty or staff member or anyone volunteering on behalf of an Organization, accused of Hazing within the Organization.

Organization – Organization means any of the following:

(a) student organization or club registered with the Student Life Division as a student organization (including fraternities and sororities); varsity athletic team; and any other club, organization, or team that is supported by the University; and
(b) affinity group program registered with the University or other employee group, organization, club, or team that is supported by the University.

Retaliation – Retaliation means an act or communication intended:

(a) as retribution against a Person or Organization for reporting Hazing; or

(b) to improperly influence the investigation of, or the response to, a report of Hazing.

Any Person with knowledge that Hazing occurred or is reasonably likely to occur must promptly make a report to the Dean of Students (dean.students@valpo.edu) and/or to the Valparaiso University Police Department ("VUPD") by calling 219-464-5430 or in the case of an emergency, by calling 911. Any Person with knowledge of Retaliation must make a report to the Dean of Students or to the VUPD.

Any Person or Organization found by the University to have engaged in Hazing or Retaliation will be subject to conduct action, which may include, but is not limited to permanent dismissal from the University, suspension, loss of recognized status/University support, or termination of employment. Violators of this policy may also be subject to disciplinary action imposed by their governing bodies, athletic teams, conferences, College, or clubs and organizations. Violators of this policy may also be subject to civil liability and/or criminal prosecution pursuant to Indiana Code 35-42- 2-2.5.

In accordance with federal law, the University will publicly disclose findings of hazing violations involving student organizations. This information will be included in the University's annual security report and will be published on the University's website.

Procedures

All reports of Hazing and Retaliation will be investigated. Hazing and Retaliation reports involving students will be investigated by the Office of the Dean of Students pursuant to the Student Conduct Process https://www.valpo.edu/student-life/student-support-and-accountability/conduct/ Hazing and Retaliation reports involving employees will be investigated by the University's Human Resources Department consistent with

investigations handled under the Employee Handbook. If the matter involves student athletes, club sport participants, or employees associated with the same, additional investigation may ensue by the University's Athletics Director.

It is impossible to list all possible hazing behaviors because many are context-specific. Many activities that foster camaraderie and team building, promote unity and a sense of belonging, and build self-confidence and self-esteem may not constitute Hazing. If a student or employee is unclear whether an activity or conduct may constitute Hazing, they are strongly encouraged to contact the Office of the Dean of Students or Director of Human Resources prior to authorizing, organizing or engaging in the activity or conduct.

Examples of conduct that may be considered Hazing includes, but is not limited to:

(i) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
(ii) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
(iii) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
(iv) causing, coercing, or otherwise inducing another person to perform sexual acts;
(v) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
(vi) forcing or coercing someone to engage in an activity that adversely affects someone's health or safety;
(vii) forcing or coercing someone to participate in pranks such as stealing from or harassing another organization, or theft or vandalism of University property or personal property
(viii) ridiculing, yelling, screaming or cursing at new members, individuals seeking membership, or as a means for a member to maintain membership;
(ix) any activity against another person that includes a criminal violation of local, State, or Federal law; and
(x) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Hazing is also prohibited under both State and Federal law. Indiana's statute prohibiting hazing can be found by visiting https://iga.in.gov/laws/2025/ic/titles/35#35-42-2-2.5 09 The Federal law can be found by visiting https://www.congress.gov/bill/118th-congress/house- bill/5646/text.

Transparency

The University will begin collecting findings of this Policy violation immediately. The University will report any findings of this Policy violation in its annual Clery Report starting October 1, 2026. The University will subsequently report any finding of this Policy violation posted on a prominent area of the University's website beginning December 23, 2025 and updated every six months if any additional violations occurred in that time period.

Training

The Student Life Division, and the Athletics Department, will train students annually on this Policy as well as implement strategies intended to stop hazing before it occurs. The strategies will be incorporated with the annual training. When implementing this training, the Student Life Division and the Athletics Department shall take into account past findings of this Policy violation from the above reports and amend the training as appropriate, so that such training is research informed. The annual training materials shall be posted on each office's website.

