

Ohio University 2021 Annual Security & Fire Safety Report



OHIO
UNIVERSITY

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Introduction

Ohio University is a state-assisted institution of higher education that has its main campus in Athens, Ohio and also operates regional campuses, extension campuses and centers in other parts of the state. Regional campus locations include Chillicothe, Lancaster, Ironton (Southern), St. Clairsville (Eastern), and Zanesville. Extension campus locations include Warrensville Heights (Cleveland Campus) and Dublin, Ohio. Centers are located in Cambridge, Pickerington, and Proctorville.

Annual Security Report (ASR)

Ohio University is committed to assisting all members of the university community in providing for their own safety and security. This **Annual Security Report** was compiled by Ohio University's Clery Compliance Team and can be found on the University Equity and Civil Rights Compliance website at www.ohio.edu/equity-civil-rights. Printed copies of the Annual Security Report may also be requested at no charge by contacting the Office of Equity and Civil Rights Compliance at (740) 593-9140 or equity@ohio.edu.

The Annual Security Report contains information regarding campus security and personal safety. It includes topics such as crime prevention, local law enforcement authority, crime-reporting policies, disciplinary procedures, and other matters of importance related to security. Important law-enforcement contacts, key campus offices, and local resources are provided for each University location.

The ASR also provides crime statistics for the Athens, regional and extension campuses and centers for the three most-recent calendar years. These data summarize crimes that occurred on campus; on non-campus property controlled by the university; and on public property within, or immediately adjacent to and accessible from, each campus. Crime data are compiled from reports submitted by Campus Security Authorities, case files of the Office of Community Standards and Student Responsibility and the Office of Equity and Civil Rights Compliance, and statistics reported by the Ohio University Police Department and solicited from local law enforcement.

Compilation of the ASR was coordinated through the Office of the Executive Vice President and Provost. Each campus has a designated staff person responsible for communicating with their local law-enforcement agencies to collect crime statistics for that campus and provide them for compilation in the ASR.

Staff from Ohio University's Office of Community Standards & Student Responsibility (CSSR), the Office of Equity and Civil Rights Compliance, and the Ohio University Police Department also participate in reviewing cases for Clery reportability, verifying annual statistics, and updating the policy statements, resource contact information, and other ASR narrative. The University Communication and Marketing Office is instrumental in posting the ASR by the annual deadline and notifying the university community and the broader public of its availability.

Compliance with the provisions set forth in this document and specified by the Violence Against Women Reauthorization Act of 2013 does not constitute a violation of section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

Campus Law-Enforcement Authority

Ohio University's main campus in Athens is served by the Ohio University Police Department, a full-service law enforcement agency operating 24 hours a day, 365 days a year and headquartered at The Rides Building 13. The department is staffed with 26 sworn police officers, with the authority to make arrests. These officers are commissioned by the State of Ohio to serve and protect the university community. The department also employs seven full-time civilian personnel.

Investigations of criminal conduct and violations of university policy are conducted in a timely and professional manner, with prosecution and referrals to the criminal justice system or other appropriate entities when applicable. The department is also responsible for issuing timely warnings of crimes that pose a threat to the campus community.

The department works with federal, state, and local agencies as needed and works with appropriate university departments to provide those who may be the victim of criminal actions or emergency situations with information on university options available to them. OUPD holds mutual aid agreements with the City of Athens Police Department and the Athens County Sheriff's Office for the purpose of supporting each other's police operations as needed.

At Ohio University's regional campuses, extension campuses, and centers, local law-enforcement entities provide safety services and enforcement of criminal laws. Contact information for these entities is provided for each campus and center beginning on page 83 of this report.

Ohio University believes that eliminating or minimizing criminal opportunities helps prevent crime. Partnerships have been established with students and employees to identify potential areas of victimization and options for appropriate response. Police officers engage in visible patrol and present programs along with Housing and Residence Life staff and other groups on campus, to help community members reduce their chances of becoming a victim of crime.

Reporting Crimes and Other Emergencies

Procedures and Facilities to Report Crimes or Other Emergencies

Students, employees, visitors, and community members at any Ohio University campus are strongly encouraged to report incidents of criminal conduct, suspicious behavior, or emergencies to their local law enforcement office. (*Contact information for each campus and center may be found starting on page 83 of this report.*) Emergency telephones are located at the main entrance of all residence halls and in select locations throughout the Athens campus. The

phones are recognizable by the blue lights located above each phone. Emergency phones provide direct access to the Ohio University Police Department [(740) 593-1911] and can be used to access other emergency services.

Ohio University encourages anyone who is the victim of, witness to, or is made aware of any crime to promptly and accurately report the incident to their local law-enforcement office or another campus authority. With this information, the university can take steps to help ensure the future safety of the campus by determining whether there is a pattern of crime with regard to a particular location, method, or assailant, and alerting the campus community to potential danger.

Reported crime statistics in this document come from local law-enforcement offices that have jurisdiction over campus geography as outlined by the Clery Act and from sources across Ohio University. Campus Security Authorities (CSAs) are members of the Ohio University community with significant responsibility for student and campus activities who also have the authority and the duty to take action or respond to particular issues on behalf of the institution. Campus Security Authorities have access to the Ohio University CSA Crime Reporting Form [here](#) and by visiting www.ohio.edu/equity-civil-rights and clicking "CSA Reporting Form".

Confidential Reporting

Crime reports made to Ohio University healthcare and mental-health professionals can generally be kept confidential, although de-identified reports may be included in the annual disclosure of crime statistics. **Please note:** Because police reports are public records as a matter of state law, law-enforcement offices cannot hold reports of crime in confidence. An individual may, however, report a crime to Ohio University police or local law enforcement for inclusion in this annual report without pursuing criminal charges.

Unfounded Criminal Reports

In rare cases, crime statistics that have been reported to Ohio University for inclusion in the annual security report may be removed from this report. These reports may only be listed as "unfounded" following a law enforcement investigation, and only sworn or commissioned law enforcement personnel may determine that a crime report is "unfounded." Crime reports will be properly determined to be false only if the evidence from the complete and thorough investigation establishes that the crime reported was not, in fact, completed or attempted in any manner. Ohio University discloses in this annual security report the number of "unfounded" crime reports and retains all records for these cases.

Monitoring and Reporting Criminal Activity at Off-Campus Locations Recognized by the Institution

In addition to joint education and enforcement efforts, the Ohio University Police Department works through the local city police department to monitor and record criminal activity at off-

campus locations of student organizations officially recognized by the university, including student organizations with off-campus housing facilities.

Emergency Preparedness

Ohio University recognizes the need to prepare itself for numerous emergencies that may happen at any time. Ohio University has created an Emergency Operations Plan (EOP). The EOP provides general guidance, organizational structure, and specific direction on preparedness, response, and communication disciplines. It is critical that we prepare for “unexpected” events to protect the Ohio University community and the surrounding local communities. The EOP outlines university procedures for managing major emergencies that may threaten the health and safety of the campus community. Ohio University Policy 44.100, Critical Incidents, provides the Ohio University policy authority for this plan. The EOP can be easily accessed by visiting www.ohio.edu/facilities/emergency-management.

In addition to the EOP, the university has created a Critical Incident Response Team (CIRT). CIRT is made up of numerous university stakeholders whose mission is to provide leadership to the campus community before, during, and after an emergency or critical incident. The standing CIRT consists of the chief of police (co-chair), assistant vice president for safety and risk management (co-chair), dean of students, associate vice president for facilities, assistant vice president for auxiliary services, emergency programs coordinator, and Vice President for University Communications and Marketing. Upon the declaration of a critical incident, the CIRT chair will appoint appropriate members to the augmented CIRT, based on the nature of the incident. In most cases, the augmented CIRT will include all members of the standing CIRT.

In addition to convening to respond to critical incidents, CIRT members meet regularly. The CIRT also prepares, and at least annually reviews and revises as needed, the "Ohio University Emergency Preparedness Response Plan," which is published on the Environmental Health and Safety web page at webcms.ohio.edu/sites/default/files/sites/facilities/files/Emergency-OperationsPlan.PDF.

The executive dean of Regional Higher Education works with each regional-campus dean to prepare response plans augmenting those described above. The Ohio University Police Department and emergency programs coordinator serve as consultative resources.

Emergency Notifications

The Ohio University Police Department (OUPD), Risk Management and Safety (RMS), and the Critical Incident Response Team (CIRT) work closely to monitor emergency situations on and around the University’s campuses and centers. If it is determined that there is an emergency or dangerous situation that poses an immediate threat to the health and safety of some or all members of the university community, OUPD will collaborate with RMS and CIRT to determine the immediate course of action.”

OUPD and/or RMS have the responsibility to respond to, summon the necessary resources for, mitigate, investigate, and document any situation that may cause an emergency or dangerous situation in the university community. In the event of a critical incident or an emergency situation, the university community will be notified by the appropriate emergency notification system or systems that have been established at Ohio University and described in detail in this document. This notification may be issued by OUPD, CIRT, or authorities at a regional campus. The emergency notification may be issued to a selected group or location within the university community or to the entire university community as appropriate to the situation. Alerts will be issued immediately unless a notification, in the judgment of OUPD, other first responders, or campus officials, would compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. The institution will provide adequate follow-up information to the community as needed. If an emergency notification is issued, that same information will not be repeated through the issuance of a timely warning.

OUPD, RMS, and CIRT also work with the City of Athens and Athens County Emergency Management Agency to determine if there is an emergency or critical incident within the City or County of Athens that may pose an immediate threat to the university community and respond immediately to those situations as well. Each Ohio University campus maintains a close, cooperative relationship with all local, state, and federal law enforcement agencies in order to make similar determinations. Students, faculty, and staff are encouraged to notify local law enforcement of any and all possible dangerous situations that may be occurring within the university community.

Issuing Timely Warnings

Crime Alerts/Timely Warnings shall be issued for crimes reported to the institution within its geography that are considered to represent a serious or continuing threat to students and employees. Reported crimes will be reviewed on a case by case basis in light of all the facts surrounding the incident, including factors such as: the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. The Chief of Police or their designee shall determine the content of the notification and is responsible for carrying out these warnings. These crime alerts/timely warnings shall be provided in a timely manner that gets the word out quickly and effectively communitywide, will withhold the names of victims as confidential, and will aid in the prevention of similar occurrences. The institution is not required to issue a timely warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Evacuation Procedures

Information on critical incidents and how to respond to different emergencies can be found at www.ohio.edu/emergency. In addition, Ohio University has downloadable Campus Emergency Guides which contain in-depth, University-approved information about a wide variety of potential campus emergencies and the steps that should be taken if they occur. These guides can be found at www.ohio.edu/facilities/emergency-management/responses.

Students living in the residence halls at Ohio University participate in evacuation procedures and drills, which are held at the beginning of each academic semester. These evacuation and emergency/fire drills are designed to inform students of emergency exits and emergency plans for the residence halls. The Safety Department, along with Housing and Residence Life, coordinate these drills. The University's Critical Incident Response Team (CIRT) also participates in a tabletop exercise at each of the quarterly meetings. These exercises are based on a wide range of emergency situations and critical incidents that may affect some or all of the university community. CIRT members use these exercises to determine the best course of action and responses for the various incidents. The Athens campus is also active in the Athens County Emergency Management Agency drills and exercises that are held every year.

Community Emergency Notifications

The following methods of communication are available and may be utilized in the event of a campus emergency. The usage of these tools will be dependent upon the particular set of circumstances present during the situation or incident. Not every communication tool will be utilized in every situation. University officials, in conjunction with the Critical Incident Response Team (CIRT), may initiate the communication tools listed.

Outdoor Emergency Notification System (Siren/PA system):

An outdoor emergency notification system (audible siren/PA) has been installed on the Athens Campus and may be used for notifying the campus community of weather-related situations or other emergency situations as deemed necessary by the university. The outdoor emergency notification system will sound from six locations (or each site may be activated independently). An outdoor emergency notification will start with the sounding of a pre-programmed tone and continue with a pre-recorded or live verbal announcement. An audible educational test of the outdoor emergency notification system occurs the second Friday following the start of each academic semester.

OHIO Alert (Voice/Text Messaging/Email/Social Media):

Ohio University's OHIO Alert system allows authorized users to send automated emergency notifications to members of all Ohio University campuses via voice message, e-mail, text messaging, and social media in situations as deemed necessary and appropriate. There will be times where this system will be used in conjunction with the campus outdoor emergency notification system and other times where it will be used with other communications or as the sole method of communication. This information can also be found on the OUPD Twitter account (www.twitter.com/oupolice) and [Facebook page](#) for information. The university tests the emergency event notification system each semester.

Email

The university's email system may be used as a mode of communication. The email system allows a more thorough explanation of the situation to be delivered to everyone's email address at Ohio University. Instructions or protective steps may also be given through email.

Websites

The university has several opportunities to utilize the web to disseminate information in an emergency. The university's homepage (www.ohio.edu) has an emergency information link and may also be used as a standalone site serving as the sole release point for emergency information.

The emergency information page (www.ohio.edu/alert) is a site where information may be posted as the emergency situation evolves. This site has a link from the university homepage and is used to update the campus community. This site links to other university sites such as OUPD and Counseling and Psychological Services. This same page links to critical incident information for each of the regional campuses.

CATVision

CATVision is a year-round, 24 hour-a-day service delivered to every student bedroom, apartment, and residence hall lounge on the Athens campus. The service is also provided to various academic and administrative locations on campus. Programming to all television monitors connected to CATVision can be interrupted to display an emergency message.

Campus Emergency Call-in Number

In the event of an emergency, Ohio University has established (740) 597-1800 as a university call-in number to play a short, pre-recorded announcement.

Campus and Local Media

During an emergency related to the university, campus and local media outlets will be notified by University Communications and Marketing and will be updated as the situation evolves.

Safety of and Access to Campus Facilities

Maintenance of indoor and outdoor campus facilities is conducted by the Facilities Management & Safety Office, which is comprised of multiple departments. For a full list, please visit www.ohio.edu/facilities/departments. Risk-mitigation activities include operation of outdoor lighting, maintenance of landscaping, hazardous-material handling and disposal, fire prevention, pest control, etc.

