2019 Annual Security
and
Fire Safety Report
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ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS
The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("The Clery Act"), Public Law 105-244, requires colleges and universities to collect information concerning campus crime statistics, campus security policies, University disciplinary action taken for specified violations as well as crime prevention programs. Institutions are required to distribute information to current and prospective students and employees through a published Annual Security Report (ASR) made available before October 1st each year. In addition, up-to-date information on campus crime statistics (Campus Crime Log) as well as the University’s Fire Log are available upon request between periods of publishing.

Campus Crime Log
A log of campus crime reports is maintained daily in the Security Office. Interested parties may view reports by contacting the Office of Security at (414) 410-4220. Recent reports may be read during regular business hours. Archival information will be made available within five business days. Entries may be delayed or withheld if there is clear and convincing evidence that a particular log entry would jeopardize the confidentiality or safety of a victim, jeopardize an ongoing criminal investigation, cause a suspect to flee or evade detection, or result in the destruction of evidence.

Fire Log
The Higher Education Opportunity Act requires that an institution maintain a fire log that lists any fire occurring in any on-campus housing facilities. Students may access the log by calling the Director of Security at 414) 410-4220 during normal business hours.

Annual Security Report
The information in this Annual Security Report (ASR) is compiled through a collaborative effort between many areas of the institution inclusive of: Security, Facilities, the Student Affairs Division, and University Communications. The Director of Human Resources currently overseeing the Department of Security and the Interim Vice President of Student Affairs/Dean of Students meet a minimum of once per month (more frequently as needed) to discuss and document updates to Clery related policies and crime statistics.

The crime statistics included in the ASR are Clery defined crimes, occurring within the campus geography as defined by Clery and are reported to Campus Security Authorities (CSA) who in turn reports them to the Department of Security for recording. The most common CSA reports are from the Residence Life staff, the Dean of Students office, and the Department of Security itself. The Director of Security also gathers information on crime from the Fox Point and Glendale police departments and it is included as appropriate.

Clergy crime statistics from the last three calendar years, as well as information on current security policies and practices are then published in the ASR. The ASR is made available on the University website and information about and links to the document are sent to the entire University community via email prompting them to review it. Hard copies are made available upon request. Up-to-date information on Clery crimes can also be found on the campus crime log maintained by the Department of Security.

CAMPUS SAFETY

Department of Security
Cardinal Stritch University’s Department of Security is vitally concerned with, and takes an active role in promoting the personal safety, security, and well-being of all members of the Stritch community, as well as providing for the protection
of University assets. The Department of Security operates twenty-four hours a day, seven days a week. The department consists of the full staff of security officers.

In addition to such routine security functions as patrolling campus facilities and grounds, enforcement of parking regulations, etc., Stritch security officers act as liaisons with local police and fire agencies, provide information about the University and local areas to both visitors and members of the community, and provide escort services to campus parking areas upon request. They also provide a myriad of other services ranging from key control to investigative services for the University.

Security officers maintain safety on the Stritch campus but are not authorized to make arrests. The Department of Security maintains a close working relationship with the police departments of the Village of Fox Point and the City of Glendale which, in turn, aid the University in all criminal investigations; however, there are no formal memoranda’s of understanding (MOU’s) or other written agreements in place with them at this time.

Students should not hesitate to contact any member of the Department of Security regarding any matter related to safety and/or security by calling (414) 410-4220. The Security office is most willing to assist students. Their motto and goal: "Prevention...Protection."

**Campus Facility Security**

Campus buildings are kept locked when not in use. This can vary from building to building, day to day. The Department of Security has access to the overall University schedule and security guards lock and open doors to specific buildings and/or rooms as needed. Faculty, staff and students are issued photo IDs and expected to keep them on hand while on campus as security may request to see them at any time in order to allow campus access. Issued keys are differentiated and staff/faculty are issued only the keys needed to open their specific buildings/offices. The University utilizes security cameras at key locations such as residence halls, high-traffic areas and parking lots. The campus exterior remains well-lit throughout the evening/night hours. In addition, security officers are on duty at all time and routinely patrol the campus and its buildings.

**Residence Hall Security**

The front doors of the Residence Halls are locked 24 hours a day. In addition, each hall has a Hall Desk at its entry that is also staffed 24 hours a day ensuring resident access, building/parking lot monitoring and guest check-in.

Campus Security staff conduct safety rounds in the main entrances of the Residence Hall throughout the day and night, while Resident Assistants (RA) conduct safety checks nightly throughout the residence hall floors. University residence halls are equipped with video camera systems which are in place to provide additional safety and security measures for our residents.

At the start of every academic term, residents are assigned an access code to enter their assigned residence hall and a room key to enter their rooms. Room keys and access codes are not transferable. All guests must appropriately check-in at each residence hall’s desk upon entry.

**Security Office Patrols**

Security Officers routinely tour the campus buildings, parking lots and grounds to facilitate the safety and well-being of all students, guests, staff or faculty members who may be on campus. Security Officers are trained to observe and report any safety problems on campus such as defective lighting, inoperative doors or locks, broken windows or any other conditions which might detract from one’s personal well-being. All such conditions are reported to the Physical Plant Department for correction.
HOW TO REPORT CAMPUS CRIMES AND EMERGENCIES

Reporting Crimes and Emergencies
The University encourages that all crimes and/or other emergencies on campus be reported in an accurate and timely manner to the Department of Security and to either the Glendale or Fox Point police departments should the victim elect to, or is unable to make such a report. If police, fire or rescue personnel are required to respond, they should be called first and then a call should be placed to campus security.

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<td>4220</td>
<td>(414) 410-4220</td>
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<tr>
<td>Glendale Dispatch</td>
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Security has access to key phone numbers for the crisis team, and will alert others as appropriate.

Reporting at other Classroom Sites
To report any criminal activity, call 911 or the police department having legal jurisdiction for that area. Report all incidents as well as any suspicious activity, to your instructor and/or advisor at your location.

Reporting at non-campus locations
Stritch does not have any officially recognized student organizations with non-campus locations at this time.

Reporting to Campus Security Authorities
Generally, any crime may be reported to a Campus Security Authority (CSA). Stritch specifically recommends reporting to the Department of Security or the Dean of Students, although numerous other positions are designated as CSA’s.

Campus Security Authorities ensure that criminal activity is reported to the Department of Security who follows-up appropriately (timely warnings, investigation, police referral, etc.) and records the information (excluding publicly identifying information) in the campus crime log. It is important to note that the role of a Campus Security Authority is distinct from that of the role of a “Responsible Employee” under Title IX. A person may be both a CSA and a Responsible Employee with differing obligations to report.

Voluntary/Confidential Reporting
Victims or witnesses may report a crime on a voluntary, confidential basis to the Dean of Students, counselors within the Wellness Center, Residence Life staff and University Ministry. Reports of this nature are filed with the Department of Security for information purposes, but there is no formal investigation of the incident. Counselors who are informed by persons they are counseling of the commission of a crime, may also inform that person that crimes can be reported to them or to the Dean of Students Office on a voluntary, confidential basis for inclusion in the university’s crime statistics.

RESPONDING TO CRIME
Each incident reported to the Department of Security is investigated by a member of the Department of Security and/or a police officer, with the exception of confidential reports. Every effort is made to identify and prosecute criminals, recover stolen property and encourage restitution, when possible.

In addition, crime that occurs on campus is also a violation of the Student Code of Conduct and will be addressed using the University’s internal investigation (in collaboration with security) and disciplinary processes and policies.
University conduct proceedings are internal and private. However, the University will, upon written request, disclose to an alleged victim of a crime of violence or a non-forcible sex-offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such a crime or offense, the next of kin of such victim shall be treated as the alleged victim for this purpose. In situations of sexual misconduct notification will occur to both the victim and perpetrator according to the notification processes detailed in the University’s Sexual Misconduct and Harassment policy.

EMERGENCY NOTIFICATION AND TIMELY WARNINGS

The Clery Act also requires each institution to make reports to the campus community (Timely Warnings) on crimes that are reported to campus security or local police agencies and are considered to be a threat to students and employees, in a manner that will promote campus safety and aid in the prevention of similar occurrences.

Timely Warnings and/or emergency notification occurs at Cardinal Stritch through a multi-media approach that uses 1) emergency notification system (e2Campus) which can send text messages, emails and computer monitor messaging; 2) social media messaging and monitoring; 3) University email and LMS systems; 4) physical alarms – sound and light on campus; 5) posters/flyers, and other written communication as needed. The specific delivery of the warning is based upon the perceived threat to the community and/or level of the emergency.

Timely warnings are used when there is understood to be an ongoing threat that the community needs to be aware of. These can include, but are not limited to, thefts, burglaries, aggravated assaults, sexual assault, etc.

Timely warnings are typically issued by the Director of Human Resources overseeing the Department of Security, the Interim Vice President of Student Affairs/Dean of Students, the Senior Director of Facilities and/or the Senior Director of University Communication (in consultation with all referenced areas and University leadership, as possible).

The University has both a crisis response plan and a crisis communication plan in place that allow for expedient communication in an emergency or crisis. In most crisis/emergency situations both the police and the Department of Security are called to aid in assessing the situation and to provide guidance on appropriate action (i.e. “lock in place” or “evacuate specific areas,” etc.).

Upon confirmation of an emergency, dangerous situation, or a crime which poses an immediate and/or continuing threat to the health or safety of students, employees, or others, University Communications and/or other appropriate e2Campus administrators, without delay, and taking into account the safety of the community, determine the content of the notification, determine who to notify and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

The e2Campus system has many pre-designed emergency alerts to aid expediency. The system also allows the University to only alert specific/impacted segments of the campus. For example, in the case of a threat to the overall community such as an active shooter, the entire campus and extended community would be notified using all means available. However, for a less severe emergency that only impacts a specific sub-set or location such as a power outage isolated to one building – only those that occupy or expect to use the building would be immediately notified. Ongoing assessment is always part of the communication and notification strategy.
In addition to internal notification, the University works in collaboration with the Fox Point and Glendale Police Departments, Fire Departments and local health department in order to ensure that the greater community is informed as to crime and emergency situations on the Stritch campus, as well as to ensure that Stritch remains informed regarding threats in the greater community.

Emergency Notification System
Stritch subscribes to e2campus, a notification system that alerts registered users via text messaging and email. All students, faculty and staff are auto-enrolled to this service. Additionally, users can register by logging onto http://www.e2campus.com/my/stritch and providing the pertinent information. In the event of an emergency requiring quick communication, this system is utilized to provide users with important information such as evacuation, closings, sheltering in place, etc. While these are done with the most immediate knowledge of the situation available, they should not replace one’s personal judgment if the situation changes rapidly.

FIRE AND EMERGENCY EVACUATION
In case of fire or other emergency conditions, alarms will sound throughout the University alerting students, faculty and staff to exit the buildings. This should be a quick but orderly process. Unless given specific instructions otherwise, no student should remain in the buildings.

Students with temporary or permanent mobility impairments are asked to work with the Accessibility Services Coordinator regarding an evacuation plan in case of an emergency. Individuals needing such assistance are asked to visit with the Accessibility Services Coordinator at the beginning of each semester to plan for any changes in schedule and/or health conditions.

Annual Fire and Emergency Evacuation Drills
The University conducts a fire drill annually in either September or October, in both residence halls. The test is typically unannounced, however, residents are informed about evacuation processes prior to the test. The test is conducted in conjunction with local authorities (police and firefighters). Alarms are sounded and the residence halls are evacuated. University personnel meet with first responders immediately upon completion of the drill to assess all aspects of the drill (evacuation times, addressing special needs of occupants, effectiveness of audible and visual alarms, evacuation procedures, etc.). The feedback received from these drills is used to modify and enhance our campus-wide emergency preparedness plans in collaboration with University leadership. Documentation on each drill, inclusive of a description of the drill, the date of the test, the time the test started and ended and its announcement status, as well as collected feedback and suggested modifications is retained by the Department of Facilities.

In addition to the Residence Hall, information on the crisis response plan as well as evacuation procedures are disseminated in the fall of each year via email to all staff, faculty and students of the University.

SAFETY AND SECURITY SERVICES

Crime Prevention Education
Presentations, workshops and online learning modules are provided throughout the year to various campus groups, organizations, students, faculty and staff on Crisis Situations, Self-Protection, Harassment and Sexual Misconduct (including sexual assault, domestic violence, dating violence and stalking). In addition, information on these topics is disseminated through pamphlets and printed materials, and other electronic resources. These programs are intended to
offer guidance on the University’s policies and practices, strategies for preventing crimes and ensuring a safe campus community.

**Programs for Students**

Multiple face-to-face programs for students occur each semester, typically provided by Student Life—specifically the Wellness Center, Student Activities and Residence Life in consultation with the Department of Security. Examples include: campus-wide programs on healthy and safe decision making, defining consent, strategies for bystander awareness and intervention, safety on spring break, self-defense (including a Judo course/club), etc. In addition, the Department of Security offers on-demand discussions/trainings as requested by specific student groups. Policy and procedure information is disseminated electronically to all students, while special focus exists for new students during orientation as well as those who live in the residence hall where policy information is discussed at mandatory monthly wing-meetings.