Hazing Prevention and Education

Valparaiso University is committed to fostering a safe and healthy campus environment free from hazing. In alignment with our comprehensive Anti-Hazing Policy, the University provides ongoing educational programming and prevention strategies for the campus community.

The primary goal of these programs is to prevent hazing before it can occur. The educational initiatives are a collaborative effort led by the Student Life Division and other University areas including the Athletics Department.

Key components of our hazing prevention and education efforts include:

- **Regular Training:** All students receive training on the University's Anti-Hazing Policy on a regular basis throughout the academic year. This training is a joint effort between the Student Life Division and the Athletics Department.
- **Proactive Prevention Strategies:** The training incorporates specific strategies designed to stop hazing before it happens.
- **Research-Informed Approach:** Training is amended as appropriate to be research-informed. The content is also reviewed and updated to reflect any past findings of policy violations to ensure the programming is responsive to our campus needs.
- **Transparency:** To ensure transparency and accessibility, the annual training materials are posted on the websites for the Student Life Division and the Athletics Department.

Fire Safety Report

Fire Statistics for On-Campus Student Housing Facilities

2025 Fire Statistics

Location	Address	Total Number of Fires	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
Alumni Hall	1605 Campus Drive East	0	NA	0	0	0
Beacon Hall	150 North Campus Drive	0	NA	0	0	0
Brandt Hall	1710 Campus Drive East	0	NA	0	0	0
Guild Hall	1210 Union St.	0	NA	0	0	0
Memorial Hall	1200 Union St.	0	NA	0	0	0
Kade-Duesenberg German House and Cultural Center	822 Mound St.	0	NA	0	0	0
Promenade East	55 University Drive	0	NA	0	0	0
Promenade West	60 University Drive	0	NA	0	0	0
Wehrenberg Hall	1810 Campus Drive East	0	NA	0	0	0
Sorority Complex Housing	805 Union St.	0	NA	0	0	0
Sorority Complex Housing	807 Union St.	0	NA	0	0	0
Sorority Complex Housing	809 Union St.	0	NA	0	0	0
Sorority Complex Housing	811 Union St.	0	NA	0	0	0
Sorority Complex Housing	813 Union St.	0	NA	0	0	0
Sorority Complex Housing	815 Union St.	0	NA	0	0	0

2024 Fire Statistics

Location	Address	Total Number of Fires	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
Alumni Hall	1605 Campus Drive East	0	NA	0	0	0
Beacon Hall	150 North Campus Drive	0	NA	0	0	0
Brandt Hall	1710 Campus Drive East	0	NA	0	0	0
Guild Hall	1210 Union St.	0	NA	0	0	0
Memorial Hall	1200 Union St.	0	NA	0	0	0
Kade-Duesenberg German House and Cultural Center	822 Mound St.	0	NA	0	0	0
Lankenau Hall	1515 Campus Drive East	0	NA	0	0	0
Promenade East	55 University Drive	0	NA	0	0	0
Promenade West	60 University Drive	0	NA	0	0	0
Wehrenberg Hall	1810 Campus Drive East	0	NA	0	0	0
Sorority Complex Housing	805 Union St.	0	NA	0	0	0
Sorority Complex Housing	807 Union St.	0	NA	0	0	0
Sorority Complex Housing	809 Union St.	0	NA	0	0	0
Sorority Complex Housing	811 Union St.	0	NA	0	0	0
Sorority Complex Housing	813 Union St.	0	NA	0	0	0
Sorority Complex Housing	815 Union St.	0	NA	0	0	0