The Safety Department is responsible for coordinating all aspects of environmental management, occupational health and safety on campus, in an effort to prevent fatalities, injuries, illness, and disabilities on the job and in the total campus community. Safety concerns may be brought to the Safety Department's attention at (740) 593-1666 or by email at fmservicedesk@ohio.edu.

Following are safety and security details specific to each of Ohio University's campuses and centers. (*Contact information for each campus and center may be found starting on page 83 of this report.*)

Athens: Special emergency telephones that ring directly into the Ohio University Police Department are located at the main entrance of all residence halls and strategically throughout the campus. Outdoor emergency phones are marked with a blue light.

Chillicothe: The Dean's office and appointed administration are responsible for all safety and security matters on University property and work cooperatively with the local law enforcement jurisdictional agencies, Chillicothe Police Department (CPD) and Ross County Sheriff, to provide a safe and secure campus. The jurisdictional law enforcement agencies are responsible to investigate and respond to security matters on campus with support from the Ohio University Police Department (OUPD).

Cleveland: Located within Cleveland Clinic's Warrensville Heights facility, Ohio University's Cleveland Campus is served by Cleveland Clinic's security force. They coordinate with local law enforcement entities and other service providers to provide 24/7 services including Safety Escorts, Active Patrols, Alarm and Code Response, Community Policing, Crime Investigation, Emergency Alerts, Emergency Response, Non-emergency Support, Safety Awareness Education, Vehicle Assistance, and Victim Advocacy.

Security camera systems are installed at key points to monitor internal and external locations, including buildings and parking facilities. Blue Light and yellow emergency intercoms strategically placed at locations like sidewalks and parking areas are connected to 911.

Dublin: A 24/7 security presence actively monitors all campus facilities. Through active foot patrols and building presence, uniformed security personnel provide first response and prompt notification of reported campus incidents. Site officers are available to provide safety escorts and maintain a security services front desk in the Medical Education Building 1 (MEB1) and the Dublin Integrated Education Center (DIEC). At all times a security guard can be reached at (614) 563-6726.

Eastern: The Dean's office and appointed administration are responsible for all safety and security matters on University property and work cooperatively with the local law enforcement jurisdictional agencies, Ohio State Highway Patrol and Belmont County Sheriff, to provide a safe and secure campus. The jurisdictional law enforcement agencies are responsible to investigate and respond to security matters on campus with support from the Ohio University Police Department (OUPD).

Lancaster: The Dean's office and appointed administration are responsible for all safety and security matters on University property and work cooperatively with the local law

enforcement jurisdictional agency, Lancaster Police Department (LPD), to provide a safe and secure campus. The jurisdictional law enforcement agency is responsible to investigate and respond to security matters on campus with support from the Ohio University Police Department (OUPD).

Pickerington: The Lancaster Dean's office and appointed administration are responsible for all safety and security matters on University property and work cooperatively with the local law enforcement jurisdictional agency, Fairfield County Sheriff, to provide a safe and secure campus. The jurisdictional law enforcement agency is responsible to investigate and respond to security matters on campus with support from the Ohio University Police Department (OUPD).

Proctorville: The Southern Dean's office and appointed administration are responsible for all safety and security matters on University property and work cooperatively with the local law enforcement jurisdictional agencies, Ohio State Highway Patrol and Lawrence County Sheriff, to provide a safe and secure campus. The jurisdictional law enforcement agencies are responsible to investigate and respond to security matters on campus with support from the Ohio University Police Department (OUPD).

Southern: The Dean's office and appointed administration are responsible for all safety and security matters on University property and work cooperatively with the local law enforcement jurisdictional agencies (Ohio State Highway Patrol, Ironton Police Department (IPD), Lawrence County Sheriff, and Scioto County Sheriff) to provide a safe and secure campus. The jurisdictional law enforcement agencies are responsible to investigate and respond to security matters on campus with support from the Ohio University Police Department (OUPD).

Zanesville: The Zanesville Campus Public Safety Department, located in the Campus Center T472, provides safety and security services including vehicle and foot patrols of campus property and buildings; enforcement of the Student Code of Conduct and referrals of violations to the Associate Dean; a Safety Escort Service; vehicle assistance for vehicles parked on campus property; safety and crime-prevention programs through various formats such as lectures, training sessions, and brochures; event security; and parking enforcement.

Access Control

Access to Ohio University facilities is limited to those who have authorization through their status as students, faculty, staff, or visitors in connection with special events or invitation. Academic and administrative facilities at all Ohio University campuses are secured by building, facility occupants, or maintenance personnel at the close of the day's activities and opened in the mornings in the same manner.

The University Access Control department is responsible for maintaining all locks, locking mechanisms, padlocks, keys, cores, remote offline keypads, and online key access systems

on University premises. For mechanical locks and keys, Key Contacts are individuals designated by each department or building to act as a liaison between the Access Control office and are the only individuals authorized to request keys or core changes via the online [Access Transaction Form](#). In partnership with OHIO's Office of Information Technology, Access Control is also responsible for maintaining access via online electronic locks, which restrict after-hours access to University academic and administrative buildings to authorized individuals.

Residence Hall Access

Residence halls are for the use and enjoyment of the residents of the building. Exterior doors and interior hallway doors are to be locked at all times and are accessible via ID card. Access to individual rooms is accessible by hard key and limited to the residents and authorized university employees who must follow procedures established to protect the safety of the residents.

Residence hall access is controlled by electronic locks. Students are granted access to the online electronic locks only for the residence hall in which they are assigned. University staff members whose job duties require them to access the residence halls regularly must contact the Access Control office at (740) 593-1758 or complete the online [Access Transaction Form](#) in order to be granted authorization to access the residence halls. Electronic access is activated by swiping a University ID card (student or faculty/staff). Residence halls have two levels of card swipe access: Level 1 provides access to the ground floor lobby, while Level 2 provides access to residential living areas. Card swipe mechanisms are ADA accessible.

Campus Security Programs for Students and Employees

Ohio University sponsors or participates in various programs designed to inform students, staff, and visitors about safety and security issues throughout the year. While these efforts attempt to be comprehensive in providing a safe and secure community, it is important that community members be aware of their own safety and that of others in the community. To that end, the Ohio University Police Department also provides the following programs to the greater university community:

ALiCE- A Comprehensive Response to Extreme Workplace Violence

While Ohio University makes every effort to notify the campus community of any conceivable or active threat, there still exists the potential for a dangerous situation to evolve too rapidly to wait for notification from the Ohio University Police Department or other campus authorities. Incidents involving an armed intruder are dynamic events and most people are not prepared to respond if they find themselves in that type of situation. ALiCE promotes everyone taking a more active role in their safety when facing an armed or dangerous intruder. Analyses of tragic active-shooter situations have shown that a strict adherence to the shelter-in-place mindset can result in failure. While sheltering in place may be an appropriate strategy in a given situation, the Ohio University Police Department recommends that campus and community members be familiar with other potential strategies taught in the ALiCE program: **A**lert, **L**ockdown, **I**nform, **C**ounter, and **E**scape.

Alert

Get the word out. As soon as you can do so safely, notify OUPD (740) 593-1911, your local law enforcement office, or emergency services by calling 911. If possible, tell others around you.

Lockdown

Locking down is still a good starting point, and OUPD encourages campus members to have strategies in place to protect themselves from a nearby threat. Simple things like piling chairs against the door or tying the door handle closed may be enough of a lockdown that an active shooter moves on.

Inform

Communication and the continual flow of information keep the shooter or active threat off balance. If you're able to do so safely, keep in communication with those around you and with emergency services. Remain aware of what is happening around you and work together. These situations evolve rapidly, and together we can increase everyone's chances of survival.

Counter

When confronted by an active threat and lockdown has not worked, apply skills to distract, confuse, or gain control of the situation. An active shooter is often alone, untrained, and easily overwhelmed. A small group of unarmed individuals face better odds of survival working together to take control by "swarming" an active shooter rather than remaining passive, which often only emboldens the attacker.

Escape

If possible, leaving an active threat situation is likely your best strategy for survival. If a building you are in catches fire and you have a safe path to escape, the smart thing to do is to leave. That same principle applies for an active shooter situation. Leaving the area reduces the number of potential targets and reduces the number of bystanders and chaos once law enforcement arrives. Plan ahead and think outside the box; for example, escaping out of a second or third story window can be eased by connecting belts or backpack straps.

The Ohio University Police Department offers training seminars on a regular and by request basis. In a short YouTube [video](#), members of the Ohio University Police Department summarize the strategies of ALiCE.

What Does It Mean to "Shelter in Place"?

If an incident occurs and the building or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it may be safer to stay indoors because leaving the area may expose you to that danger. Thus, to "shelter in place" means to make a shelter of the building that you are in, and with a few adjustments, this location can be made even safer and more comfortable until it is safe to go outside.

How You Will Know to Shelter in Place

A shelter-in-place notification will come from the Ohio University Police Department, Risk Management and Safety, Housing and Residence Life Staff, or authorities at your regional campus. Alerts by either text messaging or outdoor notification messages will be the primary means of disseminating the notification; however, other means of communication may also be employed.

Basic Shelter-in-Place Procedures

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. Follow these steps unless instructed otherwise by emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of an emergency. If you are outdoors, proceed into the closest university building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
 - a. An interior room,
 - b. Above ground level, and
 - c. Without windows or with the least number of windows.
 - d. If there is a large group of people inside a building, several rooms may be necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (University employees will turn off ventilation systems as quickly as possible).
6. Make a list of people and ask someone to call your local law enforcement office or 911 so they will know where you are sheltering.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.

If your building is damaged, take your personal belongings (purse, wallet, OU ID, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest university building quickly. If first responders are on scene, follow their directions.

RAD

Rape Aggression Defense is a 15-hour self-defense program that focuses on mental and physical preparation with a strong emphasis on physical defensive techniques. This program encourages students and employees to share responsibility for their own security and the security of others. This program is offered to campus and community groups by request.

Personal Safety and Stalking Technology

This program encourages individuals to protect their personal information with an emphasis on prevention of stalking and online harassment. This program is offered upon request.

Community Safety Talks

Officers meet with faculty, staff, and students about campus safety procedures and various crime prevention strategies on a regular basis. These programs are often held in the residence halls or classes and are scheduled by request.

Policies Regarding Illegal Drugs and Alcoholic Beverages on Campus

Ohio University investigates and enforces drug and alcohol violations occurring on the main campus in cooperation with local, state, and federal law enforcement agencies. Violations of drug and alcohol laws may result in criminal prosecution. Violations involving students will be referred to the Office of Community Standards and Student Responsibility. Sanctions under the Student Code of Conduct range from short-term probation to expulsion. *Ohio University strictly enforces drug and alcohol laws.*

Health Promotion, located at Baker Student Center in Athens, is responsible for substance abuse education and prevention for students. Ohio University also has an alcohol and drug abuse awareness program for employees, which includes the Employee Assistance Program coordinated by the Human Resources Department. The Ohio University Police Department works cooperatively with local law enforcement agencies and organizations such as Mothers Against Drunk Drivers (MADD) to prevent drug and alcohol violations around the Athens community.

Educational Programs Regarding Sexual Misconduct, Relationship Violence, & Stalking

Ohio University provides comprehensive, intentional, and integrated programming initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. All efforts are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome. These programs consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels. Such programs will include a statement that the university prohibits dating violence, domestic violence, sexual assault, and stalking; definitions of each of those behaviors, as well as a definition of consent; a description of safe and positive options for bystander intervention; information on risk reduction; information regarding the importance of preserving evidence that may assist in proving that an offense occurred; how and to whom to report an offense; options about the involvement of law enforcement; the rights of victims and the institution's responsibilities; how the institution will protect the confidentiality of victims; and information regarding the university's disciplinary procedures. A list of prevention and awareness programs, including those directed at new students and new employees, is available to the campus community in the Annual Security and Fire Safety Report. For more information on ongoing prevention and

awareness campaigns for students and employees, please contact the Office of Health Promotion at (740) 597-7971. Below is a matrix of current programming initiatives, strategies, and campaigns. In addition to the programming listed in the matrix, University Equity and Civil Rights Compliance (ECRC) provides training on sexual misconduct, relationship violence, and stalking to all new employees through new employee orientation and provides training on sexual misconduct, relationship violence, and stalking to various campus units throughout the year and on request. In 2017, all University employees were assigned an online training module. Since 2018, the online training module is assigned to all new faculty and staff university wide.

The programming matrix categorizes programs based on the Social Ecological Model (SEM). Target audience(s) for each program are identified using the following code.

Individual Level (IL) –

Characteristics of an individual that influence behavior change, including knowledge, attitudes, behavior, self-efficacy, developmental history, gender, age, religious identity, racial/ethnic identity, sexual orientation, economic status, financial resources, values, goals, expectations, literacy, stigma, and others.

Community Level (CL) –

Relationships among organizations, institutions, and informational networks within defined boundaries.

Relationship Level (RL) –

Formal (and informal) social networks and social support systems that can influence individual behaviors, including family, friends, peers, coworkers, religious networks, customs or traditions.

Societal Level (SL) –

Local, state, national and global laws and policies, including policies regarding the allocation of resources.