**Programs for Staff/Faculty**

Faculty and staff have numerous online training programs that must be completed on a regular cycle. Some of these programs are: Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act occur when a person first begins with the institution and then must be refreshed every two years. In both cases the programs are designed to address Stritch’s policies and practices as well as to provide general safety information. Other face-to-face programs/trainings – topic specific, are offered through the Center for Excellence in Education and Innovation, and the Staff Development Committee on an “as requested” basis.

**Security Escort Services**

The escort service provides security and safety for anyone who must walk alone on campus during hours of darkness. Escorts are Department of Security personnel. Walking escorts will accompany persons from one campus location to another. To use the escort service:

- Have your Cardinal Stritch University ID with you.
- Contact Security by dialing “4220” on a house or office phone and follow the instructions given. Dial (414) 410-4220 from a cell or an off-campus phone.
- Tell the Security Officer where you are, where you will be waiting and what your destination is.
- Go immediately to the location you specified to wait for your escort.
- Escorts are intended to provide security and safety to persons who have no choice but to walk alone.
- The Department of Security encourages the use of the “buddy system” – several persons getting together to walk at night.

Security escorts are limited to on-campus locations.

**Urgent messages**

If a student’s family or child care provider needs to reach a student due to an emergency situation, they may call the Student Services Desk at (414) 410-4845, Monday-Thursday 8 a.m. – 6 p.m. and Friday from 8 a.m. – 5 p.m.

Every effort will be made to deliver a message to the student’s classroom. If the student is on campus but not in class, an attempt will be made to locate the student, but contact cannot be guaranteed. If the offices are closed, contact the Department of Security at (414) 410-4220.
FIREARMS POLICY
The use, possession, or discharge of firearms, explosives of any type (including fireworks), deadly weapons, dangerous chemicals, or ammunition is not permitted on campus property, property leased by the university, or at a campus function, and may result in criminal charges. This includes those with legal permits to carry weapons. This policy will be interpreted so as to be in compliance with any state laws that regulate the carrying of concealed weapons. Any off-duty officers who are required to carry their weapons while on campus are required to register with the security office and carry their written approval at all times.

Anyone witnessing or receiving a report of prohibited possession, display or use of any of the above-mentioned items must immediately notify the appropriate authorities as noted below.

If you see someone with a weapon, and it appears that imminent harm is possible, call “911” if you safely can. Then, if you are on the main campus, follow the “911” call with a call to security (414) 410-4220 if you safely can. Get or stay in a safe place and warn others away from the area.

If you see someone on the main campus with a weapon and there does not appear to be an imminent threat, call security at (414) 410-4220. Other educational sites should call “911” or local law enforcement.

MISSING STUDENT POLICY
In compliance with the Higher Education Opportunity Act, it is the policy of Cardinal Stritch University to actively investigate any report of a missing resident who is enrolled at Cardinal Stritch University and residing in Clare Hall or Assisi Hall. Each resident will be notified of the Missing Student Notification Policy and Procedures when they move in, as well as through the Student Handbook and Residence Life Handbook. Additionally, Cardinal Stritch University reserves the right to actively investigate any reasonable report of a missing commuter student.

For purposes of this policy, a student may be considered to be a “missing person” if the person’s absence is contrary to his/her usual pattern of behavior and/or unusual circumstances may have caused the absence. Such circumstances could include, but not limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, where there are concerns for drug or alcohol use, is in a life-threatening situation, or has been with persons who may endanger the student’s welfare.

Each resident, on or before checking into his/her assigned room in Clare or Assisi Hall, is required to identify the name and contact number of the individual(s) who are the primary contact to be notified in case of an emergency or in the event that the resident is reported missing. In the event the resident is under the age of 18 and not emancipated, the University is required to have the primary emergency contact be a custodial parent or guardian.

If a member of the University community has reason to believe that a student is missing, Residence Life and the Department of Security should immediately be notified. Upon receiving notification, Residence Life, in conjunction with the Dean of Students, and the Department of Security, will make reasonable efforts to locate the student to determine his or her state of health and well-being. The student’s cell phone number, if provided, will be the first contact. However, additional efforts may include, but are not limited to, checking the resident’s room, class schedule, friends, key-code history, on-line presence, and locating the resident’s vehicle. As part of the investigation, the University reserves the right to contact the individual(s) whom the student has identified as his/her emergency contact person(s) to help determine the whereabouts of the student.
If, upon investigation by Residence Life and Security and concurred by the Dean of Students, it is determined that the resident is missing for at least 24 hours, the following will occur. A University representative will contact the resident’s designated emergency contact and the appropriate police department and request a missing person report to initiate a police investigation. Stritch staff will assist the police in the investigation as needed. In most cases, the student’s custodial parent or guardian will also be notified.

Residents planning to be absent from Cardinal Stritch University for an extended period of time should be sure to notify friends and family with information about their whereabouts. Residents are also cautioned to regularly check their campus mailbox as uncollected mail, in conjunction with other information, may cause concern that a resident is missing.

STRITCH DRUG AND ALCOHOL ABUSE POLICY AND PREVENTION PROGRAM

In the State of Wisconsin, the legal age for consumption of alcohol is 21. Students under the legal age, who consume, possess, buy, serve or sell alcoholic beverages or individuals who sell to or serve minors are in violation of both state law and University policy.

The University has established the following policy with regard to alcohol and other drugs to ensure that it meets its obligation to students, employees, funding sources and the community. The goal of this policy is to balance our respect for students and staff with the need to maintain a safe, productive and drug-free environment. The intent of this policy is to offer compassion and aid for students suffering from alcohol and other drug problems, to protect the University community and to send a clear message that students are expected to obey the law and take personal responsibility for their conduct.

Therefore, Stritch is committed to maintaining campus-wide alcohol and other drug prevention and early intervention programs (DAAPP). The University expects its students, faculty and staff to share responsibility for campus-wide prevention and early intervention efforts through education, research and community outreach, as well as drug and alcohol free activities. Early intervention programs have been designed to assist with the early identification of drug and alcohol problems and to help in selecting appropriate solutions and/or referrals.

For expectations and policies regarding the presence of alcohol at University sponsored events, please refer to the Student Handbook.

Employee Standards of Conduct Related to Alcohol and Other Drugs

Standards of conduct at Cardinal Stritch University are not for the purpose of restricting an employee’s rights or activities, but are for the protection and safety of all employees, students, and visitors. All employees are responsible for knowing the University’s standards of conduct and for abiding by these standards. According to Cardinal Stritch University’s Standards of Conduct for employees, reporting for work under the influence of alcohol or drugs, possession or sale of alcoholic beverages or illegal substances on University premises, and drinking of alcoholic beverages except during approved functions or use of narcotics or illegal substances on University premises or during work hours is a violation of the employee code of conduct. Violation of the University’s standards shall be cause of disciplinary action up to and including suspension and/or termination.

Student Standards of Conduct Related to Alcohol and Other Drugs

1. No use, possession, sale, manufacture, trade or distribution of alcohol, drug paraphernalia or illicit drugs is permitted. The only exception is responsible use of alcohol for legal drinking-age individuals who are either:
   a. at a University-sanctioned event where a permit has been obtained, or
b. in a legal-age student’s residence hall room when no underage persons are present.

2. It is a violation of the policy for a student to report to a University classroom/clinical site with the presence of alcohol or illegal drugs in his/her body.

3. If a student is taking prescribed medication that will affect the student’s ability to perform their work, the instructor should be notified. Prescription drugs are to be used only by the person for whom the prescription was written.

4. Students who drink on or off campus and exhibit irresponsible behavior (i.e. public disturbances, danger to self or others, destruction of property, alcohol-related sickness or inability to care for oneself) will be subject to sanctions.

5. The University staff and concerned persons reserve the right to call 911 in cases of suspected alcohol poisoning, drug over-dose, or when an individual is unconscious, or is perceived to be a danger to self or others. Individuals receiving medical treatment will be responsible for the costs incurred.

6. Kegs, tappers, party punches, beer bongs, drinking games, or drug paraphernalia are not permitted on University property.

7. No person shall provide assistance to a student under the age of 21 in obtaining access to alcohol. This includes, but is not limited to, purchasing or providing alcohol, transferring or storing alcohol, or providing with an ID card intended to deceive others.

8. No open containers are permitted in public areas (hallway, lounges, etc.) without a permit. For student-sponsored events, special permission may be sought through Student Affairs for consumption of alcoholic beverages by legal-age students at the site of the event.

9. Students of legal drinking age may drink only in a room of a legal-aged student with the room door shut. No person may drink or bring alcohol into the room of an underage student.

10. No underage person can be present in a room where alcohol is being consumed even if the underage person is not drinking.

11. Mass quantities of alcohol are not permitted in the residence halls or any other part of campus. Of age residents with excessive quantities will be given the opportunity to remove the alcohol from the building, or have to empty out the containers. Any amount of alcohol belonging to underage students will be emptied.

12. It is against state law and University policy to misrepresent one’s age and/or falsify one’s identification card. All altered or “fake” identification cards (driver’s license, school ID card, etc.) will be confiscated by University representatives and/or are subject to police referral. Additionally, individuals who provide others with false identification are subject to disciplinary action by the University and/or referral to the police.

13. Residence hall students are responsible for their behavior and for that of their guests. Students may be sanctioned for their own inappropriate drinking and that of their guests. Residence hall guests violating the policy who are Stritch students will also be sanctioned for their violations. Uncooperative guests may have their guest privileges revoked, and will be referred to security or the police if they refuse to leave peaceably.

14. Residence hall staff retains the right to inspect students’ rooms and property if suspicion of illegal activity exists. Likewise, the Department of Security reserves the right to inspect commuter lockers and other University property if suspicion of illegal activities exists. Suspicion may be generated by odor, loud noise, observable drugs, alcohol or drug paraphernalia and/or other evidence of drug usage and will result in confiscation of such materials. In the event of an alcohol incident, all empty containers in the student’s room may be considered as evidence that usage has occurred. For further details regarding the process for room inspection, please see the Residence Hall Handbook.
**Alcohol Sanctions**

Students are expected to follow Wisconsin state laws and University policies relating to alcohol use. When students fail to meet this responsibility, serious consequences will result that may impact one’s status as a student. Depending on the circumstances, the local police may be contacted. Parents may be contacted for alcohol violations. The following procedures are designed to handle cases of alleged misconduct in fairness to all concerned.

After receiving a written invitation, the student will arrange a meeting with an administrative hearing officer. Students who have violated the alcohol policy will receive disciplinary action. Such action may include, but is not limited to, probation, community service, restitution, housing reassignment (resident students only), educational assignments, and/or substance abuse screening. Specific sanctions will be based upon the nature of the incident, the impact of the incident on self and others, any prior violations of the Student Conduct Code, and the student’s cooperation in resolving the situation.

Students who have violated the alcohol policy are required to meet with counseling services for an initial assessment, according to the timetable established by the hearing officer. Depending on the results of the initial assessment, interventions may include a substance abuse screening inventory, alcohol abuse prevention/education sessions, and/or other counseling interventions that are determined to be appropriate for each individual situation. Costs for the initial assessment, and any outside referrals, are the responsibility of the student.

Repeated violations, or a single violation that causes significant disruption of the community, can result in suspension or expulsion from the Residence Hall and/or the University. Students who do not complete the assigned sanctions within the designated time period may also be suspended or expelled from the Residence Hall and/or the University.

Alcohol sanctions remain on a student’s disciplinary record. The accumulation of three (3) alcohol violations will result in a suspension or expulsion from University housing and/or the University.

Students who are found responsible for an alcohol violation will face specified sanctions. These sanctions do not preclude further disciplinary action resulting from accompanying behavior. In the case of resident students, these sanctions are in addition to sanctions outlined by the residence hall handbook. These penalties are cumulative for the student’s academic career at the University. Students who do not follow through with assigned sanctions may be suspended or expelled from the Residence Hall and/or the University.

For specific sanctions related to offense types, please refer to the Cardinal Stritch University student handbook.

**Drug Sanctions**

Use, possession, sale, manufacture, trade or distribution of drug paraphernalia or illicit drugs (illicit drugs are all illegal drugs and prescription drugs not prescribed for the student) is prohibited. In addition, the possession or use of salvia divinorum and synthetic marijuana is also prohibited on campus.

Students who have violated the drug policy will receive disciplinary action. Such action may include, but is not limited to, probation, community service, restitution, housing reassignment (resident students only), educational assignments, and substance abuse screening. Specific sanctions will be based upon the nature of the incident, the impact of the incident on self and others, any prior violations of the Student Conduct Code, and the student’s cooperation in resolving the situation. Additional sanctions will be levied depending on accompanying behavior. These penalties are cumulative for the student’s academic career at the University. In circumstances involving drugs, University Security will be called as well as the local police. Police will confiscate all drugs and/or drug paraphernalia.
Students who do not follow through with assigned sanctions may be suspended or expelled from the Residence Hall and/or the University. For information on specific sanctions based upon offense type, please refer to the Cardinal Stritch University Student Handbook.

Sale, Manufacture or Distribution of Drugs
Any student found to be selling, manufacturing, distributing or facilitating the sale of drugs will be immediately referred to local police and receive an automatic expulsion from residence life housing and the University.