2023 Fire Statistics

Location	Address	Total Number of Fires	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damage
Alumni Hall	1605 Campus Drive East	0	NA	0	0	0
Beacon Hall	150 North Campus Drive	0	NA	0	0	0
Brandt Hall	1710 Campus Drive East	0	NA	0	0	0
Guild Hall	1210 Union St.	0	NA	0	0	0
Memorial Hall	1200 Union St.	0	NA	0	0	0
Kade-Duesenberg German House and Cultural Center	822 Mound St.	0	NA	0	0	0
Lankenau Hall	1515 Campus Drive East	0	NA	0	0	0
Promenade East	55 University Drive	0	NA	0	0	0
Promenade West	60 University Drive	0	NA	0	0	0
Wehrenberg Hall	1810 Campus Drive East	1	Food cooking momentarily caught on fire	0	0	0
Sorority Complex Housing	805 Union St.	0	NA	0	0	0
Sorority Complex Housing	807 Union St.	0	NA	0	0	0
Sorority Complex Housing	809 Union St.	0	NA	0	0	0
Sorority Complex Housing	811 Union St.	0	NA	0	0	0
Sorority Complex Housing	813 Union St.	0	NA	0	0	0
Sorority Complex Housing	815 Union St.	0	NA	0	0	0

Number and Cause of Each Fire in Any On-Campus Housing Facility

No fires to report in 2025.

Description of On-Campus Student Housing Fire Safety Systems — Residence Halls/Apartments

All campus residence halls are equipped with Siemens MXL/XLS fire systems, which consist of pull stations, smoke and fire detectors, alarm horns, and built-in water hoses. These systems are tied directly to University police alarm systems, with a back-up link to the University's Facilities Management Services alarm system. In addition to the Siemens system, all residence halls have fire extinguishers located throughout the building. Fire Standpipe connections are located around campus housing. See fire table below for each campus housing sprinkler capabilities within common areas,

hallways, and suite units. Areas with commercial cooking, including the Helge Center, Union café and Union Dining are equipped with an Ansel hood fire suppression system. All systems are monitored by VUPD with fire response provided by the city of Valparaiso.

Residence	Address	Fire Alarm Monitoring On-Site	Partial Sprinker System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans and Placards	Number of Evacuation Drills/Year
Alumni Hall	1605 Campus Drive East	Yes	No	No	Yes	Yes	Yes	2
Beacon Hall	150 North Campus Drive	Yes	Yes	Yes	Yes	Yes	Yes	2
Brandt Hall	1710 Campus Drive East	Yes	No	No	Yes	Yes	Yes	2
Guild Hall	1210 Union St.	Yes	No	No	Yes	Yes	Yes	2
Memorial Hall	1200 Union St.	Yes	No	No	Yes	Yes	Yes	2
Kade-Duesenberg German House and Cultural Center	822 Mound St.	Yes	No	No	Yes	Yes	Yes	2
Wehrenberg Hall	1810 Campus Drive East	Yes	Yes	No	Yes	Yes	Yes	2
805 Union Street	805 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
807 Union Street	807 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
809 Union Street	809 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
811 Union Street	811 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2

813 Union Street	813 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
815 Union Street	815 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2

Valparaiso University Residential Life Fire Safety Policy

If a fire occurs in a Valparaiso University residence hall or apartment, community members should pull the fire alarm, use the nearest safe exit to evacuate, and notify the police and the fire department by immediately calling VUPD at 219.464.5430 or 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether police have already responded, the community member should immediately notify VUPD at 219.464.5430 to investigate and document the incident. For the purposes of including a fire in the statistics in the Annual Fire Safety Report, the community member should also contact VUPD.

Valparaiso University Residence Halls

Residence Hall Fire Drills

Fire drills are conducted in all on-campus residence halls during the academic year to allow residents to become familiar with building alarm systems and to practice an evacuation. The drills are coordinated and conducted by the assistant director of residential life for housing operations, working in collaboration with VUPD and Facilities Management.

Planned fire drills are held once each spring and fall semester, for a total of two drills per residence hall during the academic year.

Electrical Appliances

High-load, heat-producing appliances, such as space heaters, hot plates, electric fry pans, etc.; and “octopus” electrical outlets are not permitted in residence hall rooms. Students are restricted to cooking and preparing food in floor lounges and kitchenette areas of the residence halls, unless prepared in a microwave in approved rooms. One small refrigerator per room may be used. It must be energy efficient, be no more than 3 cubic feet in size, and draw no more than 5.0 amperes of electricity. Due to their high heat production, halogen floor lamps and 104 light bulbs are prohibited. Halogen desk lamps may not exceed 50 watts, and must have a protective glass lens over the bulb.