Primary & Secondary Approaches for Addressing Sexual Misconduct/Violence

Program	Program Description / Learning Outcomes	Target Audience (Students, Faculty, Staff, Community, etc.)	Sponsor(s)	Date(s)
Policy Training	Review University Policy 03.004 and reporting expectations	Students, Faculty, Staff IL, CL	ECRC	Ongoing trainings, Various dates
ISFS Peer Advisor training	New peer advisor training to learn mandatory reporting, resources for students, bystander intervention tips, and empathic support	Peer advisor IL, CL	SAP	8/12/20

CPS Intern training	New intern training to learn resources for students	Interns IL	SAP	8/13/20
DOSA new staff orientation/training	New staff orientation to learn mandatory reporting, resources for students, bystander intervention tips, and empathic support	DOSA New staff IL, CL	SAP CSSR DOSA	8/18/20
HRL new RA training	New RA training to learn mandatory reporting, resources for students, bystander intervention tips, and empathic support	RA staff IL, CL	SAP	8/20/20
Greek Community training	Training for Greek community student to learn resources on campus, bystander intervention tips, and empathic support	Greek community students IL, CL	SAP	9/17/20
ASAP (student organization)	Empathic response training for students in student organization (ASAP)	ASAP students IL, CL	SAP	9/24/20
Business School students presentation	Introduction to SAP advocacy/support and empathic response	Select Leadership Development Program (undergraduate business majors student org.) IL, CL	SAP	9/28/20
Cord Cutting Ceremony	Ceremony/guided meditation for self-identified survivors, healing from traumatic relationships	Anyone identifying as a survivor IL, CL	SAP	10/27/20
Trauma Workshop	Training to provide rich understanding around trauma and trauma related symptoms	Students IL, CL	ASAP Campus Care CPS	11/10/20
Don't Tell Me to Smile: Wheat Pasting a Protest Movement	Anti-street harassment poster creation campaign	IL	WC CPS SAP	1/27/2020
Performance of A Thousand Hands, followed by a panel on sex trafficking	A performance piece of survivor stories that tells of their journeys in, through, and out of human trafficking	IL, CL	College of Fine Arts WC Health Promotion SAP	1/28/2020
Women of Color Who Paved the Way: International Changemakers	Collaborative creation of art inspired by women of color who paved the way, including women fighting to end interpersonal violence globally	IL	WC	2/6/2020

Safe & Sexy Tabling	Tabling event connects to resources and healthy relationships	CL	Health Promotion BB	2/6/2020
Take Back the Night	3-hour social media campaign on prevention and awareness raising	IL, CL	WC Student Senate SAP Health Promotion CSP GSS HRL My Sister's Place SAOP	4/2/2020
Identifying Rape Culture and How to Respond	Workshop provided to Social Work students through Dr. Sarah Garlington, includes identifying rape culture and bystander intervention techniques	IL	WC	4/17/2020
Watching with the Women's Center: <i>Love Is Blind</i>	Roundtable discussion about healthy relationships, masculinity, gendered communication, and consent in the Netflix series <i>Love Is Blind</i>	IL	WC	4/23/2020
Gender 101	This interactive workshop introduces participants to the concept of gender roles and identifies consequences of strict adherence to gender roles, including interpersonal violence towards LGBTQ+ and sexual harassment in the workplace.	Professional Development Pathways IL, CL	WC HR	6/17/2020, 7/7/2020, & 9/24/2020
Gender and the Media	Workshop that examines intersectional representations of gender in media, including challenging of the male gaze and sexual objectification of women	IL	WC	6/20/2020
ISFS Peer advisor training	New peer advisor training to learn mandatory reporting, resources for students, bystander intervention tips, and empathic support	Peer advisors IL, CL	SAP	8/12/20
CPS Intern training	New intern training to learn resources for students	Intern IL	SAP	8/13/20
Gender 101	This interactive workshop introduces participants to the concept of gender roles and identifies consequences of strict adherence to gender roles, including interpersonal violence towards LGBTQ+ and sexual harassment in the workplace.	RA training IL, CL	WC	8/14/2020

Division of Student Affairs new staff orientation/training	New staff orientation to learn mandatory reporting, resources for students, bystander intervention tips, and empathic support	DOSA New staff IL, CL	SAP CSSR DOSA	8/18/20
Residence Life new RA training	New RA training to learn mandatory reporting, resources for students, bystander intervention tips, and empathic support	RA staff IL, CL	SAP	8/20/20
In This Space Disrupted	In-person and virtual exhibit focused on the spaces in which interpersonal violence occurs and safer space is created	IL, CL	WC SAP Health Promotion Art Galleries Ohio Women Alumni Association CPS	8/25- 9/12/2020
#MeToo and Women of Color Who Paved the Way	Through discussing the silence breakers Anita Hill and Tarana Burke, this session will highlight the ways in which women of color have shaped the conversation about sexual harassment and assault, while paying particular attention to how women of color are disproportionately impacted by sexual violence and the complexities of reporting.	IL, CL	WC SAP CPS	9/17/2020
Greek Community training	Training for Greek community student to learn resources on campus, bystander intervention tips, and empathic support	Greek community students IL, CL	SAP	9/17/20
What I Learned Growing UP About... Sexual Violence	Utilizing personal moments in one's life to reengage and re-frame one's worldview, understanding of relationship to self and others, this reflective workshop on sexual, dating, and domestic violence, and stalking, will help participants understand rape culture, explore gendered norms, and create actionable steps to create change within one's personal life.	Speak Up student org IL	WC	9/18/2020
Identifying Rape Culture and How to Respond	Workshop provided to WGSS 1000 class, includes identifying rape culture and bystander intervention techniques	Section of WGSS 1000 IL	WC	9/23/2020
ASAP (student organization)	Empathic response training for students in student organization (ASAP)	ASAP students IL, CL	SAP	9/24/20

Business School students presentation	Introduction to SAP advocacy/support and empathic response	Select Leadership Development Program (undergraduate business majors student org.) IL, CL	SAP	9/28/20
What I Learned Growing UP About... Sexual Violence	Utilizing personal moments in one's life to reengage and re-frame one's worldview, understanding of relationship to self and others, this reflective workshop on sexual, dating, and domestic violence, and stalking, will help participants understand rape culture, explore gendered norms, and create actionable steps to create change within one's personal life.	ROTC students (two sections) IL	WC	10/9/2020 & 10/15/2020
Domestic Violence Advocacy: Identifying Resources, Supporting Your Community, and Centering Survivors	This panel discussed myths of domestic violence, prevalence, warning signs, allyship, and how domestic violence impacts marginalized communities.	Anyone wanting to learn more about Dating/Domestic Violence IL, CL, RL, SL	WC CPS Health Promotion LGBT Center SAP	10/20/20
Cord Cutting Ceremony	Ceremony/guided meditation for self-identified survivors, healing from traumatic relationships	Anyone identifying as a survivor IL, CL	SAP	10/27/20
Identifying Rape Culture and How to Respond	Workshop which addresses identifying rape culture and bystander intervention techniques	Professional Development Pathways IL, CL	WC HR	9/23/2020
Trauma Workshop	Training to provide rich understanding around trauma and trauma related symptoms	Students IL, CL	ASAP Campus Care CPS	11/10/20
CHOICES	Program that delivers awareness and education related to alcohol, substance abuse, sexual misconduct, and other "risky behaviors." The workshop attempts to help student better understand how their decisions/behaviors effect their health and the health of others, while also instilling bystander intervention practices when helping others	Students IL, RL	Health Promotion FYST	9/14/2020 – 10/22/2020
Better Bystanders Intervention Training & Workshops	The Better Bystanders are a certified group of peer health educators who are certified to deliver peer-to-peer programs on topics relating to sexual and	Student, Faculty, & Staff IL, RL	Health Promotion BB	Various dates Ongoing and Upon request

	gender-based violence, active bystander intervention, consent, and the intersectionality of violence. Bystander intervention skills, as taught by the Better Bystanders can be applied in any number of situations in which imminent harm is possible. This could include a mental health crisis, hazing, micro-aggressions, and/or harassment. The Better Bystanders participate in a training course prior to becoming active members of the organization which provides grounding in a wide variety of public health topics and effective methods of program delivery.			
POWER/GAMMA Advocacy & Education Workshops	POWER/GAMMA is a leadership program for students who agree to be advocates for health-related issues on campus. This student organization is made up of peer health educators who address health and lifestyle issues facing college students such as alcohol, sexual health, latex use, tobacco, stress, healthy eating, etc.	Students, Faculty, & Staff IL, RL	Health Promotion Power GAMMA	Various dates Ongoing and Upon request
Everfi AlcoholEDU & Sexual Assault Prevention (Primary)	Online alcohol education and sexual violence harm-reduction courses. Both are mandatory for all first-year students at Ohio University. These modules provide specific definitions pertaining to sexual misconduct. Alcohol Edu/SAPU incorporates evidence-based methods to empower students to make well-informed decisions that will contribute to a safe campus environment for everyone. It includes instant feedback, video clips, and comparisons to other college students.	Students IL, RL	Health Promotion	12/14/2020 – 12/31/2020
Everfi AlcoholEDU & Sexual Assault Prevention (On-Going)	Online alcohol education and sexual violence harm-reduction courses. Both are mandatory for all third-year students at Ohio University and are a continuation of the AlcoholEDU/SAP Primary modules from the first-year requirement. These modules provide specific definitions	Students IL, RL	Health Promotion	12/14/2020 – 12/31/2020

	<p>pertaining to sexual misconduct. Alcohol Edu/SAPU incorporates evidence-based methods to empower students to make well-informed decisions that will contribute to a safe campus environment for everyone. It includes instant feedback, video clips, and comparisons to other college students.</p>			
<p>Red Zone – Sexual Assault</p>	<p>Social Media campaign addressing sexual assault during the university’s “Red Zone” providing education and awareness of sexual assault, safe practices, reporting, and tips for bystander intervention</p>	<p>Students, Faculty, & Staff IL, RL</p>	<p>Health Promotion BB</p>	<p>9/16/2020</p>

KEY

- AAUW – American Auto Union Workers
- BB – Better Bystanders
- BSCPb – Black Student Cultural Programming Board
- CIC – Campus Involvement Center
- CPS – Counseling and Psychological Services
- DOSA – Division of Student Affairs
- ECRC – Equity and Civil Rights Compliance
- FYST – First Year Student Transition
- GC – Graduate College
- GSS – Graduate Student Senate
- HR – Human Resources
- HRL – Housing and Residence Life
- ISU – International Student Union
- LC – Learning Communities
- LGBT Center – Lesbian, Gay, Bisexual, Trans* Center
- MBS – Margaret Boyd Scholars
- MC – Multicultural Center
- OGA – Office of Global Affairs
- OII – Office of Institutional Innovation
- OMSAR – Office of Multicultural Student Access and Retention
- OU Libraries – Ohio University Libraries
- OUPD – Ohio University Police Department
- SAP – Survivor Advocacy Program
- SNMA – Student National Medical Association
- WC – Women’s Center
- WGSS – Women and Gender Studies
- WPA – Women’s Panhellenic Association
- AAUW – American Association of University Women
- BB – Better Bystanders
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- CPS – Counseling and Psychological Services
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- WGSS – Women and Gender Studies
- WPA – Women’s Panhellenic Association

Registered Sex Offenders

Information on registered sex offenders near your campus can be obtained by contacting your local Sheriff’s Office or by visiting the [Ohio Attorney General's website](#). Contact information for the Sheriff’s Office closest to your campus can be found beginning on page 83 of this report.

Ohio Legal Definitions Relative to the Clery Act and the Violence Against Women Act (VAWA)

Any criminal investigation conducted by the Ohio University Police Department or other law enforcement agency with responsibility for investigating an alleged offense of sexual assault, dating violence, domestic violence, and stalking laws will operate in accordance with criminal elements as defined by the Ohio Revised Code. The Ohio Revised Code (ORC) does not explicitly define “consent” or “sexual assault;” however, [Chapter 2907](#) of the ORC defines “sex offenses” in Ohio criminal law. Ohio law does not define “dating violence,” but [Chapter 2901](#) of the ORC outlines 36 “offenses of violence” in Ohio criminal law. [Chapter 2919.25](#) of the ORC outlines the elements of a domestic violence offense as follows:

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

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

[Ohio Revised Code 2903.211](#) outlines the elements of “menacing by stalking” as follows:

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

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

(a) Violate division (A)(1) of this section:

(b) Urge or incite another to commit a violation of division (A)(1) of this section.

(3) No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

Safety-Related Policies

Disciplinary Complaints Regarding Students

Disciplinary complaints regarding students can be filed with the Office for Community Standards and Student Responsibility (CSSR) online (www.ohio.edu/communitystandards) or in person in 349 Baker University Center. Students charged with violations of the *Student Code of Conduct* will have an initial meeting with a staff member to discuss the process, charges, rights and options, and the incident. Students can choose to waive their right to a hearing, accept responsibility for the charges, and have their matter decided by the staff member with whom they are meeting. Students who deny one or more of their charges will be scheduled for a hearing. All students have the ability to appeal the decision in their matter.

The University uses a separate process to address allegations that a student engaged in sexual harassment or other sexual misconduct. Coordinated by Equity and Civil Rights Compliance (ECRC), that process is detailed below. An in-depth explanation of all student disciplinary

processes can be found in the *Student Code of Conduct*, which is available on the [CSSR website](#).

University Policy 12.020: Student Records

The final results of a student disciplinary proceeding conducted by the university may be disclosed in the event a student is an alleged perpetrator of a crime of violence or a non-forcible sex offense and, with respect to the allegation made against the student, the student is found to have violated the Student Code of Conduct. For purposes of this provision and the following provision, "final results" means a determination made pursuant to the procedures contained in the Student Code of Conduct and includes only the name of the student, the violation committed, and any sanction imposed by the university against the student.

The final results of a disciplinary proceeding shall be disclosed to the victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense, regardless of whether the alleged perpetrator is found to have violated the Student Code of Conduct.

University Policy 03.004: Sexual Harassment and Other Sexual Misconduct

A. Rationale for Policy

Ohio university is committed to providing a workplace, educational environment, and programs and activities that are free from sexual harassment and other sexual misconduct.

To affirm its commitment to fairness and equity, and to ensure compliance with federal and state laws and regulations, Ohio university has developed this policy and related processes that inform members of the university community about prohibited behavior; provide supportive measures designed to remediate the effects of sexual harassment and other sexual misconduct; and provide a prompt, fair, and impartial process to address alleged violations of this policy.

B. Basis for policy

For purposes of this policy, "sexual harassment and other sexual misconduct" includes sexual harassment and sexual assault, domestic violence and dating violence, stalking and retaliation. These behaviors are prohibited as unlawful discriminatory conduct under Title VII of the Civil Rights Act of 1964 (as amended), Title IX of the Education Amendments of 1972, the Violence Against Women Reauthorization Act of 2013 (VAWA), the Campus Sexual Violence Elimination Act (Campus SaVE Act), and/or the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). "Sexual harassment and other sexual misconduct," for purposes of this policy, also includes sexual exploitation. Additionally, this policy contains a statement regarding consensual relationships in which one party retains a direct supervisory or evaluative role over the other party.