Intervention for a Suspected Alcohol and/or Other Drug Problem

Medical Intervention
Cardinal Stritch University considers the safety and personal well-being of each student a priority. The University recognizes that there may be alcohol and other drug-related medical or safety emergencies in which the potential for disciplinary action could act as a deterrent to students who want to seek assistance for themselves or others. Medical intervention is designed to enable dangerously intoxicated or impaired students, or their peers, to receive the immediate, professional medical treatment they need.

When a student aids an intoxicated or impaired individual by contacting Security or Residence Life staff for assistance, neither the intoxicated individual nor the student reporting the emergency will be subject to formal disciplinary action for the consumption or possession of alcohol or other drugs as a first offense. In rare circumstances such cases where other violations occur, students may be subject to the conduct process. Examples include, but are not limited to, physical abuse, sexual assault, conduct which threatens safety, verbal or physical harassment, disorderly conduct or property damage. Medical intervention does not apply for subsequent alcohol or other drug intoxications or impairments.

Health Effects of Alcohol and Other Drugs
The following is a partial list of drugs and related consequences of their use. This list includes only some of the known risks and not all legal or illegal drugs are covered.

Alcohol
Alcohol is the most frequently abused drug on campus and in society. Alcohol is chemically classified as a mind-altering drug because it contains ethanol and has the chemical power to depress the action of the central nervous system. This depression affects motor coordination, speech and vision. In great amounts, it can affect respiration and heart rate control. Death can result with high levels of blood alcohol. Prolonged abuse of alcohol can lead to alcoholism, malnutrition and cirrhosis of the liver. Alcohol is associated with academic and social problems such as sexual assault, violence, homicide and vandalism.

Cocaine and Crack
Cocaine and crack stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency that can lead to increased pulse rate, elevated blood pressure, insomnia, loss of appetite, paranoia and seizures. They can also cause death by disrupting the brain’s control of the heart and respiration.

Depressants and Barbiturates
Depressants such as Rohypnol and barbiturates such as Seconal and Nembutal can cause physical and psychological dependence that can lead to respiratory depression, coma and death, especially when used in concert with alcohol; withdrawal can lead to restlessness, insomnia, convulsions and even death. Depressants such as Rohypnol and GHB are
sometimes dropped into open drinks of unsuspecting students resulting in unconsciousness and subsequent sexual assault. Some body building supplements are metabolized into GHB also resulting in unconsciousness.

**Ecstasy and MDMA**

Ecstasy is a synthetic psychoactive drug with hallucinogenic and amphetamine-like properties. Ecstasy (MDMA) users may encounter problems similar to those experienced by cocaine users. Its psychological effects can include confusion, depression, sleep problems, anxiety and paranoia during, and sometimes weeks after taking the drug.

MDMA use damages brain serotonin neurons. Serotonin is thought to play a role in regulating mood, memory, sleep and appetite. Research indicates that heavy MDMA use causes persistent memory problems in humans. Recent research has also shown that even one time use can trigger a neurological sequence which causes permanent memory disturbance.

Physical effects can include muscle tension, involuntary teeth-clenching, nausea, blurred vision, faintness, and chills or sweating. Increases in heart rate and blood pressure are a special risk for people with circulatory or heart disease.

MDMA-related fatalities at raves have been reported. The stimulant effects of the drug, combined with the hot, crowded conditions usually found at raves can lead to dehydration, hyperthermia, and heart or kidney failure.

**Hallucinogens**

LSD, PCP, mescaline and peyote are classified as hallucinogens. Hallucinogens interrupt brain messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma, heart and lung failure. Chronic users complain of persistent memory problems and speech difficulties for up to a year after their use. Because the drugs stop the brain’s pain sensors, drug experiences may result in severe self-inflicted injuries.

**Marijuana and Hashish**

Marijuana and hashish are deleterious to the health and impair the short-term memory and comprehension of the user. They alter the sense of time and reduce the ability of the user to perform tasks requiring concentration and coordination; they increase the heart rate and appetite. Motivation and cognition can be altered, making acquisition and retention of new information difficult. Long-term users may develop psychological dependence that can produce paranoia and psychosis. Because this drug is inhaled as unfiltered smoke, it is damaging to the lungs and pulmonary system and has more cancer-causing agents than tobacco.

**Narcotics**

Users of narcotics, such as heroin, codeine, morphine and opium, develop dependence and increase the likelihood of an overdose that can lead to convulsions, coma and death.

**Stimulants and amphetamines**

Stimulants and amphetamines such as Dexedrine and Ritalin can have the same effect as cocaine and cause increased heart rates and blood pressure that can result in stroke or heart failure. Symptoms include dizziness, sleeplessness, anxiety and physical collapse. Use can also lead to psychosis, hallucinations, and paranoia.

**Tobacco**

Nicotine is highly addictive, whether ingested by smoking or chewing. This drug reaches the brain in six seconds, damages the lungs, decreases heart strength and is associated with many cancers. The withdrawal symptoms include anxiety, progressive restlessness, irritability, and sleep disturbance.
State of Wisconsin Federal and Legal Sanction

The laws of Wisconsin prohibit drug possession and delivery through the Uniform Controlled Substances Act, Wis. Stats. 961, and mandate stiff penalties including large fines and long periods of imprisonment. A person with a first-time conviction of possession of a controlled substance can be sentenced up to one year in prison and fined up to $5,000, Wis. Stats. 961.41 (2r). The penalties vary according to the amount and type of drug confiscated the number of previous offenses by the individual and whether the individual intended to manufacture the drug, sell or possess the drug. See Wis. Stats. 961.41. In addition to the stringent penalties for possession or delivery, the sentences can be doubled when exacerbating factors are present, such as when a person distributes a controlled substance to a minor, Wis. Stats. 961.46(1).

Substantial restrictions against the sale, possession and distribution of alcohol also exist in Wisconsin. It is against the law to sell alcohol to anyone who has not reached the legal drinking age of 21 and there is a concurrent duty on the part of an adult to prevent the illegal consumption of alcohol on his/her premises, Wis. Stats.125.07(1)(a). Violation of this statute can result in up to a $500 forfeiture for a first offense, with higher fines and imprisonment for subsequent violations. It is against the law for an underage person to attempt to buy an alcoholic beverage, falsely represent his/her age, or enter a licensed premises except to conduct lawful business (i.e. eating in a restaurant). First offenders can be required to forfeit up to $500, ordered to participate in a supervised work program and have their driver’s license suspended, Wis. Stats.125.07(4).

The federal government revised the penalties against drug possession and trafficking when it adopted the Federal Sentencing Guidelines that reduce or eliminate the discretion that federal judges may use in sentencing offenders of federal drug statutes. Under current statutes, courts can sentence a person up to one year of imprisonment and a $5,000 fine for unlawful possession of a controlled substance such as marijuana. Federal law creates special penalties for the possession of certain drugs such as cocaine base, also known as crack. For the possession of 5 grams of cocaine base, a federal judge is obligated to sentence a person to at least 5 years (and up to 20 years) imprisonment. A sentence of life imprisonment is required for a conviction for the distribution of a controlled substance that results in death or bodily injury. The Federal Sentencing Guidelines eliminated parole in the federal judicial system.

Stritch Drug and Alcohol Resources

Anyone interested in receiving assistance with a drug or alcohol issue should contact one of the following offices:

- Wellness Center Counseling Services (414) 410-4197
- Dean of Students (414) 410-4329
- Residence Life Coordinator (Assisi) (414) 410-4252
- Residence Life Coordinator (Clare) (414) 410-4504
- Resident Assistants (via Front Desks)
  - (Clare Hall) (414) 410-4515
  - (Assisi Hall) (414) 410-4517

Alcohol/Drug Abuse – Community Referral Agencies

- Addiction Resource Council (262) 524-7921
- Alcoholics Anonymous (414) 771-9119
- Milwaukee Council on Alcoholism and Drug Dependence (Impact) (414) 276-8487
- Starting Point of Ozaukee (262) 375-1110
- “Focus on Community” Racine Council on Alcohol & Drug Abuse (262) 632-6200
- Crisis Center (262) 752-0751

Selected Treatment Agencies

Aurora Sinai Behavioral Health (414) 219-5000
Cardinal Stritch University Drug and Alcohol Abuse Prevention Program (DAAPP)

Overview
Cardinal Stritch University established its Drug and Alcohol Abuse Prevention Program to ensure that it meets its obligation to students, employees, funding sources, and the community. Stritch is committed to maintaining campus-wide alcohol and other drug prevention, and early intervention programs. The University expects its students, faculty and staff to share responsibility for campus-wide prevention and early intervention efforts through education, research and community outreach as well as drug and alcohol-free activities. Early intervention programs have been designed to assist with the early identification of drug and alcohol problems and to help in selecting appropriate solutions and/or referrals.

Drug and Alcohol Abuse Prevention Program Goals
The goal is to balance our respect for students and staff with the need to maintain a safe, productive and drug-free environment. The intent is to offer compassion and aid for students suffering from alcohol and other drug problems, to protect the University community, and to send a clear message that students are expected to obey the law and take personal responsibility for their conduct.

Drug and Alcohol Abuse Prevention Program Elements
Cardinal Stritch University uses a multi-faceted approach in its drug and alcohol abuse prevention program (DAAPP) with both common and differentiated supports. In all cases, the program is informed by the policy which clearly delineates the University’s position as well as the support systems available to students, staff, and faculty as well as the potential consequences for infractions. Students, staff and faculty are provided drug and alcohol information, offered educational programs and personal supports through orientation, on-going education and prevention initiatives, confidential counseling and resource referral.

While all members of the University community share the responsibility for campus-wide prevention and early intervention efforts, certain areas have a greater degree of responsibility for providing direct support and/or education initiatives. For students, these areas include The Wellness Center, Residence Life, Student Activities & Leadership, and Athletics; for faculty and staff the area is Human Resources.

The Wellness Center
The Wellness Center includes counseling services, wellness programs, and student health services. All areas of the Wellness Center address drug and alcohol issues and concerns through programming, education, advocacy, and individual services of counseling and referrals.

Wellness Programming
Each Fall semester, the Wellness Center collaborates with Residence Life and Student Activities & Leadership during New Student Orientation (NSO) programming to educate students on issues surrounding alcohol and drugs, making healthy choices, and resources available on campus and in the community. These programs are not limited to the start of the academic year, but rather are held regularly through classes and awareness campaigns.
Through numerous presentations on managing change and stress management, students are educated on the difference between healthy and unhealthy coping skills. Alcohol and drugs are cited as examples of unhealthy coping mechanisms. Students are encouraged to manage stress in a way that ultimately does not harm them, but rather helps them grow into a better person. In addition, students are encouraged to reflect on what skills they use, and brainstorm about other positive coping skills. In the past several years, these presentations have been given to classes within the Communication Department, Ruth S. Coleman College of Nursing & Health Sciences (CONHS), College of Education & Leadership (COEL) students beginning their field placements, Sports Management, and the LDRS Initiative group. Additionally, counselors and peer health educators provide resources to residents in the halls especially during the start of the year, exams and spring break. The information has been used to create information bulletin boards.

Individual Counseling
Each student who seeks counseling is asked about their alcohol and/or recreational drug use through use of our Counseling Intake Form. Students are asked about their own use of alcohol and other drugs, and are also asked to note if there are any drug or alcohol issues in their family. Because counseling is ultimately a relationship developed through trust, counselors recognize that in the early phases of treatment, a client may not be forthcoming on all issues. They therefore seek to learn through the early phases of counseling what issues the client has and what coping skills they use. Lack of healthy coping skills is a warning sign that there may be unhealthy coping skills to uncover. These questions are revisited throughout the counseling relationship.

This is an excellent resource for students to consider their alcohol use, and become educated on its impact as well as learn about healthier options to managing stress and change. It is mandatory for students who are referred for drug and alcohol violations, and is recommended to counseling clients on an as-needed basis.

Upon finding someone has a concern about, or an issue with, alcohol use or other drugs, counselors continue to offer individual counseling, encourage them to seek outside help, and assist them in finding resources.

Resources
For students who need to be assessed for outside care, they are connected with Aurora Behavioral Health, Rogers Memorial, Columbia St. Mary’s or Cornerstone, and counselors offer to be with them during the call. The organizations listed all provide assessment to determine proper level of care from inpatient and residential treatment to intensive outpatient, partial programming, and individual counseling. This is a continuum of care which, depending on need, provides everything from 24-hour care (for detox and significant drug and alcohol issues) to full-day, partial day, and one-hour programming and counseling.