Open Flames

The burning or possession of burnt candles and incense is not allowed in residence halls. Candles or incense that have burnt residue will be confiscated. Students residing in University-operated apartments may use outdoor grills on the ground at a minimum of 5 feet from the building. Grills may not be used on decks or landings. Storing of charcoal and other flammable products is not permitted in University-operated residence halls and apartments.

Smoking/Vaping

All residence halls and University-operated apartment facilities are designated non-smoking / non-vaping, including student rooms and common areas of the building. Common areas include restrooms, kitchens, lounges, computer labs, recreation rooms, lobbies, etc. Violations of this policy will be subject to disciplinary action. The Valparaiso University campus has been a tobacco-free campus since July 2009.

Procedures to Use In Case of a Fire

Per University policy, following are procedures that should be followed during/after a fire:

- Know the location of fire extinguishers in your area and know how to use them. Training and information are available through Valparaiso University Police.

- For a minor fire that appears controllable, IMMEDIATELY contact VUPD at 219.464.5430 or 911 on the Valpo Safe App..Promptly direct the charge of the fire extinguisher toward the base of the flame.
    - Remember "PASS"
        - Pull
        - Aim
        - Squeeze
        - Sweep
- If necessary, or if directed to do so by VUPD or building contact person, activate the building's fire alarm. In addition, you must call VUPD or the building contact person.
- For large fires that do not appear controllable, IMMEDIATELY contact VUPD at 219.464.5430 and the building contact person. Evacuate all affected rooms, closing all doors to confine the fire and reduce oxygen. Do not lock doors.
- Assist people with disabilities in exiting the building. Do not use elevators in case of fire.
- Once outside, move to a clear area away from the affected building(s). Keep streets and walkways clear for emergency vehicles and personnel.
- If requested, assist VUPD and/or building contact person.
- If necessary an Emergency Command Post (CP) will be activated by VUPD. Keep clear of the CP unless you have important information to report. All emergency procedures will be directed through the CP. Building contact persons will be in contact with the CP, and communications will flow through the building contact person.
- Do not return to an evacuated building unless directed to do so by VUPD, The Valparaiso Fire Department or the building contact person.
- If you become trapped in a building during a fire and a window is available, place an article of clothing (shirt, coat, etc.) outside the window as a marker for emergency personnel. If there is no window, stay near the floor, where the air will be more breathable and shout at regular intervals to alert emergency personnel of your location.

Fire Safety Education and Training Programs for Students, Faculty, and Staff

General safety and fire safety information is available to students, faculty, and staff on the Emergency Guild/Plans on the Valpo Safe App and in this report. The training includes procedures students and employees should follow in case of a fire.

Fire Safety Education for Student Employees and Occupants of University Housing

The Student Life professional staff and resident assistants participate in fire extinguisher training each year with the Valparaiso University Police Department.

All residential students are alerted to emergency evacuation and fire safety procedures at the first community meeting (floor meeting) in August before classes begin.

The training covers the following topics:

- How to use a fire extinguisher: pull, aim, squeeze, sweep
- Different types of fires
- Egress procedures for each residence hall
- Practice extinguishing a fire

Fire Safety Training and Education for Staff

Facilities Management Services staff receive fire extinguisher, fire watch, personal protective equipment, and ladder safety training. Each IMT member receives National Incident Management System (NIMS) training. NIMS training

provides a systematic, proactive approach to prevent, protect against, respond to, recover from, and mitigate the effects of incidents.

Fire education training for these staff is covered on an as-needed basis per department. The training covers the following topics:

- Types of fires
- Limits and expected typical service use of fire extinguishers
- Procedures students and employees should follow in case of a fire

Employees are only expected to egress from the building safely, and are not expected to extinguish fires. Fire extinguishers may be used to assist in the egress process or on very small fires.

Plans for Future Improvement in Fire Safety

We will continue to adhere to stringent inspection, testing, and maintenance of all fire safety systems, equipment, and devices. Repairs to devices and equipment will be made in a timely fashion and modernization of the systems will occur to upgrade to the latest technology when necessary and feasible.

[End]