While sexual harassment and other sexual misconduct are forms of sex-based discriminatory conduct, discrimination on the basis of sex, gender, gender identity or expression, and sexual

orientation is prohibited in all of its forms by Ohio university under university policy 40.001: Equal Employment and Educational Opportunity.

C. Applicable Scope and Jurisdiction of Policy

The expectations for conduct contained within this policy apply to all aspects of Ohio university's operations, locations, and programs, including, but not limited to, regional campuses, property owned or controlled by the university; online programs; university-sponsored events, activities and travel; and in buildings owned or controlled by student organizations recognized by Ohio university.

These expectations apply to all members of the Ohio university community, which includes, but is not limited to, students, student organizations and student groups, faculty, administrators, staff, trustees and officers, and third parties such as agents, vendors, guests, visitors, volunteers and campers.

Reports of prohibited behavior may be submitted by any person. Further, this policy encourages, and in some cases requires, reports of sexual harassment and other sexual misconduct regardless of where the incident occurred.

A violation of this policy by a student, student organization, or student group would also be a violation of the student code of conduct. The Ohio university student code of conduct applies to all students, student organizations, and student groups whether the prohibited behavior occurred on or off campus; therefore, this policy applies to prohibited behavior by students, student organizations, and student groups whether it occurs on-campus or off-campus. Further, allegations of other conduct prohibited by the student code of conduct may be investigated and adjudicated through the Sexual Harassment and Other Sexual Misconduct Grievance Process in conjunction with violations of this policy.

Reports of prohibited behavior by faculty, administrators, staff, trustees, and officers will be assessed by the Title IX Coordinator to determine if the alleged behavior occurred within Ohio university's operations, locations, and programs, as described above, or if the alleged behavior, if true, may have effectively denied the complainant equal access to education or employment at Ohio university. If either circumstance exists, this policy will apply whether the behavior occurred on-campus or off-campus.

If the respondent in a reported violation of this policy is a student, student organization or group, faculty member, administrator, staff member, trustee, or officer, the grievance process described in this policy may be utilized regardless of the status of the complainant. Reports of prohibited behavior on the part of third parties such as agents, vendors, guests, visitors, volunteers, and campers will be assessed by the Title IX Coordinator to determine the best means to stop the behavior, remediate the impact on the complainant, and prevent further prohibited behavior, such as barring individuals from university property or events, among other possible actions. If the respondent is unknown or is not a member of the university community, the university will not be able to utilize the grievance process; however, resources and other supportive measures will be offered to the complainant by the Title IX Coordinator.

Ohio university will respond to reports of sexual harassment or other sexual misconduct irrespective of when the incident may have occurred, including during semester breaks, leaves of absence, or periods of dismissal. There is no time limit on making a report or submitting a formal complaint to the Title IX Coordinator; however, if the respondent is no longer a student or employee and/or if significant time has passed, the ability to investigate, respond, and provide remedies may be limited or not possible.

Acting on reports or formal complaints significantly impacted by the passage of time is at the discretion of the Title IX Coordinator, who may document allegations for future reference, offer supportive measures and/or remedies, and/or engage informal action, as appropriate. Ohio university will typically apply the policy in place at the time of the alleged misconduct and the process in place at the time the incident is reported to the Title IX Coordinator.

The measures described in this policy and related processes may be initiated when a respondent is charged with behavior that potentially violates both civil/criminal law and university policy, without regard to pending litigation in court or criminal arrest and prosecution. The Sexual Harassment and Other Sexual Misconduct Grievance Process may be carried out prior to, simultaneously with, or following criminal proceedings off campus. Determinations made and sanctions imposed under this policy will not be subject to change because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

If this policy directly contradicts any other university policy or procedures related to protected status discrimination, harassment, or retaliation, this policy takes precedence. An initial choice to use any particular policy does not preclude a later or simultaneous decision to use one or more of the others, or to use the criminal justice system.

D. Definitions

The following definitions shall apply for the purposes of this policy:

1. **Actual knowledge**
Notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or any official with the authority to institute corrective measures on behalf of the university.
2. **Advisor**
A person chosen by a party (the complainant or respondent) to accompany the party to meetings related to the grievance process, to advise the party on that process, and to question the other party and witnesses at the hearing, if any. If a party does not have an advisor to question the other party and witnesses at the hearing, one will be appointed to do so by the university.
3. **Complainant**
An individual who is alleged to be the victim of conduct that could constitute sexual harassment, other sexual misconduct, or retaliation under this policy.
4. **Confidential resource**

An employee who is not a mandatory reporter and is not obligated by this policy to share knowledge and reports of sexual harassment, other sexual misconduct, or retaliation with the Title IX Coordinator. On-campus confidential resources include licensed mental health professionals and healthcare providers acting within the scope of their confidential roles.

5. Consent

The state of Ohio does not provide a definition of “consent” in state statutes relating to sexual offenses. Ohio university's definition of consent is as follows:

Consent must be informed, knowing and voluntary. Consent must be clear and unambiguous for each participant throughout any sexual encounter. Consent to some sexual acts does not imply consent to others, nor does past consent to a given act imply ongoing or future consent. Consent can be revoked at any time. For all of these reasons, sexual partners must evaluate consent in an ongoing fashion and should communicate clearly with each other throughout any sexual encounter.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. Consent cannot be obtained by threat, coercion, or force. Agreement given under such conditions does not constitute consent. In order to give effective consent, one must be of legal age.

6. Education program or activity

Locations, events, or circumstances, including employment, where the university exercises substantial control over both the respondent and the context in which sexual harassment occurs and includes any building owned or controlled by a student organization that is officially recognized by the university.

7. Employee

A person who performs work for the university and is paid for that work. For purposes of this policy, employees include paid faculty, administrators, staff, graduate research and teaching assistants, and all student employees.

8. Formal complaint

A document submitted by a complainant or signed by the Title IX Coordinator alleging behavior prohibited by this policy (sexual harassment, other sexual misconduct, or retaliation) against a respondent and requesting that the university investigate the allegation.

9. Grievance process

A method of resolution utilized to address allegations of sexual harassment, other sexual misconduct, and retaliation as defined by this policy.

10. Grievance process pool

Investigators, hearing panelists, appeal officers, and advisors who may perform any or all of these roles, though not at the same time nor with respect to the same case.

11. Hearing panelist

Those who have decision-making and sanctioning authority when allegations proceed to a hearing within the grievance process.

12. Incapacitation

A person who lacks the ability to make informed, rational judgments is incapacitated and, therefore, cannot consent to sexual activity.

A person who is incapacitated is unable, temporarily or permanently, to give consent because of mental or physical helplessness, sleep, or unconsciousness. A person may be incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

Merely consuming or being under the influence of alcohol or drugs does not constitute incapacitation. Incapacitation is beyond a state of drunkenness or intoxication, and the level of impairment must be significant enough to render the person unable to give consent.

An individual who engages in sexual activity when that individual knows or should have known that the other person is physically or mentally incapacitated has violated this policy. It is not an excuse that the respondent was intoxicated and, therefore, did not realize the incapacity of the complainant.

13. Investigator

The person or persons charged with gathering information about an alleged violation of this policy and compiling this information into an investigation report and file of directly related evidence.

14. Mandatory reporter

An employee who is obligated by this policy to share knowledge and reports of sexual harassment, other sexual misconduct, or retaliation with the Title IX Coordinator.

15. Notice

When an employee, student, or third-party informs the Title IX Coordinator or any other official with authority of an alleged incident of sexual harassment, other sexual misconduct, or retaliation.

16. Official with authority ("OWA")

An employee of the university with the authority to implement corrective measures for sexual harassment, other sexual misconduct, and retaliation on behalf of Ohio university. Notice to any OWA constitutes actual knowledge under this policy. For purposes of this policy, the following employees have been designated as OWAs: Title IX Coordinator and Deputy Title IX Coordinator, President, Provost, Vice Presidents, Deans, Athletic Director, and Chief Human Resources Officer.

17. Parties

The complainant(s) and respondent(s) in a matter, collectively.

18. Report

Information provided to the Title IX Coordinator indicating that sexual harassment, other sexual misconduct, or retaliation may have occurred.

19. Remedies

Post-finding actions directed to the complainant and/or the community as mechanisms to address safety, prevent recurrence, and restore access to the university's educational program or activities, including employment.

20. Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment, other sexual misconduct, or retaliation under this policy. Student organizations or groups may also be respondents in the grievance process. It is presumed that a respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

21. Sanction

A consequence imposed by the university on a respondent who is found to have violated this policy.

22. Student

Any person from the time they are admitted to Ohio university up through the date of graduation. This includes, but is not limited to, new students at orientation, persons not currently enrolled but who are still seeking a degree from Ohio university, persons currently under suspension, and any other person enrolled in a credit earning course offered by Ohio university, including students enrolled in the college credit plus program.

23. Supportive measures

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

Supportive measures are designed to restore or preserve equal access to the university's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's educational environment or to deter sexual harassment, other sexual misconduct, and retaliation.

24. Title IX Coordinator

The official designated by Ohio university to ensure compliance with Title IX and to oversee implementation of this policy. References to the Title IX Coordinator throughout this policy may also encompass a designee of the Coordinator for specific tasks.

25. Title IX Team

The Title IX Coordinator, deputy Title IX Coordinator, and the members of the grievance process pool.

26. Witness

Person who is requested to participate in the grievance process because they may have relevant information about the alleged violation. Names of potential witnesses may be supplied by the complainant, respondent, or others with knowledge of the matter. All witnesses are considered to be witnesses called by the university.

E. Sexual Harassment and Other Sexual Misconduct Offenses

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of Ohio regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

Ohio university has adopted the following definitions of sexual harassment and other sexual misconduct in order to address the unique environment of our academic community, which consists not only of employer and employees, but of students as well. All definitions encompass actual offenses and may also encompass attempts to commit the offense.

Acts of sexual harassment and other sexual misconduct may be committed by any person upon any other person, regardless of the sex, sexual orientation, gender identity, or gender expression of those involved.

The offenses below include behaviors prohibited by the Title IX regulations published in the Federal Register by the U.S. Department of Education, Office for Civil Rights on May 19, 2020. These regulations prescribe definitions based on the uniform crime reporting program of the Federal Bureau of Investigations. The offenses below also include additional behaviors prohibited by Ohio university. All of the listed offenses are violations of this policy.

Offenses 1-6 listed below are considered to be **Sexual Harassment**, as defined by Title IX regulations, if the behavior occurred within Ohio university's education programs or activities **and** in the United States **and** if the complainant was participating in or attempting to participate in the education program or activity of Ohio university at the time of filing a formal complaint. Ohio university's education programs or activities include locations, events, or circumstances, including employment, where the university exercises substantial control over both the respondent and the context in which sexual harassment occurs and includes any building owned or controlled by a student organization that is officially recognized by the university.

Under all other circumstances detailed in Section C of this policy, offenses 2-7 listed below constitute **Sexual Misconduct** under university policy.

Offense 8 (sexual exploitation) constitutes **Sexual Misconduct** under university policy in all circumstances detailed in Section C of this policy.

This policy prohibits conduct on the basis of sex that satisfies one or more of the following. If a charge is placed for the purposes of the Sexual Harassment and Other Sexual Misconduct Grievance Process, the italicized and underlined portion of each definition will be used as the charge in that process.

1. Sexual Harassment under Title IX:
 - a. Unwelcome conduct,
 - b. determined by a reasonable person,
 - c. to be so severe, and
 - d. pervasive, and,
 - e. objectively offensive,
 - f. that it effectively denies a person equal access to Ohio university's education program or activity.

2. Sexual Harassment by Quid Pro Quo:
 - a. An employee of Ohio university,
 - b. conditioning the provision of an aid, benefit, or service of Ohio university,
 - c. on an individual's participation in unwelcome sexual conduct.

3. Sexual Assault (definitions based on the uniform crime reporting program of the Federal Bureau of Investigations as required by Title IX regulations):
 - a. Sex Offenses, Forcible:
 - i. Any sexual act directed against another person,
 - ii. without the consent of the complainant,
 - iii. including instances in which the complainant is incapable of giving consent.

A "sexual act" is more specifically defined by federal regulations to include one or more of the following:

(a) Forcible Rape*:

- (i) Penetration,
- (ii) no matter how slight,
- (iii) of the vagina or anus with anybody part or object, or
- (iv) oral penetration by a sex organ of another person,
- (v) without the consent of the complainant.

(b) Forcible Sodomy*:

- (i) Oral or anal sexual intercourse with another person,
- (ii) forcibly,
- (iii) and/or against that person's will (non-consensually), or
- (iv) not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

(c) Sexual Assault with an Object*:

- (i) The use of an object or instrument to penetrate,
 - (ii) however slightly,
 - (iii) the genital or anal opening of the body of another person,
 - (iv) forcibly,
 - (v) and/or against that person's will (non-consensually),
 - (vi) or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- (d) Forcible Fondling**:
- (i) The touching of the private body parts of another person (buttocks, groin, breasts),
 - (ii) for the purpose of sexual gratification,
 - (iii) forcibly,
 - (iv) and/or against that person's will (non-consensually),
 - (v) or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

*Allegations of behaviors fitting the definitions of Forcible Rape, Forcible Sodomy, or Sexual Assault with an Object will be charged as Non-consensual Sexual Intercourse in the Sexual Harassment and Other Sexual Misconduct Grievance Process.

** Allegations of behaviors fitting the definition of Forcible Fondling will be charged as Non-consensual Sexual Contact in the Sexual Harassment and Other Sexual Misconduct Grievance Process.

b. Sex Offenses, Non-forcible:

i. Incest:

- (a) Non-forcible sexual intercourse,
- (b) between persons who are related to each other,
- (c) within the degrees wherein marriage is prohibited by Ohio law.

ii. Statutory Rape:

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

4. Dating Violence:

- a. Violence,
- b. on the basis of sex,
- c. committed by a person,
- d. who is in or has been in a social relationship of a romantic or intimate nature with the complainant.
 - i. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- i. Violence means physical violence.
- ii. Dating violence does not include acts covered under the definition of domestic violence.