Students using BadgerCare: can attempt to receive services through the above organizations or connect to additional resources through IMPACT 211 http://www.impactinc.org/impact-alcohol-drug-abuse/

Other recommended free and low-cost resources include:
- Alcoholics Anonymous Meetings http://www.aamilwaukee.com;
- The Milwaukee Alano Club http://www.mkealanoclub.org/;
- SMART Recovery – Self Management for Addiction Recovery Training, which is an online community providing resources for recovery from addiction http://www.smartrecovery.org

Education
Counseling Services staff keep current on DAAPP programming in colleges and universities through WAICU counseling meetings, and keep current on research into drug, alcohol and co-occurring disorders. Mary Beth Wisniewski has obtained the Alcohol and Drug Abuse Certificate which comprises eight courses including Mental Health and Substance

**Residence Life & Student Activities & Leadership**

The Departments of Residence Life and Student Activities & Leadership promote a co-curricular learning environment where students feel welcome, comfortable, safe, and at home. Dedicated to the development of a caring community these departments guide students in making healthy and responsible life choices. Recognizing that their uniqueness enriches our community, we embrace and accept each student as an individual and assist them in living out the Catholic Franciscan values of the institution. Through educational programs, social activities, and interactions, Residence Life and Student Activities & Leadership aid students in the process of becoming well-rounded and socially responsible leaders.

**Education**

There are currently two (2) residence halls on campus and on each floor lives a student staff member – a Resident Assistant (RA). The role of these student staff members is to create a living learning community welcoming and comfortable for all residents. In addition to their role in enforcing the code of conduct and residence life policies and regulations, the RA’s are charged with hosting and executing various educational programs and events to promote health and wellness as well as making healthy decisions as it relates to coping with transitional issues, stress, and anxiety. All programs and events are alcohol free. This allows for students to learn how to enjoy various programs and events without the use of alcohol and other drugs.

New Student Orientation (NSO) programming is another time when students are introduced to the impact of alcohol and other drugs on their academic success. This is especially important as new students will be faced with many transitions and changes in their first year of college. Through programming such as “College Adventures 101” students discuss the impact of making the best and most healthy choices for themselves. They are also challenged to consider how to help friends and roommates who they feel may be struggling with alcohol and drug abuse.

**Resources**

As part of their programming, RA’s collaborate with the staff of the Wellness Center to introduce their services to students so they better understand the resources available to them on campus. The student staff also create bulletin boards to promote healthy choices and alternatives to drinking especially during key times in the year such as the start of the year, final exams, and spring break. The information provided on the bulletin boards focuses on facts regarding the use of alcohol and other drugs on college campuses, the impact of using these as a coping mechanism as it relates to personal health and academic success, and finally information on campus, local and regional support services and resources where students can gain support and additional information.

For students who do not reside on campus, it is important to host events and programs to educate and expose them to information and services regarding the impact of the use of alcohol and other drugs. To this extent, the Student Activities & Leadership staff works directly with the Student Programming Board (SPB) as well as the Student Government Association to host and fund programming for all students.

There are also over 16 registered student organizations on campus who host programs and events throughout the year for the student community and especially their members. Student organizations are not allowed to use their budgets to pay for any alcohol at university events. In this way, students are gaining social skills without the use of alcohol or other drugs.
**Athletics**
Cardinal Stritch University has a variety of intercollegiate athletic teams. Coaches of these teams work to maintain close relationships with the athletes so that they can identify student athletes in distress. Through regular team and individual meetings, coaches provide support and if necessary referrals to the Wellness Center and other support services.

At times, the Dean of Students meets with all coaches to discuss resources available to student athletes as well as updates on any policy and procedures relating to drug and alcohol use on campus. This is also a time to educate coaches on the type of sanctions possible as a result of violations of the campus DAAPP policies.

A member of the Athletics staff also is a member of the Student Intervention Team (SIT). The athletics representative serves to identify student athletes who may be struggling emotionally, physically, and/or academically. This allows for the holistic support and response to any student athlete facing challenges during the on or off season. The athletic department supports the sanctions athletes receive on campus or in the residence halls and helps to ensures that students are being held accountable for how actions off the field impact their ability to remain in good standing with the athletics department.

**Human Resources**
As it relates to drug and alcohol abuse, all employees have access to the Employee Assistance Program (EAP) through EmployeeConnect. This program allows employees and their families living in their household to seek assistance and support for stressors that may be impacting their personal, family, and work life. This benefit grants employees up to four visits free of cost. The nature of the services received and referrals made are protected under physician-patient confidentiality. Cardinal Stritch University does not know if an employee has sought EAP support. More information about this service can be found on my.stritch.edu under the benefits tab and also at www.guidanceresources.com or by calling (888) 628-4824 and using the **User Name:** LFGsupport and the **Password:** LFGsupport1.

**SEXUAL HARASSMENT AND MISCONDUCT POLICY (INCLUDING SEXUAL ASSAULT)**
Sexual harassment, sexual assault, domestic and dating violence, stalking, and retaliation of any form are an affront to human dignity and fundamentally at odds with the Mission, Vision and Core Values of Cardinal Stritch University. The University, in relation to its ongoing responsibility to maintain an environment free from harassment and sexual misconduct, is committed to taking all appropriate steps to eliminate prohibited conduct, prevent its recurrence, and address its effects. The University also is committed to taking those steps designed to foster a climate free from sexual misconduct, including through the development and implementation of clear, effective and consistently applied policies, a coordinated education and prevention program, and prompt and equitable procedures for resolution of complaints that are accessible to all. The University encourages all members of the Stritch Community to participate in creating a safe, welcoming, and respectful environment on campus and in all University-sponsored program and activities. Each member of the community is expected to assume responsibility for his or her own conduct, to report behaviors that may violate this policy, and to take reasonable and appropriate actions to prevent or stop acts of sexual misconduct.

This policy prohibits a broad continuum of behaviors, all of which constitute a form of sexual and/or gender-based harassment or discrimination, sexual assault or relationship violence. In general, sexual assault means unwanted touching and physical sexual acts perpetrated without effective consent. Relationship violence means any act of violence or threatened act of violence against a person who is, or has been involved in, a sexual, dating, domestic, or other intimate relationship with that person. Prohibited conduct that may violate this policy includes sexual harassment, sexual assault, sexual exploitation, domestic and dating violence, retaliation, and stalking.
Please Note: this document may use the term sexual misconduct to refer to any or all of those prohibited behaviors.

The University will respond immediately to all complaints of sexual misconduct, assessing the severity or pervasiveness of the offense and the threat it poses to the Stritch community. Individuals who are found responsible will face disciplinary sanctions up to and including dismissal from the University and/or termination of employment with the University.

The University will not tolerate retaliation, in any form or at any time, by anyone, against an individual who makes a report, participates in a resolution process, or assists as a bystander to stop sexual misconduct. Retaliation, whether actual or threatened, has the effect of destroying the sense of community and trust that is central to sustaining a quality environment at the University. Accordingly, any employee who engages in retaliation will be subject to disciplinary action, up to and including dismissal from the University and/or termination of employment with the University, no matter whether such acts are implicit or explicit, or committed directly or indirectly.

The University will make every reasonable effort to immediately stop any form of retaliation, to conduct a complete and thorough investigation of alleged acts of retaliation in a timely manner, to provide remedies to victims of retaliation, and to sanction the perpetrators of retaliation as appropriate.

Scope of Policy

This policy applies to all members of the Stritch community, including students, faculty and non-faculty employees, consultants, volunteers, vendors, and others engaged in business with the University. Visitors to, and guests of, the University are not only protected by this policy but are also subject to its restrictions. Visitors and guests may initiate grievances for violations of this policy committed against them by members of the University community. Visitors and guests also may be permanently forbidden from entering any part of the campus or having contact with University members as a result of a violation of this policy.

All Stritch community members have an ongoing responsibility to adhere to University policies, as well as to local, State, and federal law. This policy applies to behaviors that take place on the campus, at University-sponsored events, and in the course of University-related travel and off campus programs, including but not limited to domestic academic programs, domestic field trips, domestic spring term coursework, study-abroad programs, internship programs and work-related conferences. This policy also applies to other off-campus conduct when such conduct is likely to have a substantial adverse effect on, or poses a threat of danger to, any member of the University community or the University itself.

This policy will apply to conduct that takes place from the time a person accepts enrollment as a student, accepts employment or volunteer duties, including the period breaks between academic terms; and continues until the student withdraws or graduates or until the employee ceases employment or a volunteer ceases to act on behalf of the University.

This policy also applies to behavior conducted online, including via e-mail. Blogs, web page entries, social media sites, and other similar online postings are in the public sphere and are not private. These postings can subject a community member to allegations of conduct violations. The University does not regularly search for this information, but may take action if and when such information is brought to the attention of University officials.
Notice of Non-Discrimination and Statement of Compliance with Title IX

The University is fully committed to the establishment and maintenance of a safe and nondiscriminatory educational and work environment in which all individuals are treated with respect and dignity. Such a commitment is conversant with the University’s Mission, Vision and Core Values. Accordingly, the University will take all necessary steps to ensure full compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and all other applicable laws and regulations that preclude discrimination on the basis of race, color, religion, national or ethnic origin, sex, sexual orientation, age, disability, veteran’s status, or genetic information in its educational programs and activities, admissions, and with regard to employment.

This policy addresses all forms of sexual discrimination, including sexual harassment, sexual assault, stalking, and relationship violence. It prohibits such behaviors against members of the Stritch community of any gender, gender identity, gender expression, or sexual orientation. This policy also prohibits failure to provide equal opportunity in admissions, employment, or athletics; reports of these types of discrimination should also be brought to the attention of a Title IX officer and will be addressed as appropriate.

Sex discrimination, as prohibited by Title IX of the Education Amendments of 1972, provides that:

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

Sexual harassment also is prohibited under Title VII of the Civil Rights Act of 1964, Wisconsin State law, and other applicable statutes.

The University, as an educational community, will promptly and equitably respond to reports of sexual harassment, sexual assault, domestic and dating violence, stalking, and retaliation in order to eliminate the misconduct, prevent its recurrence, and address its effects on any individual or the community.

The Role of the Title IX Coordinator

The President has appointed Donney Moroney at the Title IX Coordinator to serve as the University’s Title IX Coordinator. She will be informed of all reports of sexual misconduct and will oversee the University’s review, investigation, and resolution of those reports to ensure the University’s compliance with Title IX and other applicable laws and the effective implementation of this policy. The Title IX Coordinator is responsible to:

- Oversee the development of all reports of sexual misconduct involving students, staff, and faculty, as well as volunteers and third parties.
- Ensure that he/she and Assistant Title IX Coordinators are knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Advise any individual, including a complainant, a respondent, or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Provide assistance to any University employee regarding how to respond appropriately to a report of sexual misconduct.
- Monitor compliance with all procedural requirements, record keeping and time frames outlined in this policy.
- Oversee training, prevention and education efforts, and reviews of climate and culture.
- Conduct and/or oversee investigations of complaints against students.
The Title IX Coordinator is supported by a Deputy Title IX Coordinator for Employment and Director of Human Resources, and a Deputy Title IX Coordinator and Dean of Students. Inquiries or complaints concerning the application of Title IX may be referred to the University’s Title IX Coordinator and/or the United States Department of Education:

**Title IX Coordinator**
Ms. Donney Moroney, Interim Vice President of Student Affairs
6801 N Yates Rd
Milwaukee, WI 53217
(414) 410-4329
dmoroney@stritch.edu

**U.S. Department of Education**
Office for Civil Rights
ocr@ed.gov or 800-421-3481

**Links to Relevant Federal Laws**
Additional information about the federal laws referenced in this policy—Title IX; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act); the Campus Sexual Violence Elimination Act (Campus SaVE Act); and the Family Educational Rights and Privacy Act (FERPA)—can be found at the following links:

- **Title IX** - [https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)
- **Campus SaVE Act** - [https://endrapeoncampus.org/the-campus-save-act](https://endrapeoncampus.org/the-campus-save-act)

**Privacy and Confidentiality**

The University is committed to protecting the privacy of all individuals involved in a report of sexual misconduct. Accordingly, the University will make every effort to protect the privacy of all individuals involved in a manner consistent with the need for a careful assessment of the allegation and any necessary steps to eliminate the harassment, prevent its recurrence, and address its effects.

Privacy and confidentiality have distinct meanings under this policy.

**Privacy** refers to that information which is related to a report of misconduct, and which will be shared only with a limited circle of individuals, such as those University employees who have a need to know in order to assist in the active review, investigation, or resolution of the report. While not bound by confidentiality, these individuals will be expected to exercise discretion and respect for the privacy of all individuals involved in the process. University employees who have a legitimate need to know about individual conduct complaints, pursuant to the Family Educational Rights and Privacy Act (FERPA), will be involved in the process and will share information accordingly.
Confidentiality refers to that information which is shared by an individual with designated campus or community professionals and cannot be revealed to any other person without the express permission of the individual. Professionals, including but not limited to, medical providers, mental health providers, ordained clergy, and off-campus rape crisis counselors, who are acting in their assigned roles, will be expected to maintain the level of confidentiality required under law and the ethics of their profession. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or unless the conduct involves suspected abuse of a minor under the age of 18.

Community members wishing to seek completely confidential assistance may speak with counselors in the Counseling Center, health service providers in the Campus Health Center, local health providers, off-campus rape crisis resources, counseling resources available to employees through the Employee Assistance Program, or members of the clergy, all of whom will maintain confidentiality in accordance with the roles they occupy and the duties assumed in those roles.

Reporting on Campus

Please Note: According to guidance from the Office for Civil Rights, a “responsible employee” on campus is any employee who has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator, or other appropriate University designee; or who a student could reasonable believe has this authority or duty.