5. Domestic Violence:

- a. Violence,
- b. on the basis of sex,
- c. committed by a current or former spouse or intimate partner of the complainant,
- d. by a person with whom the complainant shares a child in common, or
- e. by a person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner, or
- f. by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of Ohio, or
- g. by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of Ohio.

For the purposes of this definition:

- i. Violence means physical violence.
- ii. Domestic violence does not include acts covered under the definition of dating violence.

6. Stalking:

- a. Engaging in a course of conduct,
- b. on the basis of sex,
- c. directed at a specific person, that
 - i. would cause a reasonable person to fear for their own safety, or
 - ii. the safety of others; or
 - iii. suffer substantial emotional distress.

For the purposes of this definition:

- (a) Course of conduct means two or more acts, including, but not limited to, acts in which the respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- (b) A reasonable person means reasonable person under similar circumstances and with similar identities to the complainant.
- (c) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

7. Sexual Harassment under University Policy:

- a. Physical or verbal conduct,
- b. of a sexual nature,
- c. that is unwelcome, and
- d. sufficiently severe, or
- e. pervasive,
- f. from both a subjective (the complainant's), and
- g. an objective (reasonable person's) viewpoint, where:
- h. such conduct has the purpose or effect of unreasonably interfering with a person's work or academic performance,
- i. or creating an intimidating, hostile, or offensive environment for working, learning, or living on campus.

For the purposes of this definition:

- i. A reasonable person means reasonable person under similar circumstances and with similar identities to the complainant.
- ii. The determination of whether an environment is "hostile" is often contextual and must be based on the circumstances.

These circumstances could include:

- (a) The frequency of the conduct;
- (b) The nature and severity of the conduct;
- (c) The relationship between the complainant and the respondent;
- (d) The location and context in which the alleged conduct occurs;
- (e) Whether the conduct was physically threatening;
- (f) Whether the conduct was humiliating; or
- (g) Whether the conduct arose in the context of other discriminatory conduct.

8. Sexual Exploitation:

- a. A person, knowingly or recklessly,

- b. taking non-consensual or abusive sexual advantage of another,
- c. for the person's own advantage or benefit,
- d. or to benefit or advantage anyone other than the one being exploited,
- e. through behavior that does otherwise constitute a violation of this policy.

Examples of sexual exploitation include, but are not limited to:

- i. Prostituting another person;
- ii. Non-consensual video- or audio-recording or photographing of sexual activity;
- iii. Going beyond the boundaries of consent (such as permitting others to observe you having consensual sex with someone who is not aware of the observation);
- iv. Voyeurism;
- v. Public indecency (such as exposing your genitals to others without consent);
- vi. Knowingly exposing another person to a sexually transmitted infection ("STI") or Human Immunodeficiency Virus ("HIV") without prior knowledge and consent of the person to be exposed to STI or HIV;
- vii. Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity; or
- viii. Using contact-free means (e.g., by threat of violence) to coerce a person to participate in sexual behavior against their will.

F. Retaliation

1. No person may intimidate, threaten, coerce, or discriminate against any individual,
2. for the purpose of interfering with any right or privilege secured by Title IX or this policy, or
3. because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing.
4. The exercise of rights under the First Amendment does not constitute retaliation prohibited under this section.

Allegations of retaliation will be addressed under the Sexual Harassment and Other Sexual Misconduct Grievance Process.

G. Consensual Relationships

Consensual romantic or sexual relationships in which one party retains a direct supervisory or evaluative role over the other party are unethical, create a risk for real or perceived coercion, and are expressly a violation of this policy. Furthermore, the possibility of a future amorous relationship may distort the present instructional or advising relationship.

Therefore, persons with direct supervisory, evaluative, grading, or academic advising responsibilities who are involved in such relationships must bring those relationships to the attention of their supervisor. This will likely result in the necessity to remove the employee from the supervisory, evaluative, grading, or academic advising responsibilities.

Ohio University does not intrude upon private choices regarding personal relationships when these relationships do not violate the policies of the university, cause harm to the safety and wellbeing of members of campus community or increase the risk of harm to the safety and wellbeing of members of campus community.

If no other behaviors prohibited by the sexual harassment and other sexual misconduct policy are alleged, investigations of alleged violations of the consensual relationships provision will be conducted by an investigator from the grievance process pool. After interviewing the involved parties and any witnesses and reviewing any relevant documents, the investigator will compile a memorandum of finding including a summary of information gathered during the investigation and a determination as to whether, by the preponderance of the evidence, the consensual relationship provision has been violated. The memorandum of finding will be provided to the parties, and to the supervisor(s)/department chair(s)/director(s) of the party or parties who are employees of the university for their consideration and appropriate action.

H. Title IX Coordinator

The Title IX Coordinator ensures compliance with Title IX and oversees implementation of this policy. The Title IX Coordinator has the primary responsibility for coordinating Ohio university's efforts related to the intake of reports, implementation of supportive measures, investigation and resolution of formal complaints, and other activity designed to stop, remediate, and prevent behaviors prohibited by this policy. References to the Title IX Coordinator throughout this policy may also encompass a designee of the Coordinator for specific tasks.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all processes under this policy. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against complainants or respondents, generally.

Inquiries regarding this policy and its related processes may be made to:
Director of Equity and Civil Rights Compliance and Title IX Coordinator
006 Lindley Hall
Ohio University
Athens, OH 45701
740.593.9140 (phone)

740.593.9168 (fax)
equity@ohio.edu or titleIX@ohio.edu

I. Reporting Violations of this Policy

Reports of sexual harassment, other sexual misconduct, or retaliation may be made using any of the options below. Reports may be submitted by the complainant, or a third party may file a report on behalf a person whom they believe has been adversely affected by conduct prohibited by this policy.

If a complainant is identified in the report, the Title IX Coordinator will attempt to contact the complainant to offer supportive measures and to ensure the complainant knows all of the options available to them, including making a police report and submitting a formal complaint, if applicable and desired.

Reporting carries no obligation for complainants to submit a formal complaint, and Ohio university respects complainants' wishes regarding formal action unless there is a compelling threat to health or safety. While Ohio law requires any person, who has knowledge of a felony to make a report to law enforcement, the complainant is not required to speak with law enforcement officers, even if such a report must be made by the Title IX Coordinator.

1. Report online using the Sexual Harassment and Other Sexual Misconduct Reporting Form by clicking on Report Sexual Misconduct at <https://www.ohio.edu/equity-civil-rights>. Reports submitted through this on-line form are routed immediately to the Title IX Coordinator.
2. File a report with the Title IX Coordinator by mail, phone, or email. A report may be submitted at any time (including during non-business hours) using the contact information below. Reports may also be made in person at the University Equity and Civil Rights Compliance (ECRC) office on business days when an ECRC staff member is available.

Director of Equity and Civil Rights Compliance and Title IX Coordinator
006 Lindley Hall
Ohio University
Athens, OH 45701
740.593.9140 (phone)
equity@ohio.edu or titleIX@ohio.edu

Reports of sexual harassment, other sexual misconduct, or retaliation by the Title IX Coordinator should be made to the office of the Executive Vice President and Provost. Concerns of bias or potential conflict of interest by the Title IX Coordinator should also be raised with the Provost.

Reports of behavior prohibited by this policy by any other Title IX Team member should be reported to the Title IX Coordinator. Likewise, concerns of bias or potential conflict of interest by any other Title IX Team member should be raised with the Title IX Coordinator.

Inquiries and complaints may be made externally to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline: (800) 421.3481
Fax: (202) 453.2172
TDD: (877) 521.2172
Email: OCR@ed.gov
Web: <http://ed.gov/ocr>

Inquiries and complaints involving employees may be made externally to:

Equal Employment Opportunity Commission (EEOC)
Cleveland Field Office
Anthony J. Celebrezze Federal Building
1240 E. 9th Street, Suite 3001
Cleveland, OH 44199
Phone: 1.800.669.4000
Fax: 216.522.7395
TTY: 1.800.669.6820
ASL Video Phone: 844.234.5122

Specific resources and reporting options are available to medical students, people receiving grants, and others. A listing of resources and agencies may be found at <https://www.ohio.edu/equity-civil-rights/resources>.

J. Formal Complaint

A formal complaint is a document submitted by the complainant, or signed by the Title IX Coordinator, alleging a violation of this policy by a respondent and requesting that Ohio university investigate the allegation(s). When the Title IX Coordinator signs a formal complaint, they are not a complainant or other party in any resulting investigation.

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail using the contact information in Section I. It must contain the complainant's physical or digital signature, or otherwise indicate that the complainant is the person filing the complaint and requesting that the allegations be investigated through the Sexual Harassment and Other Sexual Misconduct Grievance Process.

When a formal complaint is submitted, the respondent is notified of the allegations in the complaint, including the identity of the complainant. While a formal complaint may be submitted at any time and without any prior contact with an ECRC staff member, complainants may want to consider submitting a report and meeting with ECRC staff to learn about supportive measures available to them and options for proceeding before deciding to submit a formal complaint.

K. Mandatory Reporters

All Ohio university faculty, administrators, and staff (with the exception of those identified as confidential resources in Section M) have a duty to immediately report violations of this policy to the Title IX Coordinator if they receive a complaint of a violation or observe or learn of conduct that is reasonably believed to be in violation of this policy.

Graduate assistants and student employees have a duty to report violations of this policy if they become aware of the violations in the course of their duties and those duties include responsibility for the safety and wellbeing of other members of the campus community or if they have supervisory, evaluative, grading, or advisory responsibility over other members of the campus community.

In certain limited circumstances, exemptions to mandatory reporting may be requested in advance from the Title IX Coordinator (e.g., Take Back the Night).

Complainants should consider if they want to share information regarding behaviors under this policy with non-confidential mandatory reporters, as all details of potential violations must be promptly reported to the Title IX Coordinator so that supportive measures and options may be made available to complainants.

In addition to the duty to report sexual misconduct to the Title IX Coordinator as identified in the prior paragraphs, in some circumstances there is also a duty to report allegations of criminal conduct to law enforcement. Section 2921.22 of the Revised Code requires every person who knows that a felony has been or is being committed, to report it to law enforcement. It is a criminal offense to knowingly fail to make the report. If any person suspects or has knowledge of criminal activity occurring on university property, they should call the Ohio University Police Department ("OUPD") at 740.593.1911 (in an emergency, dial 911 immediately). Incidents that occur off campus or at a regional campus should be reported to local law enforcement.

L. Officials with Authority (OWAs)

OWAs are employees of the university with the authority to implement corrective measures for sexual harassment, other sexual misconduct, and retaliation on behalf of Ohio university. Notice to any OWA constitutes actual knowledge under this policy. For purposes of this policy, the following employees have been designated as OWAs: Title IX Coordinator and Deputy Title IX Coordinator, President, Provost, Vice Presidents, Deans, Athletic Director, and Chief Human Resources Officer.

M. Confidential Resources

Certain campus and local resources may maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediate threat or danger, in cases of abuse of certain populations (e.g., minors), or when required to disclose by law or court order. These resources may offer options and resources without any obligation to inform a campus official or law enforcement authorities.

Ohio University confidential resources include:

- Licensed professionals and staff at Counseling and Psychological Services
- Healthcare providers and staff at Campus Care
- Advocates at the Survivor Advocacy Program
- Licensed professional counselors available through the Employee Assistance Program

Off Campus Confidential resources include:

- Licensed professional counselors and other medical providers
- Local rape crisis counselors
- Domestic violence resources
- Local or state assistance agencies
- Clergy/Chaplains
- Attorneys

Information regarding support resources, many of which are confidential, may be found on the Resources page on the ECRC website (linked from the "References" part of this policy).

N. Anonymous Reports

Anonymous reports may be submitted, and if the report contains information about conduct that would constitute a violation of this policy, ECRC staff will attempt to address the reported concerns; however, their ability to investigate or resolve anonymous complaints will likely be limited. Further, ECRC tries to provide supportive measures to all complainants, which is impossible with an anonymous report.

O. Amnesty for Violations of Alcohol and Drug Policies under the Student Code of Conduct

In order to encourage reporting of alleged violations of this policy and to support candid communication of information, students participating in the grievance process (complainants, respondents, and witnesses) will not be charged with alcohol or drug-related violations of the Student Code of Conduct if they engaged in unlawful or prohibited personal use of alcohol or drugs during the incident when the alleged violation occurred. Amnesty applies only to the personal use of alcohol or drugs during the incident in question and does not extend to other potential violations of the Student Code of Conduct. Amnesty does not apply to the respondent if drugs or alcohol were allegedly used to facilitate a violation of this policy.

P. Reporting to Law Enforcement

Complainants are encouraged to make a report to law enforcement authorities, even if they decide not to make a report to the Title IX Coordinator. Making a report to the police does not obligate the complainant to further participate in the criminal process. Reports of incidents occurring on the Athens campus may be made to the Ohio University Police Department (740.593.1911). Incidents occurring on a regional campus or center, or off campus, may be made to the local law enforcement agency. ECRC staff, SAP advocates, counselors in CPS, and other university employees are available to assist complainants who want to make a report to law enforcement authorities.

Q. Preservation of Evidence

The preservation of evidence in incidents of sexual assault is critical to potential criminal prosecution and obtaining restraining orders and is particularly time sensitive. A medical evidentiary examination provides documentation of the assault, identification of any injury, and forensic evidence collection. It is important for health, safety, and evidence collection to have an exam as soon as possible after a sexual assault.

Refer to the Resources page on the ECRC website (linked from the "References" part of this policy) for a list of hospitals close to each campus and center with staff specially trained for sexual assault examination and evidence collection.

R. Federal Timely Warning Obligations

Under the Clery Act, Ohio university must issue timely warning for reported incidents that fall under the definitions of sexual assault, domestic violence, dating violence or stalking and pose a serious or continuing threat of bodily harm or danger to members of the campus community. If possible, Ohio University will not disclose a complainant's name and other identifying information, while providing enough information for community members to make decisions regarding their safety. Ohio university also collects and shares de-identified statistical information regarding reported incidents as required by the Clery Act.

S. Making a False Report

Intentionally making a false complaint or report of sexual harassment, other sexual misconduct, or retaliation is prohibited, is a violation of this policy, constitutes misconduct subject to disciplinary action, and may also be a crime. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a finding of a policy violation.

Additionally, witnesses and parties knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation or hearing may be subject to discipline under Ohio university policy. ECRC will refer evidence of intentional false complaints or reports to the appropriate campus authority.

T. Privacy

Every effort is made by Ohio university to preserve the privacy of reports and of the identities of those involved in the grievance process. This information will not be shared except as necessary to carry out the purposes of Title IX regulations (34 CFR Part 106), as required by law, or as permitted by the Family Educational Rights and Privacy Act (FERPA).

Information related to reports will be shared with a limited number of Ohio university employees who "need to know" in order to respond to the report and/or assist in its assessment, investigation, and resolution. Ohio university reserves the right to determine which officials have a legitimate educational interest in being informed about incidents that fall within this policy, pursuant to FERPA.

When a formal complaint is submitted by the complainant or signed by the Title IX Coordinator, the complainant's identity and the allegations made in the report must be disclosed to the respondent. Further, the parties and their advisors will have the opportunity to review all directly related evidence that is gathered during the grievance process.

If a report contains sufficiently detailed information about conduct that may constitute a felony, the matter will be reported to law enforcement, as discussed in Section I. Additionally, if any party involved in alleged sexual misconduct is a minor, Ohio university personnel will notify Job and Family Services or other appropriate agencies, as required by Ohio law.

U. Supportive Measures

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

Supportive measures are designed to restore or preserve equal access to the university's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's educational environment or to deter sexual harassment, other sexual misconduct, and retaliation.

Upon receipt of a report alleging a violation of this policy, the Title IX Coordinator will contact the complainant to discuss the availability of supportive measures and consider the complainant's wishes regarding what supportive measures may be implemented. The Title IX Coordinator will also explain the process for filing a formal complaint, including that supportive measures are available with or without the filing of a formal complaint.

Ohio university will act to minimize the academic and/or occupational impact on the parties as much as possible and will maintain the privacy of supportive measures to the extent that it does not impair the provision of the supportive measures.

Supportive measures may include, but are not limited to:

- Referral to campus and community counseling, medical, and/or other healthcare services, including the employee assistance program, as appropriate
- Implementing no contact orders between the parties*
- Altering campus housing assignment(s)
- Altering work arrangements for employees, including student employees
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Safety planning
- Providing campus safety escorts and/or transportation accommodations
- Visa and immigration assistance
- Student financial aid counseling
- Timely warnings
- Increased security and monitoring of certain areas of campus

- Education to the campus community or community subgroup(s)
- Any other actions deemed appropriate by the Title IX Coordinator

If a party procures a restraining order or similar order from a court, the party is encouraged to notify OUPD of the order so that OUPD can assist, as needed, with enforcement of the order.

Violations of no contact orders will be referred to the appropriate student or employee conduct process for enforcement.

V. Emergency Removal and Administrative Leave

Under specific circumstances, Ohio university may remove a student respondent from the university's education program or activity on an emergency basis. Before an emergency removal is enacted, the university conducts an individualized safety and risk analysis, must determine that an immediate threat to the physical health and safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice of the emergency removal and an opportunity to challenge the decision immediately following the removal. A full description of the process for emergency removal may be found in the Sexual Harassment and Other Sexual Misconduct Grievance Process.

If deemed appropriate, Ohio university may place a non-student employee respondent on administrative leave during the completion of the grievance process.

W. Investigation of Formal Complaints

Investigation and adjudication of formal complaints under this policy will be conducted pursuant to the Sexual Harassment and Other Sexual Misconduct Grievance Process (linked from the References part of this policy).

1. All reports are responded to promptly when received by the Title IX Coordinator. Every effort is made to resolve formal complaints within 90 business days. Business days for the purpose of this policy are weekdays (Monday-Friday) when Ohio university offices are open for normal operations. There are sometimes exceptions or extenuating circumstances that can cause the grievance process to take longer, but Ohio university will avoid all undue delays within its control.

If the general timeframes for the grievance process outlined in the process document will be delayed, ECRC will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

2. The standard of evidence applied to determine responsibility for a violation of this policy is the preponderance of the evidence standard. Preponderance of the evidence means that the statements and information presented in the matter must indicate to a reasonable person that it is more likely than not that

the respondent committed a violation.

3. When a respondent is found to be in violation of this policy, appropriate disciplinary sanctions will be imposed. For a student respondent, these may include reprimand, probation, suspension, and expulsion from the university. For an employee respondent, sanctions may include censure, suspension, and termination of employment. Sanctions take into account prior disciplinary history, if any.

In conjunction with a sanction, a respondent found to be in violation of this policy may be assigned conditions of sanction, which include but are not limited to, access restriction, revocation of rights and privileges, housing or worksite reassignment, educational activities, etc.

4. Where a determination of responsibility has been made against the respondent, the university will provide remedies to the complainant. Remedies are designed to restore or preserve the complainant's equal access to Ohio university's education program or activity. They may include the same individualized services as supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent. A complainant is not entitled to a particular sanction against the respondent.

Consideration of Classroom and Instructional Settings

The classroom or other instructional setting (e.g., studio, laboratory, office hours) presents special issues because academic freedom protects the expression of ideas, even where the idea or its expression is perceived to be mature, controversial, explicit, graphic, or offensive. Nevertheless, conduct that would otherwise constitute violation of this policy will not be exempt merely because it occurs in an instructional setting. Rather, the investigation will consider the legitimate pedagogical context and will take into account discipline-specific guidelines for professional practice as defined by the appropriate educational unit.

Accordingly, if the conduct that was the basis for the complaint occurred in an instructional context, broad deference is given. When there is a legitimate pedagogical basis, the presentation or discussion of sexual topics that are mature, controversial, graphic, or explicit shall not be considered sexual harassment even if some persons find these topics subjectively offensive.

Reasonable Accommodation for Persons with Disabilities

Any persons living with a disability involved in the Sexual Harassment and Other Sexual Misconduct Grievance Process have the right to request reasonable accommodation in order to ensure their full and equal participation. Students should make requests to the office of student accessibility services (SAS) and employees should contact the office for university accessibility (OUA). Parties do not have to disclose information about the complaint or charge to request reasonable accommodation, except to the extent that it may assist in the determination of reasonable accommodations. Accommodations are determined on an individual basis by SAS or

OUA and are implemented in consultation with the case investigator(s). Examples of reasonable accommodation include sign language interpretation, real-time communication access during hearings, large print documents, extended time to review documents, or assistance with transcribing questions during interviews or hearings.

Prevention Programs

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

Such programs will include a statement that the university prohibits dating violence, domestic violence, sexual assault, and stalking; definitions of each of those behaviors, as well as a definition of consent; a description of safe and positive options for bystander intervention; information on risk reduction; information regarding the importance of preserving evidence that may assist in proving that an offense occurred; how and to whom to report an offense; options about the involvement of law enforcement; the rights of victims and the institution's responsibilities; how the institution will protect the confidentiality of victims; and information regarding the university's disciplinary procedures. A list of prevention and awareness programs, including those directed at new students and new employees, is in the Ohio university annual security report found under Policies and Regulations on the ECRC website, which is linked from the References section of this policy.

Sexual Harassment and Other Sexual Misconduct Grievance Process

This process will be used to adjudicate alleged violations of Ohio University Policy 03.004, which provides the rationale, basis, scope, and jurisdiction of the policy, as well as relevant definitions. Further, Policy 03.004 details behaviors prohibited by the policy; gives information about reporting incidents of sexual harassment, other sexual misconduct, and retaliation; and provides other important information regarding Ohio University's response to these prohibited behaviors. Ohio University Policy 03.004 may be found at <https://www.ohio.edu/policy/03-004>.

This Sexual Harassment and Other Sexual Misconduct Grievance Process document describes the process for investigating and adjudicating reports of alleged sexual harassment, other sexual misconduct, and retaliation. This process provides for a prompt, fair, and impartial investigation and resolution of allegations made against students, student organizations and groups, faculty members, administrators, staff members, and trustees and officers of Ohio University. The Title IX Coordinator and the staff in University Equity and Civil Rights Compliance (ECRC) are responsible for the management and implementation of this process.

1. Definitions

For the purposes of this process, the following definitions apply:

Advisor – A person chosen by a party (the complainant or respondent) to accompany the party to meetings related to the grievance process, to advise the party on that process, and to question the other party and witnesses at the hearing, if any. A party may have one advisor with them at meetings, interviews, and the hearing, if any, although the advisor does not have to be the same person at each.

The advisor may assist the party by helping to prepare materials, draft questions, and confer with the party during meetings and hearings, as long as this does not unreasonably disrupt or delay the process. The advisor also represents the party by asking questions of the other party and witnesses at the hearing; however, the advisor may not make statements on behalf of the party. The advisor may be anyone of the student's choosing, including an attorney. If a party does not have an advisor to ask the party's questions of the other party and witnesses at the hearing, one will be appointed for this purpose by the institution. See Appendix B for additional information regarding advisors.

Appeal Officer – Those who have decision-making authority when dismissals under Title IX or findings resulting from a hearing within the grievance process are appealed by one or more of the parties.

Business Day – Weekdays (Monday-Friday) when Ohio University offices are open for normal operations.

Complainant – An individual who is alleged to be the victim of conduct that could constitute sexual harassment, other sexual misconduct, or retaliation under University Policy 03.004. There may be more than one complainant for an incident.

Education Program or Activity – Locations, events, or circumstances, including employment, where the University exercises substantial control over both the respondent and the context in which sexual harassment occurs and includes any building owned or controlled by a student organization that is officially recognized by the University.

Employee – A person who performs work for the University and is paid for that work. For purposes of University Policy 03.004, employees include paid faculty, administrators, staff, graduate research and teaching assistants, and all student employees.

Final Determination – The final outcome of the Sexual Harassment and Other Sexual Misconduct Grievance Process.

Finding – A conclusion by the standard of proof that the alleged conduct did or did not violate policy.

Formal Complaint – A document submitted by a complainant or signed by the Title IX Coordinator alleging behavior prohibited by University Policy 03.004 (sexual harassment,

other sexual misconduct, or retaliation) against a respondent and requesting that the University investigate the allegation.

Grievance Process – A method of resolution utilized to address allegations of sexual harassment, other sexual misconduct, and retaliation as defined by University Policy 03.004: Sexual Harassment and Other Sexual Misconduct.

Grievance Process Pool – Investigators, hearing panelists, appeal officers, and university-appointed advisors who may perform any or all of these roles, though not at the same time or with respect to the same case.

Hearing Panelist – Those who have decision-making and sanctioning authority when allegations proceed to a hearing within the grievance process. Three hearing panelists will be chosen from the grievance process pool to serve on the panel for each hearing.

Investigator – The person or persons charged with gathering information about an alleged violation of University Policy 03.004 and compiling this information into an investigative report and file of directly-related evidence. Two investigators will be assigned to each case and will conduct a prompt, thorough, and impartial investigation.

Notice – When an employee, student, or third-party informs the Title IX Coordinator or any other official with authority of an alleged incident of sexual harassment, other sexual misconduct, or retaliation.

Parties – The complainant(s) and respondent(s) in a matter, collectively.

Preponderance of the Evidence – Standard of proof used by the hearing panel. Preponderance of the evidence means that the statements and information presented in the matter indicate to a reasonable person that it is more likely than not that the respondent committed a violation.

Related Evidence – Evidence directly connected to a formal complaint, but that is neither inculpatory (tending to prove a violation) nor exculpatory (tending to disprove a violation) and will not be relied upon in the investigative report.

Relevant Evidence – Evidence that tends to prove or disprove an issue in a formal complaint.

Report – Information provided to the Title IX Coordinator indicating that sexual harassment, other sexual misconduct, or retaliation may have occurred.

Remedies – Post-finding actions directed to the complainant and/or the community as mechanisms to address safety, prevent recurrence, and restore access to the University's education program or activities, including employment.

Respondent – An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment, other sexual misconduct, or retaliation under University Policy 03.004. Student organizations or groups may also be respondents in this process and will be represented by the president, director, or other organizational or group leader. There may be more than one respondent for an incident. It is presumed that a respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Sanction – A consequence imposed by the University on a respondent who is found to have violated University Policy 03.004: Sexual Harassment and Other Sexual Misconduct.

Support Person – A person chosen by a party (the complainant or respondent) to provide support to them at meetings and interviews with investigators and other ECRC staff. The parties may bring up to two support people at a time with them to meetings and interviews, in addition to the party's advisor. These support people do not have to be the same people every time. Support people do not actively participate in the process but can be present at meetings and interviews to provide support to the party. Support people do not attend the hearing, if any, but the party must be accompanied at the hearing by an advisor. A support person cannot be a witness in the matter in question.

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

Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational environment, or to deter sexual harassment, other sexual misconduct, and retaliation.

Title IX Coordinator – The official designated by Ohio University to ensure compliance with Title IX and to oversee implementation of University Policy 03.004. References to the Title IX Coordinator throughout this process may also encompass a designee of the Coordinator for specific tasks.

Witness – Person who is requested to participate in the grievance process because they may have information about the alleged violation. Names of potential witnesses may be supplied by the complainant, respondent, or others with knowledge of the matter. All witnesses are considered to be witnesses called by the University.

2. Reports of Potential Violations

Reports of sexual harassment, other sexual misconduct, or retaliation may be submitted by the complainant, or a third party may file a report on behalf of a person whom they believe has

been adversely affected by conduct prohibited by this policy. Per Ohio University Policy 03.004, any employee with a duty to report must immediately report violations of this policy to the Title IX Coordinator if they receive a complaint of a violation or observe or learn of conduct that is reasonably believed to be in violation of this policy.