The University will make clear to all employees and students which members of the staff are responsible employees so that students can make informed decisions about whether to disclose information to any one of them. Before a student reveals information that he/she may wish to keep confidential, a responsible employee must make every effort to ensure the student understands that it is: (a) the employee’s obligation to report the names of the alleged perpetrator and student involved in the alleged sexual violence, as well as relevant facts regarding the alleged incident to the Title IX Coordinator or other appropriate officials; (b) the student’s option to request that the University maintain the student’s confidentiality, which the University will consider; and (c) the student’s ability to share the information confidentially with counseling, advocacy, health, mental health, or sexual assault related services.

It is critical to understand that any University employee who is not designated as a confidential resource cannot maintain the confidentiality of a report or information concerning an alleged violation. All employees are instructed to share a report of sexual misconduct with a Title IX Coordinator.

Release of Information

If a report of misconduct suggests a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect its health or safety. The University also may share information, which is not personally identifying, about reports received in aggregate form, including data about outcomes and sanctions. The University will never release the name of the complainant to the general public without the express consent of the complainant, or as otherwise permitted or required by law.

Pursuant to, and required by the Clery Act, anonymous statistical information must be shared with Public Safety. Annual Clery reporting to the U.S. Department of Education is required of educational institutions for certain offenses that have been reported at campus locations or certain off-campus locations controlled by the institution. The information contained in the Clery report tracks the number of Clery-reportable offenses that have occurred at such locations, but does not include the names or any other personally identifiable information about the persons involved in the incident.
The University reserves the right to notify the parents or guardians of students regarding any conduct situation, particularly disciplinary probation, loss of housing, suspension, and dismissal, in accordance with law.

All University proceedings will be conducted in compliance with the requirements of Title IX, the Clery Act, the Campus Sexual Violence Elimination Act (Campus SaVE Act), FERPA, state and local law, and University policy. Links to these federal laws are provided in Section III of this policy.

No information shall be released from proceedings under this policy except as required or permitted by law and by University policy.

**Prohibited Conduct**

The University prohibits and will not tolerate sexual misconduct in any form. Such violations will be subject to severe sanctions, including suspension, dismissal, or termination of employment.

The following behaviors fall under the broad definition of sexual misconduct, and are strictly prohibited:

- Sexual Harassment
- Non-Consensual Sexual Intercourse
- Non-Consensual Sexual Contact
- Sexual Exploitation
- Relationship Violence
- Domestic Violence
- Dating Violence
- Stalking
- Retaliation

**Sexual Harassment**

Sexual harassment is any unwelcome conduct of a sexual nature (sexual advances, request for sexual favors, or other unwanted verbal or physical conduct of a sexual nature); or unwelcome conduct based on sex, sexual orientation, gender identity, or gender expression, when one or more of the following conditions are present:

- Submission to the unwelcome conduct is an expressed or implied condition of an individual’s employment, evaluation of academic work, or any aspect of a University program or activity.
- Refusal to submit to unwelcome conduct resulted in a tangible academic or employment detriment.
- The unwelcome conduct unreasonably interferes with an individual’s work or academic performance, or creates an intimidating or hostile academic or work environment under both an objective (a reasonable person’s view) and subjective (the complainant’s view) standard.

Sexually harassing behaviors differ in type and severity and can range from verbal harassment to unwelcome physical contact. A wide range of behaviors falls within the general definition of sexual harassment. The key determining factors are: (a) the behavior is unwelcome; (b) the behavior is gender-based or of a sexual nature; and (c) the behavior is reasonably perceived as offensive and objectionable under both a subjective and objective assessment of the conduct.

A single, isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need to show a repetitive series of incidents to create a hostile environment, particularly
if the harassment is physical. The determination of whether an environment is hostile must be based on all the circumstances. These circumstances include, but are not limited to:

- Frequency of the conduct
- Nature and severity of the conduct
- The conduct was physically threatening
- The conduct was directed at more than one person
- The conduct arose in the context of other discriminatory conduct
- Whether the statement was a mere utterance of an epithet that engendered offense in an employee or a student, or constituted discourtesy or rudeness
- Whether the conduct deserves the protections of academic freedom.

**Harassment:**

- May be blatant and intentional and involve an overt action, a threat, or a reprisal, or may be subtle and indirect, with a coercive aspect that is unstated.
- Need not include intent to harm, be directed at a specific target, or involve repeated incidents.
- Harassment can occur in any context and may be committed by anyone, regardless of gender, age, position, or authority.
- May be committed by a stranger, an acquaintance, or someone with whom the complainant has an intimate or sexual relationship.
- May be committed by or against an individual, or may be a result of the actions of an organization or group.
- May occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.
- May occur in the classroom, in the workplace, in residential settings, over electronic or social media (including the Internet, telephone, and text), or in any other setting.
- May be a one-time event or part of a pattern of behavior.
- May be committed in the presence of others or when the parties are alone.

Examples of conduct that may constitute sexual harassment as defined above may include a severe, persistent, or pervasive pattern of unwelcome conduct that includes one or more of the following:

- **Physical conduct:**
  - Unwelcome touching, sexual/physical assault, impeding, restraining, or blocking movements
  - Unwanted sexual advances
- **Verbal conduct:**
  - Making or using derogatory comments, epithets, slurs, or humor
  - Verbal abuse of a sexual nature; graphic verbal commentaries about an individual's body; sexually degrading words used to describe an individual; suggestive or obscene letters, notes, or invitations
  - Offensive comments of a sexual nature, including persistent or pervasive sexually explicit statements, questions, jokes, or anecdotes
- **Visual conduct:**
  - Leering; making sexual gestures; displaying suggestive objects or pictures, cartoons, or posters in a public space or forum
  - Severe, persistent, or pervasive visual displays of suggestive, erotic, or degrading, sexually oriented images that are not pedagogically appropriate
  - Written conduct: letters, notes or electronic communications, including social media, containing comments, words, or images described above
- **Quid Pro Quo conduct:**
• Direct propositions of a sexual nature between those for whom a power imbalance or supervisory or other authority relationship exists
• Offering employment benefits in exchange for sexual favors
• Making submission to sexual advances an actual or implied condition of employment, work status, promotion, grades or letters of recommendation, including subtle pressure for sexual activity, an element of which may be repeated requests for private meetings with no academic or work purpose
• Making or threatening reprisals after a negative response to sexual advances

Non-Consensual Sexual Intercourse

Having sexual intercourse with another individual without effective consent.

**Sexual intercourse** includes vaginal or anal penetration, however slight, with a body part (e.g., penis, tongue, finger, hand) or object, or oral penetration involving mouth-to-genital contact.

Non-Consensual Sexual Contact

Having sexual contact with another individual without effective consent.

**Sexual contact** includes any intentional, non-accidental, and non-consensual touching of the intimate parts of another, causing another to touch one's intimate parts, or disrobing or exposure of another without permission. Intimate parts may include the breasts, genitals, buttocks, groin, mouth, or any other part of the body that is touched in a sexual manner.

Sexual Exploitation

Taking advantage of the sexuality of another person without effective consent or in a manner that extends the bounds of effective consensual sexual activity without the knowledge of the other individual for any purpose, including sexual gratification, financial gain, personal benefit, or any other non-legitimate purpose. Examples of sexual exploitation include:

- Observing another individual’s nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved.
- Non-consensual streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved.
- Prostituting another individual.
- Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

Relationship Violence: Physical Harm and Intimidation

**Relationship violence** is often referred to as dating violence, domestic violence, or intimate partner violence.

**Domestic violence** means a felony or misdemeanor crime of violence against a person committed by:

- A current or former spouse or intimate partner of the victim.
- A person with whom the victim shares a child in common.
- A person who is cohabitating with or has cohabitated with the victim as a spouse, intimate partner or roommate.
• A person similarly situated to a spouse of the victim under the domestic or family violence laws of Wisconsin.
• 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 Wisconsin.

Dating violence means violence committed by a person:

• Who is or has been in a social relationship of a romantic or intimate nature with the victim.
• Where the existence of such a relationship is determined by (a) the length of the relationship; (b) the type of relationship; and (c) the frequency of interaction between the persons involved in the relationship.

Relationship violence may involve one act or an ongoing pattern of behavior. Relationship violence affects individuals of all genders, gender identities, gender expressions, and sexual orientation, and does not discriminate by racial, social, or economic background.

The University will not tolerate relationship violence of any form, and recognizes that sexual harassment, sexual assault, stalking, and retaliation are forms of relationship violence when they are committed by a person who is, or has been, involved in a sexual, dating, or other social relationship of a romantic or intimate nature with the complainant.

Stalking

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

• Fear for his or her safety or the safety of others.
• Suffer substantial emotional distress.

Stalking also includes the concept of cyber-stalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome and unsolicited contact with another person. Examples of stalking may include:

• Unwelcome and repeated visual or physical proximity to a person;
• Repeated oral or written threats.
• Unwelcome and/or unsolicited written communications, including letters, cards, e-mails, instant messages, and messages on online bulletin boards.
• Unwelcome and/or unsolicited communications about a person, their family, friends, or co-workers.
• Implicitly threatening physical conduct or any combination of these behaviors directed toward an individual person.

Retaliation

Retaliation involves conduct designed to seek retribution from any individual, or group of individuals, involved in the investigation or resolution of a report, or who engaged in bystander intervention of sexual misconduct. Forms of retaliation include, but are not limited to physical/verbal abuse or violence, threats, and intimidation that occur in person, in some tangible medium or electronically. Any individual, or group of individuals, including a complainant or respondent, who engage in any form of retaliation will be held fully accountable under applicable University policies and procedures.
Actions are considered retaliatory if they:

- Occur in response to a good faith disclosure of real or perceived University-related misconduct, participation in an investigation of University-related misconduct, engaging in bystander intervention of sexual misconduct.
- Have a materially adverse effect on the working, volunteering, academic, or University-controlled living environment of an employee, volunteer or student; or if the faculty member, employee, volunteer or student can no longer effectively carry out his/her University responsibilities.

**Understanding Consent: Force, Coercion, Incapacitation, and Alcohol**

**Consent**

Individuals who choose to engage in sexual activity of any type with each other must first obtain consent. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity.

**Additional Considerations Regarding Consent:**

- Consent to one form of sexual activity does not constitute consent to engage in all forms of sexual activity.
- Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent may not be inferred from silence, passivity, lack of resistance, or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity cannot be presumed to be giving consent.
- A verbal “no” is a clear demonstration of the lack of consent.
- Either party may withdraw consent at any time. Withdrawal of consent should be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease.
- Individuals with a previous or current intimate relationship do not automatically give either initial or continued consent to sexual activity. Even in the context of an ongoing relationship, there must be a mutual understanding, which is actually communicated, that clearly indicates a willingness to engage in sexual activity.
- The responsibility of obtaining consent rests with the individual who initiates sexual activity. Prior to engaging in sexual activity, each participant should ask himself or herself the question, “Has the other person consented?” If the answer is “No” or “I’m not sure,” then consent has not been demonstrated and does not exist. An individual who initiates sexual activity should be able to explain the basis for his/her belief that consent existed.
- Consent is not effective if it results from the use or threat of physical force, intimidation, or coercion, or any other factor that would eliminate an individual’s ability to exercise his or her own free will to choose whether or not to have sexual contact.
- An individual who is physically incapacitated from alcohol or other drug consumption (voluntarily or involuntarily) or is asleep, unconscious, unaware, or otherwise physically helpless is considered unable to give consent. See “Incapacitation” for further discussion.

**Force**

Force is the use or threat of physical violence or intimidation to overcome an individual’s freedom of will to choose whether or not to participate in sexual activity.

**Coercion**

Coercion is the use of unreasonable and persistent pressure to compel another individual to initiate or continue sexual activity against an individual’s will. Coercion may be emotional, intellectual, psychological, or moral. A person’s words or
conduct are sufficient to constitute coercion if they wrongfully impair another individual’s freedom of will and ability to choose whether or not to engage in sexual activity.

Examples of coercion include threatening to disclose another individuals’ private sexual information related to sexual orientation, gender identity, or gender expression, and threatening to harm one’s self if the other party does not engage in the sexual activity. Coercing an individual into engaging in sexual activity violates this policy in the same way as physically forcing someone into engaging in sexual activity.

**Incapacitation**

An individual who is incapacitated lacks the ability to make informed, rational judgments and cannot consent to sexual activity. Incapacitation is defined as the inability, temporarily or permanently, to give consent because an individual is mentally and/or physically helpless, asleep, unconscious, or unaware that sexual activity is occurring.

When alcohol or other drugs are involved, incapacitation is a state beyond drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person; however, warning signs that a person may be incapacitated include slurred speech, vomiting, unsteady gait, odor of alcohol, combativeness, or emotional volatility.

An individual who engages in sexual activity with someone the individual knows, or reasonably should know is incapable of giving knowing consent, is in violation of this policy.

**Alcohol or Other Drugs**

Sexual contact while under the influence of alcohol or other drugs is considered to be risky behavior, since alcohol and drugs impair a person’s decision-making capacity, awareness of consequences, and ability to make informed judgments. Therefore, it is especially important that anyone seeking to engage in sexual activity be aware of the other person’s level of intoxication. If there is any doubt as to the level or extent of the other individual’s intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.

Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual misconduct, and does not diminish one’s responsibility to obtain informed and freely given consent.

Any individual may file a complaint alleging harassment or bias, including an aggrieved party outside the relationship affected by the perceived harassment or bias. Retaliation against persons who report concerns about consensual relationships is prohibited and constitutes a violation of this policy.

**Resources for Complainants and Respondents**

Though the University recognizes that taking action to make a report and choosing how to proceed can be difficult following an incident of sexual misconduct, individual victims of such misconduct are strongly encouraged to pursue the use of any and all medical, local law enforcement and University reporting resources available. Campus and community resource professionals can provide important information about available resources and procedural options, as well as necessary assistance, regardless of when or where the incident occurred.
Emergency and Community Resources

The first priority for any individual should be personal safety and well-being. The University encourages all individuals who have experienced sexual misconduct to seek assistance by contacting the University’s Office of Public Safety, calling 911, contacting local law enforcement, and/or visiting a medical facility immediately after an incident of sexual misconduct.

All individuals are encouraged to make a report to law enforcement and/or to seek immediate medical treatment as soon as possible following an incident in order to provide professionals the opportunity to address immediate safety concerns and allow for the preservation of evidence for use in an investigative response. The University will assist in these reporting options by arranging for, or providing transportation to, the hospital, coordinating with local law enforcement (including assisting with filing a police report and obtaining a protective order), and informing a complainant about the University’s resources and complaint processes.

In the event of an emergency, individuals may obtain 24-Hour support from any of the following:

- Milwaukee Police Department – (414) 933-4444
- Fox Point Police Department – (414) 351-8911
- Milwaukee County Sheriff’s Office – (414) 223-1873
- Glendale Police Department – (414) 228-1753
- Stritch Public Safety – (414) 410-4220
- Campus Health Center – (414) 410-4096
- Froedert Hospital – (414) 805-3666
- Sexual Assault Treatment Center (SATC), Aurora Sinai Medical Center: (414) 219-5555

Confidential Resources and Support

For individuals who are seeking confidential consultation, several resources provide confidential support, both on campus and in the local community. The trained professionals designated below can provide counseling, information, and support under legally protected confidentiality. Because these relationships involve privileged conversations, these confidential resources will not share information about a patient/client (including whether or not that individual has received services) with the Title IX Coordinator or any other employee of the University without the individual’s express written permission. They may, however, submit non-identifying information about the incident for purposes of making a statistical report under the Clery Act.

Students wishing to obtain confidential support or resources on campus are encouraged to contact the University Counseling Center. The Center is staffed by psychological professionals who are bound by separate laws of confidentiality and will not share the report with other members of the University under most circumstances (excluding, for example, circumstances that give rise to an imminent safety concern).

Resources:

- University Counseling Center: Counseling Services – (414) 410-4097
- Employee Assistance Program (EAP) – (888) 628-4824
- 24-hour sexual assault hotline – (800) 656-4673
- National Domestic Violence Hotline (NDV) - (800) 799-7233 (SAFE)
The National Domestic Violence Hotline can provide advocacy, resources, referral, and legal assistance to victims of relationship violence. The hotline is under no obligation to notify the University when providing services to students. The link to the hotline is: http://www.thel hotline.org/

- Rape, Abuse and Incest National Network (RAINN) - (800) 656-4673. This is a confidential, anonymous national sexual assault hotline. https://rainn.org/

**Reporting**

As stated earlier, the University strongly encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence or relationship violence, whether or not the individual plans to pursue criminal action. By doing so, law enforcement and/or the University is better able to ensure preservation of evidence and to begin a timely investigative response.

Making a report means telling a responsible party (e.g., Title IX Coordinator or the Deputy Title IX Coordinators) what happened, no matter whether that is in person, by telephone, in writing, or by e-mail. At the time a report is made, a complainant does not have to decide whether or not to request any particular course of action, nor does a complainant need to know how to label what happened. Those decisions can be made over time with the support of the University, and to the extent that is legally possible and appropriate. The University will respect an individual’s autonomy in deciding how to proceed and will balance the individual’s interests in relation to its ongoing obligation to provide a reasonably safe and non-discriminatory environment for all members of the University community.

**Please Note**: Any individual who reports sexual misconduct should be assured that the University will investigate all reports and resolve them in a timely, fair and impartial manner. All individuals involved can expect to be treated with dignity and respect. In every report, the University will make an immediate assessment of any risk of harm to the University or to the broader campus community and will address those risks, including taking interim measures to provide for the safety of the individual and the campus community.

**Reporting to Law Enforcement**

The University encourages complainants to pursue criminal action for incidents of sexual misconduct that may also be crimes under State of Wisconsin criminal statutes. Upon request from the complainant, the University will assist with contacting local law enforcement, filing a report, obtaining a protective order and cooperating with law enforcement agencies if a complainant decides to pursue the criminal process.

**Please Note**: A complainant may seek resolution through the University’s complaint process, may pursue criminal action, or may choose both. Law enforcement’s determination regarding whether or not to prosecute an alleged perpetrator will not determine whether the University investigates the matter and/or determines that sexual misconduct has occurred under this policy.

**Campus Reporting Resources**

All Stritch Community members should report all incidents of sexual misconduct or retaliation directly to the Title IX Coordinator or the Deputy Title IX Coordinators identified in this policy.
The University recognizes that a student or employee may choose to report to any employee of the University. For example, a student may choose to confide in an associate dean, a resident assistant, a faculty member, a director, or a coach. Similarly, an employee may choose to confide in a supervisor or a colleague. No Stritch employee may promise confidentiality (except in Counseling Services), and all Stritch employees are expected to share such information with the Title IX Coordinator or the Deputy Title IX Coordinators.

The University has identified certain groups of employees as “Responsible Employees” for purposes of complaints of sexual misconduct. These employees are the same as those identified as “Campus Security Authorities” in the University’s annual Campus Security Report. As indicated below, each of these employees has the authority to receive complaints of sexual misconduct and ensure that timely follow-up, including investigations, occurs:

- Title IX Coordinator and the Deputy Title IX Coordinator(s)
- Director and Officers of Public Safety

The following, additional employees must report complaints of sexual violence or student sexual misconduct to a Title IX Coordinator Please Note: The positions noted below are considered to be “responsible employees” positions for reporting purposes because students may reasonably believe them to have authority to redress or a duty to report complaints of sexual misconduct:

- Athletic Director, Associate and Assistant Athletic Directors
- Athletic Team Coaches, Assistant Coaches, and Athletic Trainers
- Faculty and staff
- Faculty Department Chairs and Program Chairs
- Resident Assistants/Advisors
- Peer Ministry Advisors

The Director of Human Resources, as the Deputy Title IX Coordinator for Employment, can assist faculty and staff requesting information, resources, and reporting options, and can facilitate informal resolution of complaints, where appropriate. The Office of Human Resources also can assist faculty and staff with requesting workplace interim measures during the investigation or other resolution of a complaint.

Students can report incidents directly to the Dean of Students, or to a member of the Student Affairs professional staff. The Office of Student Affairs can assist with informal resolution of complaints, where appropriate, as well as assisting with academic concerns, changes in housing, or other interim measures. The Office of Student Affairs will be able to connect students to on- and off-campus resources.

Please Note: The Office of Security is available to receive reports of incidents of sexual misconduct 24 hours a day, 7 days a week, and 365 days a year. A member of Security will be able to arrange transportation to the local hospital, to meet with local law enforcement, and to meet a member of the Office of Student Affairs.
Anonymous Reporting

An individual may make an anonymous report concerning incidents of sexual misconduct to any of the individuals identified in this policy. Depending on the extent of information available about the incident or the individuals involved, however, the University’s ability to respond to an anonymous report may be limited. The Title IX Coordinator or one of the Deputy Title IX Coordinators will review the anonymous report and determine appropriate steps, including individual or community remedies, as appropriate and in compliance with all Clery Act obligations.

Bystanders

All members of the Stritch Community are encouraged to take reasonable and timely actions to prevent or stop an act of sexual misconduct. Taking action may include (a) direct intervention when safe to do so; (b) enlisting the assistance of friends; (c) contacting law enforcement; and/or (d) seeking assistance from a person in authority. Community members who choose to assist under these circumstances will be supported by the University and will be protected from retaliation.

Reporting Considerations

Timeliness of Report, Location of Incident

Complainants and third-party witnesses are encouraged to report sexual misconduct as soon as possible in order to maximize the University’s ability to respond promptly and effectively. However, there is no time limit on reporting violations of this policy. If the respondent is no longer a student or employee, the University may not be able to take disciplinary action against the respondent; however, the University will still seek to meet its Title IX obligation by providing support for a complainant and taking steps to end the harassment, prevent its recurrence, and address its effects.

An incident need not occur on campus to be reported to the University. Off-campus conduct that occurs in connection with University programs or events also may be covered, including off-campus conduct that may (a) have a substantial effect on the complainant’s on-campus life and activities; (b) pose a threat or danger to the members of the Stritch community; or (c) adversely impact University interests.

Amnesty for Personal Use of Alcohol or Other Drugs

It is in the best interest of this community that all individuals who have been the subject of sexual misconduct report that behavior as soon as possible to identified University officials, and that witnesses share what they know. In order to encourage timely reporting, the University desires to remove any/all perceived barriers. Accordingly, an individual who reports sexual misconduct, either as a complainant or a third-party witness, will not be subject to disciplinary action by the University for his or her own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk.
False Reporting

The University takes the validity of information it receives and upon which it can act very seriously, especially because a subsequent charge of sexual misconduct has severe consequences. This provision does not apply to reports made in good faith, even if the facts alleged in the report are not substantiated by an investigation. However, a complainant who makes a report that is later found to have been intentionally false or made maliciously without regard for truth will be subject to disciplinary action under the appropriate University policy. The filing of a false report also may violate State of Wisconsin criminal statutes and civil defamation laws. Anyone who is later proven to have intentionally given false information during the course of an investigation or disciplinary hearing be subject to disciplinary action.

Protection of Minors and Mandatory Reporting of Suspected Child Abuse

On numerous occasions, minor children will be on campus to engage in academic programs or activities, summer sports camps, visit enrolled siblings, and the like. For the purposes of this policy, a minor child is any individual under the age of 18.

The University will act quickly regarding all suspected child abuse and will report such abuse or neglect, including sexual assault, to law enforcement and/or to the State of Wisconsin Department of Children and Families. The child abuse and neglect hotline is (414) 220-SAFE. Suspected abuse may involve physical, sexual, or other forms of abuse or neglect, regardless of the identity of the suspected perpetrator.

The duty to report is triggered by reasonable suspicion or belief. There is no requirement that one has actual evidence of abuse, nor is it the responsibility of any employee, student, or volunteer to investigate suspected child abuse. This is the role of child protective services and law enforcement authorities, those individuals and/or agencies that are best positioned to do so.

A report should be made as follows:

- If a child is in immediate danger, call the police (911).
- If there is no immediate danger, call the Office of Public Safety at (414) 410-4220. Public Safety then will assist in making the mandated reported to the State’s child protective services.

Interim Measures Following a Report of Sexual Misconduct

Upon receipt of a report of sexual misconduct, the University will impose reasonable and appropriate interim measures designed to eliminate the reported hostile environment, prevent its recurrence, and remedy its effects. The University will maintain ongoing contact with the parties to ensure that all concerns of safety and emotional and physical well-being are being addressed. Interim measures may be imposed, regardless of whether formal disciplinary action is sought by the complainant or the University, in order to ensure the preservation of the complainant’s educational, work or volunteer experience and the overall University environment.

A complainant or respondent may request separation or other protection, or the University may choose to impose interim measures at its discretion to ensure the safety of all parties, the broader University community, and/or the integrity of the investigative and/or resolution process.
Potential interim measures, which may be applied to the complainant and/or the respondent to the extent reasonably available and warranted by the circumstances, include:

- Access to counseling services and assistance in setting up initial appointment, both on and off campus
- Imposition of an on-campus no-contact directive
- Rescheduling of exams and assignments
- Providing alternative course-completion options
- Change in class schedule, including the ability to transfer course sections or withdraw from a course without penalty
- Change in work schedule or job assignment
- Change in student’s University-controlled housing
- Assistance from University support staff in completing housing relocation
- Limitation on an individual’s or organization’s access to certain University facilities or activities pending resolution of the matter
- Voluntary leave of absence
- Providing an escort to ensure safe movement between classes and activities
- Providing medical services
- Providing academic support services, such as tutoring
- Interim administrative leave of absence
- Any other remedy that can be tailored to the involved individuals to achieve the goals of this policy.

If the Title IX Coordinator determines it is advisable, an interim administrative leave of absence may be imposed on a student who is suspected of violating this policy. In addition, this type of interim administrative leave of absence may be used to preserve University property; pursue an investigation and/or hearing; and prevent disruption of, or interference with, the normal operations of the University. Interim administrative leave of absence will be used for short periods of time pending resolution of a report.