Reports may be submitted online using the Sexual Harassment and Other Sexual Misconduct Reporting Form by clicking on Report Sexual Misconduct at <https://www.ohio.edu/equity-civil-rights>. Reports submitted through this on-line form are routed immediately to the Title IX Coordinator.

Reports may also be filed with the Title IX Coordinator by mail, phone, or email. A report may be submitted at any time (including during non-business hours) using the contact information below. Reports may also be made in person at the ECRC office on business days when a staff member is available.

Kerri Griffin
Director of Equity and Civil Rights Compliance and Title IX Coordinator
006 Lindley Hall
Ohio University
Athens, OH 45701
740-593-9140 (phone)
equity@ohio.edu or titleIX@ohio.edu

Anonymous reports may be submitted, and if the report contains information about conduct that would constitute a violation of this policy, ECRC staff will attempt to address the reported concerns; however, their ability to investigate or resolve anonymous complaints will likely be limited. Further, ECRC tries to provide supportive measures to all complainants, which is impossible with an anonymous report.

If a complainant is identified in the report, ECRC will attempt to contact the complainant to offer supportive measures and to ensure the complainant knows all of the options available to them, including making a police report and submitting a formal complaint if applicable and desired.

Reporting carries no obligation for complainants to submit a formal complaint, and Ohio University respects complainants' wishes regarding formal action unless there is a compelling threat to health or safety.

Under Ohio law, ECRC is required to notify the appropriate law enforcement agency if the report indicates that sexual violence and/or another felony may have been committed. While ECRC is obligated to contact law enforcement, complainants are not required to speak with law enforcement officers. ECRC will also work with the Ohio University Police Department to assess if a timely warning needs to be issued to the campus community in relation to the report. Complainants are encouraged to make a report to law enforcement authorities, even if they decide not to make a report to the Title IX Coordinator. Staff members in ECRC are available to assist students in contacting the appropriate law enforcement agency.

Additionally, if any party involved in alleged sexual misconduct is a minor, University personnel will notify Job and Family Services or other appropriate agencies, as required by Ohio law. Further, ECRC will collect and share de-identified statistical information as required by the Clery Act.

3. Confidential Resources

Certain campus and local resources may maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediate threat or danger, in cases of abuse of certain populations (e.g., minors), or when required to disclose by law or court order. These resources may offer options and resources without any obligation to inform a campus official or law enforcement authorities.

- Ohio University confidential resources include:
 - Licensed professionals and staff at Counseling and Psychological Services,
 - Healthcare providers and staff at Campus Care,
 - Advocates at the Survivor Advocacy Program,
 - Licensed professional counselors available through the Employee Assistance Program, and
 - Licensed professionals and students registered for practice under a licensed psychologist at the Psychology and Social Work Clinic.
- Off-campus confidential resources include:
 - Licensed professional counselors and other medical providers,
 - Rape crisis counselors,
 - Domestic violence resources,
 - Local or state assistance agencies,
 - Clergy/Chaplains, and
 - Attorneys.

Information regarding support resources, many of which are confidential, may be found on the Resources page on the ECRC website (www.ohio.edu/equity-civil-rights).

4. Reasonable Accommodation for Persons with Disabilities

Any persons living with a disability who are involved in the Sexual Harassment and Other Sexual Misconduct Grievance Process have the right to request reasonable accommodation in order to ensure their full and equal participation. Students should make requests to the Office of Student Accessibility Services (SAS), and employees should contact the Office for University Accessibility (OUA). Parties do not have to disclose information about the complaint or charge(s) to request reasonable accommodation, except to the extent that it may assist in the determination of specific accommodations.

Accommodations are determined on an individual basis by SAS or OUA and are implemented in consultation with the case investigator(s). Examples of reasonable accommodations include sign language interpretation, real-time communication access during hearings, large print documents, extended time to review documents, or assistance with transcribing questions during interviews or hearings.

5. Official Method of Communication

Formal correspondence to parties, witnesses, and others engaged in this process will be sent via e-mail to the person's Ohio University email address or to the email address provided by a participant who is not a member of the Ohio University community. At the discretion of the Title IX Coordinator, an alternate means of delivering formal correspondence may be utilized if circumstances warrant. Once emailed, or otherwise sent or given in person, correspondence will be presumptively delivered.

6. Complainant Initial Meeting

Staff from ECRC will contact the complainant as soon as possible upon receipt of a report of alleged sexual harassment, other sexual misconduct, or retaliation to set up an initial meeting. The complainant may be accompanied at the initial meeting by an advisor of their choice and up to two support people as defined in Section 1.

The following information will be discussed with the complainant if applicable based on the nature of the report and the status of the complainant:

- The complainant's immediate safety and well-being;
- The name and contact information for the Title IX Coordinator;
- The rights of the complainant and respondent (see Appendix A), including the right to be accompanied at all meetings and the hearing, if applicable, by an advisor of their choice (see Appendix B);
- Medical, mental health, law enforcement, and other resources available both on campus and in the surrounding community;
- Possible supportive measures;
- The obligation of ECRC to notify the appropriate law enforcement agency if the report indicates that sexual violence and/or another felony may have been committed. While ECRC is obligated to contact law enforcement, complainants are not required to speak with the police unless they so choose;
- The process for filing a formal complaint, the possibility that a formal complaint could be signed by the Title IX Coordinator instead of the complainant, and the factors that would be taken into consideration before such a step was taken;
- The process for investigating and resolving alleged violations of sexual harassment, other sexual misconduct, and retaliation;
- The general timeline of the grievance process;
- The importance of preserving potential evidence;
- The standard of evidence applied to determine a violation;
- The possible sanctions and remedies that may be applied if the respondent is found in violation;
- The Ohio University policy prohibiting retaliation due to any person's participation or non-participation in the Sexual Harassment and Other Sexual Misconduct Grievance Process; and
- Amnesty available to students participating in the grievance process for alcohol or drug-related violations of the Student Code of Conduct.

The ECRC staff member may also verify the information received in the initial report with the complainant. If the complainant wishes to submit a formal complaint, the ECRC staff member will provide assistance, if desired.

Should the complainant not respond to ECRC's initial attempt to contact them, ECRC will make two additional attempts. Should the complainant not respond after three attempts have been made, ECRC will send the complainant written acknowledgment of their non-participation and notice of the next steps that will be taken. Should the complainant later choose to participate, they may re-engage at any point, keeping in mind that delays may limit access to evidence or present issues with respect to the status and availability of the parties and/or witnesses.

7. Provision of Supportive Measures

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

Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational environment or to deter sexual harassment, other sexual misconduct, and retaliation.

Upon receipt of a report alleging a violation of this policy, information regarding the availability of supportive measures will be sent to the complainant, along with a request for the complainant to attend an initial meeting with an ECRC staff member. At the initial meeting, the ECRC staff member will discuss the availability of supportive measures and consider the complainant's wishes regarding what supportive measures may be implemented. The ECRC staff member will also explain the process for filing a formal complaint, including that supportive measures are available with or without the filing of a formal complaint.

Ohio University will act to minimize the academic and/or occupational impact on the parties as much as possible and will maintain the privacy of supportive measures to the extent that it does not impair the provision of the supportive measures.

Supportive measures may include, but are not limited to:

- Referral to campus and community counseling, medical, and/or other healthcare services, including the employee assistance program, as appropriate;
- Implementing mutual no contact orders between the parties*;
- Altering campus housing assignment(s);
- Altering work arrangements for employees, including student employees;
- Academic support, extensions of deadlines, or other course/program-related adjustments;
- Class schedule modifications, withdrawals, or leaves of absence;
- Safety planning;
- Providing campus safety escorts and/or transportation accommodations;
- Visa and immigration assistance;

- Student financial aid counseling;
- Timely warnings;
- Increased security and monitoring of certain areas of campus;
- Education to the campus community or community subgroup(s); and
- Any other actions deemed appropriate by the Title IX Coordinator.

If a party procures a restraining order or similar order from a court, the party is encouraged to notify OUPD of the order so that OUPD can assist, as needed, with enforcement of the order.

* Violations of no contact orders will be referred to the appropriate student or employee conduct process for enforcement.

8. Emergency Removal and Administrative Leave

Under specific circumstances, Ohio University may remove a student respondent from the University's education program or activity, in part or entirely, on an emergency basis. Before an emergency removal is enacted, the Title IX Coordinator conducts an individualized safety and risk analysis. The Title IX Coordinator must determine that an immediate threat to the physical health and safety of any student or other individual arising from the allegations of sexual harassment or other sexual misconduct justifies removal and provide the respondent with notice of the emergency removal and an opportunity to challenge the decision immediately following the removal. See Appendix C for a full description of the process for emergency removal of a student.

If deemed appropriate, Ohio University may place a non-student employee respondent on administrative leave during the completion of the grievance process.

9. Formal Complaint

A formal complaint is a document submitted by a complainant or signed by the Title IX Coordinator alleging behavior prohibited by University Policy 03.004 (sexual harassment, other sexual misconduct, or retaliation) against a respondent and requesting that the University investigate the allegation. When the Title IX Coordinator signs a formal complaint, they are not a complainant or other party in any resulting investigation.

A formal complaint may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, or using the on-line Formal Complaint form. It must contain the complainant's physical or digital signature or otherwise indicate that the complainant is the person submitting the complaint and requesting that the allegations be investigated through the Sexual Harassment and Other Sexual Misconduct Grievance Process.

If a formal complaint is submitted, the respondent is notified of the allegations in the complaint, including the identity of the complainant. Along with other information outlined in Section 20, the notice to the respondent must include a summary of the conduct allegedly constituting a violation of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct; the date, time, and location of the alleged violation (if known); and the specific policies implicated by the allegations. If these details cannot be determined from the formal complaint, investigators may interview the complainant prior to the respondent being notified of the allegations in order to gather additional information.

While a formal complaint may be submitted at any time and without any prior contact with an ECRC staff member, complainants may want to consider submitting a report and meeting with ECRC staff to learn about supportive measures available to them and options for proceeding before deciding to submit a formal complaint.

10. When a Complainant Does Not Submit a Formal Complaint

If a complainant does not submit a formal complaint, the Title IX Coordinator may decide to sign a formal complaint in lieu of one being submitted by the complainant.

The following factors will be taken into account by the Title IX Coordinator when making this decision:

- The reported use of force during the commission of an alleged violation of sexual harassment or other sexual misconduct;
- The reported use of a weapon during the commission of an alleged violation of sexual harassment or other sexual misconduct;
- Significant physical injury resulting from an alleged violation of sexual harassment or other sexual misconduct;
- The involvement of multiple respondents in the commission of an alleged violation of sexual harassment or other sexual misconduct;
- Prior allegations (substantiated or not) of sexual harassment or other sexual misconduct made against the respondent; and
- Other relevant factors, including but not limited to:
 - The frequency and severity of the alleged behavior,
 - The age of the complainant (for example, if the complainant is a minor), and
 - Any position of trust a respondent may hold due to the nature of their employment or other relevant status with the University.

The Title IX Coordinator must also consider the effect that non-participation by the complainant may have on the availability of evidence and Ohio University's ability to pursue the Sexual Harassment and Other Sexual Misconduct Grievance Process fairly and effectively. The Title IX Coordinator has ultimate discretion over whether an investigation will proceed when the complainant does not wish to do so, and the Title IX Coordinator may sign a formal complaint to initiate the grievance process upon completion of an appropriate assessment.

If the Title IX Coordinator signs a formal complaint, they do not become the complainant. The complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of University Policy 03.004. Under this circumstance, the complainant would receive notice that the grievance process is being initiated and retain all of their rights under the grievance process regardless of their level of participation.

If a formal complaint is not submitted by the complainant or signed by the Title IX Coordinator, the Title IX Coordinator will offer supportive measures to the complainant but will not otherwise pursue formal action. Complainants choosing not to file a formal complaint should be aware that Ohio University's ability to respond to notice and provide some supportive measures may be limited if the complainant does not want to be identified and/or does not want the University to proceed with the grievance process.

Even if a complainant decides not to file a formal complaint, they retain the ability to request an investigation at a later date by submitting a formal complaint at that time, keeping in mind that delays may limit access to evidence or present issues with respect to the status and availability of the parties and/or witnesses.

If another report of sexual harassment or other sexual misconduct is received regarding the same respondent, the Title IX Coordinator will reassess the situation and may choose to sign a formal complaint in the original case in the interest of the safety of the campus community. In this instance, the Title IX Coordinator will attempt to contact the original complainant to discuss the need to move forward with the grievance process. If the complainant is unable to be reached or does not respond after two attempts, the Title IX Coordinator will notify the complainant in writing regarding the change of circumstances before proceeding to use the complainant's name in a formal complaint signed by the Title IX Coordinator.

11. Dismissal of a Formal Complaint under Title IX

If a formal complaint is filed by the complainant or signed by the Title IX Coordinator, the Title IX Coordinator undertakes the following assessment to determine if the alleged violation falls within the scope of Title IX.

As mandated by the 2020 Title IX Regulations, 34 CFR§106.45, a formal complaint, or any allegations therein, must be dismissed under Title IX if, at any time during the investigation or hearing, it is determined that:

1. The conduct alleged in the formal complaint would not constitute sexual harassment as defined by Title IX regulations (Offenses 1-6 in University Policy 03.004), even if proved; and/or
2. The conduct did not occur in an education program or activity over which Ohio University exercises substantial control (including buildings or property owned or controlled by recognized student organizations); and/or
3. Ohio University does not exercise substantial control over the respondent; and/or
4. The conduct did not occur against a person in the United States; and/or
5. At the time of the filing of a formal complaint, the complainant is not participating in or attempting to participate in the education program or activity of Ohio University.

A formal complaint, or any allegations therein, may be dismissed under Title IX if, at any time during the investigation or hearing:

1. The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein (the complainant may later request to reinstate or refile it); or
2. The respondent is no longer enrolled in or employed by Ohio University; or
3. Specific circumstances prevent Ohio University from gathering evidence sufficient to reach a determination regarding the formal complaint or allegations therein.