During an interim administrative leave of absence, a student may be denied access to University housing. Further, this restriction includes classes and/or all other University activities or privileges for which the student might otherwise be eligible.

At the discretion of the Title IX Coordinator, and following consultation with other appropriate University officials, alternative coursework options may be pursued to ensure as minimal an academic impact as possible on the respondent.

Similarly, to protect the health and safety of the community, the University may impose a similar interim administrative leave with pay for any employee that is under investigation for a violation of this policy.

**Title IX Review, Investigation, and Resolution for Complaints against Students**

Upon receipt of a report, the University will conduct an initial Title IX assessment. The goal of this assessment is to provide an integrated and coordinated response to reports of sexual misconduct. The assessment will consider the nature of the report, the safety of the alleged victim of the sexual misconduct and of the campus community, the complainant’s expressed preference for resolution, and the necessity for any interim remedies or measures to protect the safety of the complainant or the community.
Following this assessment, the University may (a) seek a resolution that does not involve disciplinary action against a respondent; or, (b) initiate an investigation to determine if a hearing is warranted. The goal of the investigation is to gather all relevant facts and determine if there is sufficient information to support a charge against a respondent.

As part of the initial assessment of the facts, the University will:

- Assess the nature and circumstances of the allegation
- Address immediate physical safety and emotional well-being of the complainant
- Notify the complainant of the right to contact law enforcement and seek medical treatment
- Notify the complainant of the importance of preservation of evidence
- If applicable, enter the report into the University’s daily crime log
- Assess the reported conduct for the need for a timely warning under the Clery Act
- Provide the complainant with information about on- and off-campus resources
- Notify the complainant of the range of interim measures and remedies
- Provide the complainant with an explanation of the procedural options, including remedies-based resolution and disciplinary resolution
- Assess for pattern evidence or other similar conduct by respondent
- Discuss the complainant’s expressed preference for manner of resolution and any barriers to proceeding
- Explain the University’s policy prohibiting retaliation.

The initial review will proceed to where a reasonable assessment of the safety of the individual and of the campus community can be made, and where the University has sufficient information to determine the best course of action.

At the conclusion of the Title IX Assessment, the Title IX Coordinator, in coordination with others as necessary, will determine the appropriate manner of resolution.

The determination regarding how to proceed will be communicated to the complainant in writing. Depending on the circumstances and requested resolution, the respondent may or may not be notified of the report or manner of resolution. A respondent will be notified when the University seeks action that would impact a respondent, such as protective measures that restrict the respondent’s movement on campus or the decision to involve the respondent in remedies-based resolution.

Please Note: Where appropriate and possible, the University will seek action consistent with the complainant’s request(s).

For example, when a complainant makes a report, but requests that a name or other identifiable information not be shared with the respondent, or that no formal action be taken, the University will inform the complainant of its obligation to balance this request against its obligation to provide a reasonably safe and non-discriminatory environment for all in the Stritch community. Further, when a complainant does not wish to proceed with an investigation, the Title IX Coordinator will determine, based on the available information, whether the investigation and/or subsequent hearing should go forward.

In making this determination, the University will consider a range of factors, including:

- Whether the complainant has requested confidentiality
- Whether the complainant wants to participate in an investigation or related hearing
- The severity and impact of the conduct, including whether a weapon was used
- Whether the complainant is a minor under the age of 18
- Whether the respondent has a pattern of similar conduct
• Whether the respondent threatened further violence or other violence against the victim or others
• The existence of independent evidence
• The extent of prior remedial methods taken with the respondent

The University also will assess any barriers to proceeding that may exist or have arisen, including retaliation, and will inform the complainant that it will, in compliance with Title IX, take strong responsive action to protect the complainant. Where the University is unable to take action consistent with the request of the complainant, the Title IX Coordinator or designee will tell the complainant about the University’s chosen course of action, which may include the University choosing to pursue action against a respondent on its own behalf. The University will not require a complainant to participate in any investigation or disciplinary proceeding. The course of action also may include steps to limit the effects of the alleged misconduct and prevent its recurrence that do not involve formal disciplinary action against a respondent or revealing the identity of the complainant.

In addition to the measures noted above, the University may initiate remedies-based resolutions that are designed to maximize the complainant’s access to the educational, extracurricular, employment or volunteer activities at the University and to eliminate a hostile environment. Such remedies include, but are not limited to targeted or broad-based educational programming or training, supported direct confrontation of the respondent, and/or indirect action by the Title IX Coordinator or the University. Depending on the form of remedies-based resolution used, it may be possible to maintain anonymity.

The University also will offer mediation for appropriate cases, though no complainant will be compelled to engage in mediation or to confront the respondent directly.

Please Note: Mediation, even if voluntary, may not be used in cases involving sexual assault.

**Investigation of Sexual Misconduct**

When the Title IX assessment finds that disciplinary action may be appropriate, the University will initiate an investigation. The University will designate an investigation comprised of members who have received specific training in the investigation of allegations of sexual misconduct. All investigators assigned to a matter must be impartial and free of any conflict of interest.

Investigations will be conducted in an appropriate manner, given the circumstances of the case. More specifically, the investigator or investigative team will (a) coordinate the gathering of information from the complainant, the respondent, and any other individuals who may have information relevant to the determination; (b) gather any available physical evidence, including documents, communications between the parties, and other electronic records as appropriate; (c) provide the complainant and respondent with an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. The witnesses identified by the complainant and/or respondent must have observed the acts in question, or have information relevant to the incident.

The investigation is designed to provide a fair and reliable gathering of the facts. It will be conducted in a thorough, impartial, and fair manner to ensure that all individuals are treated with appropriate sensitivity and with respect for individual privacy concerns.

The University will make every effort to complete the investigation within sixty (60) business days of receiving the complaint. This time frame may be extended, however, depending on the complexity of the circumstances of the particular
At the request of law enforcement, the University may agree to defer its Title IX fact gathering until after the initial stages of a criminal investigation. During this period, the University will continue to communicate with the complainant regarding Title IX rights, procedural options, and the implementation of necessary interim measures to assure the safety and well-being of all affected individuals. The University will promptly resume its Title IX fact gathering as soon as law enforcement has released the case for review following the initial criminal investigation.

**Please Note:** After formal notice that one’s conduct has violated this policy, the complainant and respondent have the right to be assisted by an advisor. In cases of sexual assault, domestic/dating violence, or stalking, a complainant or respondent may seek the advice and assistance of an advisor of their choice, which can be an attorney, at their own expense. The investigation process is not a legal proceeding. Accordingly, the role of an advisor is to provide guidance to the complainant or respondent regarding applicable University procedures, and to advise the complainant or respondent on the specifics of a written appeal, if applicable. Advisors also are available to offer support and to provide information on additional resources that may be available. While advisors may accompany the complainant and respondent at meetings, they may not present evidence, question witnesses, or otherwise participate.

Information the University gathers during the review or investigation will be used to evaluate the responsibility of the respondent, to provide for the safety of the complainant and the University campus community, and to take appropriate measures to end the misconduct, prevent its recurrence, and address its effects.

The Title IX Coordinator will retain copies of all reports generated as a result of investigations. The University will keep these records confidential to the extent permitted by law.

**Please Note:** When members of a student group, an organization, or a team, or individuals acting collusively act in concert in violation of this policy, they may be charged as a group or as individuals, and an investigation may proceed against the group as joint respondents or against one or more involved individuals as appropriate, given available information and the circumstances.

A student group, an organization, or a team’s officers and membership may be held collectively and individually responsible when violations of this policy by the organization or its members take place at organization-sponsored events, have received the consent or encouragement of the organization or of the organization’s leaders or officers, or were known or reasonably should have been known to the membership or its officers.

In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually in proportion to the involvement of each individual.

**Review of Investigation Report**

At the conclusion of the investigation, the investigator or investigative team will (a) prepare a written report that summarizes the information gathered, synthesizing the areas of agreement and disagreement between the parties, as well as any supporting information or accounts; (b) review all facts gathered to determine whether the information is relevant and material to the determination of responsibility given the nature of the allegation; (c) assess the credibility of the witnesses and evidence; (d) redact information that is irrelevant, more prejudicial than probative, immaterial or based solely on opinion rather than direct observation.
Before the report is finalized, the investigator or investigative team will give the complainant and respondent the opportunity to review their own statements and, as permitted by FERPA, a summary of other information collected during the investigation, including the statements of the other party and any witnesses. The complainant and respondent then may submit any additional comments or request further investigation from the investigative team.

The report then will be submitted to the Title IX Coordinator for the administration of an appropriate action and follow-up with the complainant.

**Administration of Sanctions**

If the respondent is found responsible for a violation of this policy, the University will impose a sanction designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while also supporting the University’s educational mission and Title IX compliance obligations. Sanctions or interventions also are designed to promote safety and/or deter individuals from similar future behavior. The range of sanctions which may be imposed include probation, probation with community service and counseling, suspension, dismissal from the University and/or the termination of one’s employment with the University.

The Title IX Coordinator will inform the respondent of any sanctions, the date by which the requirements must be satisfied (if applicable), and the consequences of failure to satisfy the requirements. The Title IX Coordinator also will inform the complainant of any sanctions that directly relate to the complainant or are required by federal law to be disclosed to the complainant in the case of certain criminal sexual offenses covered by the Campus Security Act, including sexual assault, domestic/dating violence, and stalking. Each party will be provided with an outcome letter that also includes appeal options. The University reserves the right to notify appropriate University officials regarding the outcome of the investigation and the nature of the sanctions.

**Appeal of a Determination**

Either party may appeal the outcome of the matter to the University’s Title IX Board of Appeals within 72 hours of receipt of the investigation report and the Title IX Coordinator’s imposition of sanctions.

**Records**

The Title IX Coordinator will retain records of all reports, allegations, and complaints, regardless of whether the matter is resolved by Title IX assessment, disciplinary proceedings or another means.

Affirmative findings of responsibility in matters resolved through the processes described herein are part of a student’s conduct record. Such records will be used in the review of any further conduct matters. The University will maintain these records for the duration of the respondent’s relationship with the University, and may retain them for no less than seven years following the respondent’s departure from the University. In allegations involving child abuse, the University may keep the records indefinitely.

**Title IX Review, Investigation and Resolution for Complaints against Faculty, Staff, and Other Non-students**

Because the relationship of students, staff and faculty with the University differ in nature, the procedures that apply when seeking disciplinary action also differ in a number of respects.
Education and Prevention Programs

Cardinal Stritch University takes its compliance obligations very seriously. Throughout the year therefore, the University is committed to offering a number of educational programs designed to promote awareness of sexual harassment, sexual assault, dating and domestic violence, stalking and retaliation. Prevention programs will include an overview of the University’s policies and procedures; relevant definitions, including prohibited conduct; discussion of the impact of alcohol and illegal drug use; effective consent; effective options for bystander intervention; and other information about risk reduction. The Human Resources Offices, in consultation with the University's Title IX Coordinator, will provide a calendar of compliance update programs for each academic year. Please consult the HR web page for additional information.

Prevention and Awareness Programs

Cardinal Stritch University strives to prevent incidents of sexual harassment and sexual misconduct by providing education to its students and employees intended to promote awareness and primary prevention (including normative messaging, environmental management, and bystander intervention), as well as to inform and discuss institutional policies on sexual misconduct as well as the Wisconsin definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, educate on how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches.

Awareness Programs are community-wide or audience-specific programs, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety and reduce perpetration.

Primary Prevention Programs are programs, initiatives and strategies informed by research or assessed for value, effectiveness or outcome 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.

Bystander Intervention programs and education help individuals identify safe and positive options that may be carried out 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 programs strive 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.

The University makes this education available to both new and returning students and employees through a variety of methods including: printed material, online resources, online learning modules, orientation activities and University-wide initiatives and events offered throughout the year.

Prevention Awareness Programs for new students and employees

- All new students (regardless of degree level or delivery format) are provided with and asked to complete an online course offered through Safecolleges called “Campus SaVE Act for Students – Sexual Violence Awareness” (or Faculty and Staff as appropriate). This online course provides definitions and aids the student in
appropriately identifying sexual misconduct and steps that may be taken to avoid and/or eliminate it. It provides students with information regarding institutional policy as well as State regulation. Finally, it addresses options for bystander intervention.

- New Student Orientation program examples include:
  - Large group presentations designed to make student aware of the issues and options and get them talking. Specifically a session entitled “College Adventures 101” challenges students to consider decision-making in sexual situations, provides an overview of Title IX options at Stritch and introduces the concept of affirmative consent.

**Ongoing prevention and awareness programs for all students and employees**

- The University provides numerous opportunities for the community (students, staff and faculty) to gain awareness and education regarding the issues of sexual harassment, sexual misconduct, intimate partner violence, stalking, consent, etc. Some examples include:
  - Information dissemination through electronic communication (online newsletters, emails, etc.)
  - Numerous bulletin boards throughout the year
  - Coffee Talk series (open to all) discussing topics from a variety of standpoints: healthy boundaries, building health relationships, managing strong emotions, issues of consent etc.
  - Sexual Assault Awareness Week/Domestic Violence Awareness Month activities (fall)
  - Denim Day University awareness campaign

**Registered Sex Offenders**

The University complies with federal legislation that requires institutions of higher education to inform interested persons within the campus community about how information regarding registered sex offenders within the state can be obtained. This information can be found at the Wisconsin Department of Corrections Sex Offender Registry Database at [http://offender.doc.state.wi.us/public/](http://offender.doc.state.wi.us/public/)

**CLERY REPORTABLE CRIMES DEFINED**

The crime definitions used to collate the statistics in this report conform with the requirements of the Uniform Crime Reporting (UCR) Handbook published by the Federal Bureau of Investigation.

**Reported Crimes**

**Murder/Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another. Note: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths and justifiable homicides are excluded.

**Negligent Manslaughter:** The killing of another person through gross negligence.

**Robbery:** The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by the means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.
Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. This includes joyriding where the automobiles are taken by persons not having lawful access and later abandoning them.

Arson: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Weapon Law Violation: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons, to minors, undocumented immigrants possessing deadly weapons; all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violations of laws or ordinances prohibiting: the manufacture, sale, transport, furnishing and possession of intoxicating liquor, maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned.

Sexual Assault - Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, forcibly and/or against the person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).

Sexual Assault - Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

Sexual Assault - Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Sexual Assault - Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Hate Crimes
The Clery Act requires the reporting by category of prejudice any crime reported in the classifications above and any other crime involving bodily injury "that manifests evidence that the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability."

A hate crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender’s bias. If the facts of the case indicate that the offender was motivated to commit the offense because of his bias against the victim’s race, gender, gender identity, religion, sexual orientation, ethnicity, national origin and/or disability, the crime is then also classified as a hate crime. For the purposes of report statistics, if a crime described above occurs and is found to have been motivated by bias or hate, it will be reported as both. However, other classifications for hate crimes that are only then reported as such include: larceny, vandalism, intimidation and simple assault.
Larceny: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Vandalism: To willfully or maliciously destroy, injure, disfigure or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

The Violence Against Women Act (VAWA)
The Violence Against Women Act mandates that institutions include in their statistics (beginning for the 2013 year) the crimes of domestic violence, dating violence and stalking. Sexual Assault, which is also part of the mandate, was already required in prior years.

Domestic Violence: includes felony or misdemeanor crimes of violence committed by a current or former spouse 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, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

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; and where the existence of such a relationship shall be determined based on a consideration of the following factors: 1) the length of the relationship; 2) the type of the relationship; 3) the frequency of interaction between the persons involved in the relationship.

Stalking: is a course of conduct directed at a specific person that would cause a reasonable person to A) fear for his or her safety or the safety of others; or B) suffer substantial emotional distress.

Unfounded Crimes
An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false, or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfind” a crime report for the purposes of reporting. Cardinal Stritch University has not “unfounded” any crime reports for the years of 2016, 2017, or 2018.
ANNUAL CRIME STATISTICS

Annual Crime Statistics Cardinal Stritch University Calendar Years: 2016 to 2018

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FIRE SAFETY REPORT

Cardinal Stritch University has many systems, policies and procedures in place to enhance fire safety at the University. Below you will find information on the fire safety system for each residence hall, as well as fire statistics for the past five years. In addition, there is information on policies regarding portable electrical appliances and procedures for student housing evacuation.

Fire Safety Systems – Clare Hall
Smoke detectors are located in each residence room, as well as in hallways and lounges. All smoke detectors in sleeping rooms are hard-wired, with a battery backup. Smoke detectors in public areas are battery operated.

There are pull stations in the hallways. The fire alarms emit loud sounds. Any student requiring strobe lights may request to live in Assisi Hall.

Fire extinguishers are located in key locations around the residence halls. Residence hall staff, security staff, and physical plant staff are instructed to their use. During their nightly rounds, residence life staff members check to insure they are properly charged, and report any issues promptly.

Fire Safety Systems – Assisi Hall
Smoke detectors are located in each residence room, as well as in hallways and lounges. All smoke detectors in residence rooms are hard-wired, with a battery backup. When the smoke detectors and pull stations in Assisi are activated, the fire department is automatically notified.

The Assisi Hall fire system has strobe lights in addition to the standard alarm sound.

There are pull stations in the hallway. Assisi Hall is equipped with a sprinkler system. The hall has a PA system that can be used to give residents instructions.

Fire extinguishers are located in key locations around the residence halls. Residence hall staff, security staff, and physical plant staff are instructed in their use. During their nightly rounds, residence life staff members check to insure they are properly charged, and report any issues promptly.

Fire Drills
Fire drills are scheduled annually in cooperation with the North Shore Fire Department. The last drill took place on October 10, 2018. The last most recent ones occurred on Sept. 27, 2017, Oct. 4, 2016, Sept 29, 2015 and Sept 9, 2014. The next drill is scheduled for September 26, 2019.

Fire Safety Education and Training
Each year, residents are reminded of fire safety through their all-hall meetings, during which a fire safety video is shown. Resident assistants are annually trained in emergency procedures, including fire emergencies.

Cardinal Stritch University Fire Log 2014-2018

Fire Log: 2014
There were no residence hall fires in 2014.

Fire Log: 2015
There were no residence hall fires in 2015.
Evacuation Procedures

Students who see or smell fire are urged to stay clear of the fire, pull the alarm, evacuate using the stairs (never the elevator) and call 911, then campus security at (414) 410-4220.

People who hear the fire alarm are required to evacuate. To do otherwise not only creates a safety issue, but leaves one vulnerable to disciplinary and legal action.

If you hear the fire alarm, feel your room door. If it is hot, open the door slowly, leading with something other than your body, to determine if it is safe to evacuate. If you cannot safely evacuate, put a towel under the door (wet with water if possible), call 911, and signal for help. Waving something bright out the window, like a red shirt, will help to attract the attention of rescuers.

If you can safely evacuate, proceed to the nearest exist, using the stairwell. Feel all doors before opening them. Stay low, because hot air and noxious gases tend to rise. If you must crawl through smoky areas, or the building is dark, keep one hand along the wall to avoid disorientation.

Once you have exited the building, maintain a safe distance, taking care to avoid emergency vehicles that may be moving rapidly. Please remain nearby until someone in authority has determined that you have been safely evacuated. Do no re-enter the building until you are given the “all clear.”

Policy on Portable Electronic Appliances, Smoking and Open Flames

Open flames, smoking, candles, incense, flammable liquids, and halogen lamps are not permitted in the residence hall. Microwaves are not permitted in student rooms, with the exception of the small ones found on microFridges. Refrigerators must be no more than 4.0 cubic feet. All appliances must be UL approved.

Microwaves are available on each residence hall floor. A kitchen is available in each residence hall. Residents are required to remain in the respective area while items are cooking.

Smoking is not permitted on campus, except for in one’s personal vehicle.

Future Fire Safety Improvements

The University has been working closely with the North Shore Fire Department to come up with a plan to update the fire alarm notification system throughout all campus buildings. Approximately 90% of the engineering work has been completed. When funding to implement this project becomes available we will begin the two to three year purchase and installation portion of the project.
YOUR RESPONSIBILITY RELATED TO CAMPUS SAFETY

The cooperation, involvement and personal support of all members of the Cardinal Stritch community are crucial to the success of a campus safety program. Everyone must assume responsibility for his/her own personal safety and security of personal belongings by taking simple, common sense precautions. Listed are some Security and Safety Tips:

In the Office, Classroom or Laboratory:
• Report anyone who behaves suspiciously to the local authorities.
• Advise the proper authority of any hazards or security problems.
• Never prop open doors.
• While in class, the library or lab, keep personal belongings in view.
• Your keys should always be kept in your possession and never lent out.
• Lost keys should be reported immediately.
• Keep doors locked, even if you are away for only a few minutes.
• Avoid using stairs in remote sections of the building.
• Keep your purse in a locked cabinet or drawer. Never leave it on top of or underneath a desk.
• Call the proper authority if you see a male entering, leaving, or in a woman’s restroom. If you are inside, run out screaming. Do not stop to ask or answer questions.
• Avoid working or studying alone in a building at night.
• Keep petty cash and stamps in a locked drawer.
• Do not remove rings to wash your hands; they can be forgotten and/or stolen.

In Your Vehicle:
• Obey traffic laws.
• Exercise caution when entering or leaving your vehicle, especially in parking lots or garages.
• Keep windows up, doors locked, and your purse and other valuables in your trunk.
• Don’t leave your vehicle registration, credit cards or other important papers in the glove compartment.
• Drive defensively and safely.

On the street:
• Vehicles should be parked in lighted areas and kept locked at all times.
• Valuables should be concealed.
• If you are followed, act suspicious. Keep looking behind you to discourage the follower.
• If you are followed on foot, cross the street, change directions or vary your pace.
• If you are followed by someone in a car, turn around and walk in the opposite direction. If the driver persists, record the license number and notify the police immediately.
• If you are followed by a vehicle while driving, take three right turns. If you are still being followed, drive to a Police Station or other well populated area. If you have a cell phone call “911”.
• Stay in well lighted areas; walk midway between curbs and buildings away from alleys, entries and bushes. If you carry a purse or handbag, keep it close to your body. This will minimize the chances of theft.
• If your purse is snatched, don’t fight. Turn it over rather than risk personal injury, then report the incident promptly.
• Do not stop to give directions or other information to strangers.
• Never hitchhike.
• Carry only necessary credit cards and money.
• Use an escort or walk with someone else whenever possible. Participate in the buddy system.
• Stay near people. Avoid shortcuts through parks, vacant lots and other deserted places.

Crime Prevention

Book Thefts
Book thefts occur frequently at universities, especially during the final exam period. Remember - leaving books unattended in public places increases the chance of theft. Books are easily resold, especially to other students. A stolen
book is 100 percent profit for a thief, and often the owners cannot be identified because they failed to mark their books properly. You can prevent book thefts by:

- Marking all books on the inside front cover with your name and operator’s license number.
- Marking one or more known page numbers with your initial or other discernible marking.
- Keeping your books with you.

Report book thefts to the Department of Security immediately. A recovery may be made at a resale counter and the thief apprehended.

**Harassing Phone Calls**

Although telephone abuse is a problem that can cause unpleasantness, it rarely results in physical harm. Here are some suggestions that can help you deal with harassing, anonymous, obscene or generally annoying telephone calls:

- Don’t talk.
- Hang up if the caller doesn’t say anything or on the first obscene word, or if the caller doesn’t provide identification to your satisfaction.
- Don’t slam down the receiver and thus admit that the call has bothered you. Instead, hang up as you normally would.
- If the call is received on campus, call the Department of Security. The extent and nature of the harassment can then be assessed and appropriately handled.
- If you follow these suggestions, chances are you will not need to call the police. You can usually stop the annoying caller by hanging up the instant you recognize the type of call. Remember, you control your telephone.

**Robbery**

Robbery is defined as intentionally taking property from another person or from the presence of another person by using or threatening the use of force, or by putting another person in fear for his/her safety. The following is a list of violence prevention procedures to be used in case you are robbed.

*Keep it short and smooth.*

- The longer the robbery takes, the more nervous the robber becomes.
- Handle the entire procedure as if you were making a sale to a customer.
- The average robbery takes less than two minutes.

*Obey the robber’s orders.*

- Robbers seldom hurt people who cooperate with them.
- Let the robber know you intend to obey.
- If you are not sure what the robber is telling you to do, ask.
- Keep calm and observe what the robber is wearing and what he/she looks like.

*Tell the robber about any surprises.*

- If you must reach for something or move in any way, tell the robber what to expect.
- If someone is hidden in the area, tell the robber.

*Don’t argue with the robber.*

- Give him/her all the cash or property he/she wants.
- Once the robbery has started it’s too late for the robber to change his/her mind.

*Don’t fight the robber.*

- The money/property isn’t worth risking harm to yourself.
- Attacking an armed robber is not heroic; it’s foolhardy.
Don’t chase or follow the robber.
• Chasing the robber invites violence.
• The police could mistake you for one of the robbers.

After the robber leaves, call the Police immediately, then the Department of Security.

Sexual Assault Prevention
The vast majority of sexual assaults occur between people who know each other. So, while it's a good idea to avoid isolated areas, and take precautions against "stranger rape," most victims will be assaulted by someone they know. With this in mind, additional precautions should be taken.

• Think carefully about your sexual limits and communicate them clearly with dates.
• If you are in a situation in which someone is ignoring your stated limits, get out of the situation immediately and into a safe place.
• Exercise caution with someone who is invading your personal space. At the first touch that feels uncomfortable, speak your mind in clear, simple language.
• The use of alcohol and other drugs increases the risk of a sexual assault by an acquaintance. People who are sober recognize danger more easily, and are often in a better position to take care of themselves. Sex with someone who is intoxicated is considered an assault if it is determined that she or he was unable to fully consent. Conversely, someone who commits an assault while under the influence of alcohol or other drugs will still be held responsible for his/her behavior.

If you go to a party with friends, make an agreement that everyone will go home together, no matter what. Keep an eye on each other throughout the party. Avoid venturing upstairs (if the party is downstairs) by yourself.
• Realize that, no matter how many or how few of these prevention strategies you utilize, no one deserves to be assaulted.