Upon any dismissal, the Title IX Coordinator will promptly send written notice of the dismissal under Title IX and the rationale for doing so simultaneously to the parties.

A decision to dismiss is appealable by either party on the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding the dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the decision to dismiss.

Either party may appeal the decision to dismiss by submitting a written request for review of the decision. This request must be sent to the Title IX Coordinator within three (3) business days of the notice of the dismissal decision being sent to the parties. If the grounds for appeal include a conflict of interest or demonstrated bias on the part of the Title IX Coordinator, appeals may be submitted to the Deputy Title IX Coordinator who will administer the remainder of the dismissal appeal process.

If either party submits an appeal, the appeal will be shared with the other party who will then have three (3) business days to submit a rebuttal to the Title IX Coordinator. At their discretion and for cause, the Title IX Coordinator may elect to extend the deadline for appeals and/or rebuttals. Should this occur, both parties will be notified of the new deadline.

If the grounds for appeal include a claim of procedural irregularity or conflict of interest or bias, the Title IX Coordinator will be provided access to the appeal and be given three (3) business days to submit a response to the portion of the appeal that involves them.

The appeal, rebuttal, and response, if any, and any other relevant information will be reviewed by an appeal officer who is not otherwise involved in the case. The appeal officer will decide if the dismissal under Title IX was appropriate or if the formal complaint or allegations therein will proceed under Title IX. Within three (3) business days, the appeal officer will send written notice of their decision and rationale simultaneously to the parties. If necessary, the appeal officer may take additional time to fully consider the appeal(s) and rebuttal(s). Should this occur, both parties will be notified.

Dismissing a formal complaint, or any allegations therein, under Title IX is a procedural requirement and does not limit Ohio University's authority to address the allegations under University policy and proceed with the grievance process.

If the formal complaint, or any allegations therein, are dismissed under Title IX, the Title IX Coordinator will assess which University policies may apply to the alleged behavior and move the matter forward in the grievance process, if applicable; forward the matter to be addressed under another University policy or process; or close the case, as appropriate.

12. Counterclaims

Counterclaims may be resolved through the same investigation and hearing as the underlying allegation, or the investigation of such claims may take place after resolution of the underlying allegation, at the discretion of the Title IX Coordinator.

13. Amnesty for Violations of Alcohol and Drug Policies under the Student Code of Conduct

In order to encourage reporting of alleged violations of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct and to support candid communication of information, students participating in the grievance process (complainants, respondents, and witnesses) will not be charged with alcohol or drug-related violations of the Student Code of Conduct if they engaged in unlawful or prohibited personal use of alcohol or drugs during the incident when the alleged violation occurred. Amnesty applies only to the personal use of alcohol or drugs during the incident in question and does not extend to other potential violations of the Student Code of Conduct. Amnesty does not apply to the respondent if drugs or alcohol were allegedly used to facilitate a violation of University Policy 03.004.

14. Related Student Code of Conduct Allegations

A violation of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct by a student, student organization, or student group would also be a violation of the Student Code of Conduct. The Ohio University Student Code of Conduct applies to all students, student organizations, and student groups whether the prohibited behavior occurred on or off campus; therefore, University Policy 03.004 applies to prohibited behavior by students, student organizations, and student groups whether it occurs on campus or off campus. Further, allegations of other conduct prohibited by the Student Code of Conduct may be investigated and adjudicated through the Sexual Harassment and Other Sexual Misconduct Grievance Process in conjunction with violations of University Policy 03.004.

15. Concurrent Proceedings External to the University

The Sexual Harassment and Other Sexual Misconduct Grievance Process may be initiated when a respondent is charged with behavior that potentially violates both civil/criminal law and University policy, without regard to pending litigation in court or criminal arrest and prosecution. The grievance process may be carried out prior to, simultaneously with, or following criminal or civil proceedings. Determinations made and sanctions imposed under this policy will not be subject to change because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

Records regarding students generated as a result of this process are considered education records and governed by the Family Educational Rights and Privacy Act (FERPA) and are therefore subject to release under the order of a lawful subpoena. Further, records generated regarding employees as a result of this process are considered to be employment records and are subject to release under the order of a lawful subpoena and pursuant to Ohio's public records act.

16. Privacy within the Grievance Process

Grievance process proceedings are private. All persons present at any time during the grievance process are expected to maintain the privacy of the proceedings in accordance with Ohio University policy and federal and state laws and regulations. Although there is an expectation of privacy around information and evidence shared with the parties during the investigation and hearing, the parties have the discretion to share their own knowledge and evidence with others

if they so choose. Parties are encouraged to discuss any sharing of information with their advisors before doing so.

17. Grievance Process Pool

Members of the grievance process pool include investigators, hearing panelists, appeal officers, and university-appointed advisors who may perform any or all of these roles, though not at the same time or with respect to the same case.

Grievance process pool members receive annual training based on their assigned roles. This training includes topics appropriate for the roles filled by each member of the pool, which may include, but are not limited to, the following:

- The content of Ohio University Policy 03.004: Sexual Harassment and Other Sexual Misconduct, including the scope of the University's education program or activity;
- The definitions of all offenses;
- Conducting investigations and hearings in a manner that protects the safety of complainants and respondents and promotes accountability;
- Serving impartially and objectively by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- Upholding fairness, equity, and due process;
- Reporting, confidentiality, and privacy requirements;
- Applicable laws, regulations, and federal regulatory guidance;
- Conducting the grievance process, including the investigation, hearing, and appeals, in a thorough, reliable, and impartial manner;
- Conducting questioning;
- Issues of relevance of questions and evidence in the creation of an investigative report and/or in a hearing;
- Assessing credibility;
- Weighing evidence;
- Applying the definition of consent used by Ohio University consistently, impartially, and in accordance with policy;
- Rendering findings and generating clear, concise, evidence-based rationales;
- Determining appropriate sanctions and conditions of sanction for all charges;
- Implementing appropriate and situation-specific remedies;
- Any technology to be used at a live hearing; and
- Recordkeeping.

Members of the grievance process pool who serve as advisors receive specific training to prepare them for this role. The materials used to train members of the grievance process pool are publicly posted at www.ohio.edu/equity-civil-rights/training-materials-title-ix-team.

18. Ensuring Impartiality

Any individual materially involved in the administration of the grievance process (including the Title IX Coordinator, Investigators, hearing panelists, and appeal officers) may neither have nor demonstrate a conflict of interest or bias for complainants or respondents generally, or for a specific complainant or respondent.

The Title IX Coordinator will vet the assigned grievance process pool members to ensure there are no actual or apparent conflicts of interest or disqualifying biases. At any time during the grievance process, the parties may raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another pool member will be assigned, and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Coordinator, concerns should be raised with the office of the Executive Vice President and Provost.

The grievance process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the respondent engaged in a policy violation and evidence that supports that the respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a complainant, respondent, or witness.

Ohio University operates with the presumption that the respondent is not responsible for the reported misconduct unless and until the respondent is determined to be responsible for a policy violation by the preponderance of the evidence.

19. Assignment of Investigators

When a formal complaint is submitted, the Title IX Coordinator assigns two members of the grievance process pool to conduct the investigation.

20. Notice of Investigation and Allegations

The respondent will be provided a written notice of the investigation and allegations (the "NOIA") with sufficient time to prepare before they are interviewed about the matter. The complainant will also be provided a copy of the written NOIA. The delivery of the NOIA commences the Sexual Harassment and Other Sexual Misconduct Grievance Process.

The NOIA will include:

- A summary of the conduct allegedly constituting a violation of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct and any related allegations of violations of the Student Code of Conduct to be addressed through the grievance process, if applicable;
- The identities of the involved parties (if known);
- The date, time, and location of the alleged incident(s) (if known);
- The specific policies implicated;
- A description of the applicable procedures, including the rights of the complainant and respondent and the standard of evidence applied to determine a violation;
- A statement of the potential sanctions that could result from the grievance process;
- A statement that Ohio University presumes the respondent is not responsible for the reported misconduct unless and until the preponderance of the evidence supports a different determination;
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence during the review and comment period;
- A statement about Ohio University's policy on retaliation;

- Information about the privacy of the process;
- Information on the need for each party to have an advisor of their choosing, who may be, but is not required to be, an attorney;
- A statement informing the parties that Ohio University policy prohibits knowingly making false statements, including knowingly submitting false information during the grievance process;
- Details on how the parties may request disability accommodations, language assistance, and/or interpretation services during the investigation and hearing process;
- An instruction to preserve any evidence that is directly related to the allegations; and
- The names of the investigators, along with a process to identify to the Title IX Coordinator any conflict of interest that the party believes the investigator(s) may have.

Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available, including the addition or dismissal of allegations or charges. Should this occur, the parties will be sent a revised NOIA.

Notice will be made in writing and will be emailed to the parties' Ohio University email account. At the discretion of the Title IX Coordinator, an alternate means of delivering the NOIA may be utilized if circumstances warrant. Once emailed or otherwise sent or given in person, notice will be presumptively delivered.

21. Grievance Process Timeline

The Sexual Harassment and Other Sexual Misconduct Grievance Process commences with the delivery of the Notice of Investigation and Allegations. Ohio University will make a good faith effort to complete the grievance process within ninety (90) business days, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator. Notice and rationale for any extensions or delays will be provided to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

22. Respondent Initial Meeting

After the NOIA has been sent, the investigators will schedule an initial meeting with the respondent. The respondent may be accompanied at the initial meeting by an advisor of their choice and up to two support people as defined in Section 1. The purpose of this meeting is to review the information sent to the respondent in the NOIA, to provide additional information about the grievance process and available supportive measures, and to answer any questions the respondent or their advisor may have. The respondent will not be asked any questions about the allegations at the initial meeting.

The information that will be discussed with the respondent, if applicable based on the nature of the report and the status of the respondent, includes but is not limited to:

- A review of the information included in the NOIA;
- The name and contact information of the Title IX Coordinator;
- The rights of the complainant and respondent (see Appendix A), including the right to be accompanied at all meetings and the hearing, if applicable, by an advisor of their choice (see Appendix B);

- Possible supportive measures, including the availability of mental health and other resources both on campus and in the surrounding community;
- The process for investigating and resolving alleged violations of sexual harassment, other sexual misconduct, and retaliation;
- The general timeline of the grievance process;
- The importance of preserving potential evidence; and
- Amnesty available to students participating in the grievance process for alcohol or drug-related violations of the Student Code of Conduct.

Should the respondent not respond to the initial attempt to meet, the investigators will make two additional attempts. If the respondent does not respond at all, the investigators will send the respondent written acknowledgment of their non-participation and notice of the next steps in the process. The respondent will continue to be notified throughout the investigation and may participate at any point in the process prior to its conclusion.

23. Investigation Timeline

The investigation portion of the grievance process will be completed as quickly as possible, normally within forty (40) business days, though some investigations may take longer, depending on the nature, extent, and complexity of the allegations, number and availability of witnesses, police involvement, etc.

Ohio University will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

24. Delays in the Investigation Process and Interactions with Law Enforcement

At the discretion of the Title IX Coordinator, the investigation may be paused for a short period (typically several days to a few weeks) if circumstances require. Such circumstances include, but are not limited to: a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, and/or accommodations for disabilities or health conditions.

The investigators will communicate in writing the anticipated duration of the delay and reason to the parties and provide the parties with status updates, if necessary. The investigation will promptly resume as soon as feasible. During such a delay, the Title IX Coordinator will implement supportive measures as deemed appropriate.

The grievance process may be initiated when a respondent is charged with behavior that potentially violates both civil/criminal law and University policy, without regard to pending litigation in court or criminal arrest and prosecution. The grievance process may be carried out prior to, simultaneously with, or following criminal or civil proceedings. Determinations made and sanctions imposed through this process will not be subject to change because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

25. Participation in the Grievance Process - Students

Should a student who is a complainant or respondent decide not to participate in the grievance process, the process proceeds in their absence to a reasonable resolution. The student will continue to receive updates regarding the progress of the investigation and hearing, if any, and may re-engage with the grievance process at any time prior to its conclusion.

26. Participation in the Grievance Process - Employees

Should an employee who is a complainant or respondent decide not to participate in the grievance process, the process proceeds in their absence to a reasonable resolution. The employee will continue to receive updates regarding the progress of the investigation and hearing, if any, and may re-engage with the grievance process at any time prior to its conclusion.

Should an employee respondent resign with unresolved allegations pending, the grievance process ends, as the University no longer has disciplinary jurisdiction over the resigned employee. However, the Title IX Coordinator will continue to address and remedy any ongoing effects of the alleged sexual harassment or other sexual misconduct on the complainant and/or community.

An employee respondent who resigns with unresolved allegations pending is not eligible for re-hire with Ohio University at any campus or center, and the records retained by the Title IX Coordinator and Human Resources will reflect that status. All Ohio University responses to future inquiries regarding employment references for that respondent will include that the former employee resigned during a pending disciplinary matter.

27. The Investigation Process

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

28. Interviews

Throughout the investigation, the investigators will identify individuals they believe may have information relevant to the matter and will contact those individuals as potential witnesses. Additionally, the parties will be given the opportunity to suggest relevant witnesses. If unclear, the investigators may request that the parties explain how witnesses they suggest are connected to the matter being investigated and what relevant information they believe the person can provide to investigators.

The parties will also be given the opportunity to suggest questions they want the investigators to ask the other party and the witnesses. The questions provided by the parties will be documented in the investigative report, along with notations for which questions were asked and a rationale for any changes or omissions.

The investigators will interview the parties and all available, relevant witnesses. When a party or witness is expected to participate in an interview, the investigators will provide them with written notice of the day, time, and location of the meeting and the expected participants and purpose. Follow-up interviews may be scheduled with parties or witnesses as needed, for example, if additional charges are placed.

Should a party not respond to the initial attempt to meet for an interview, the investigators will make two additional attempts to interview the party. If the party does not respond to these attempts, the investigators will send the party written acknowledgment of their non-participation and notice of the next steps in the grievance process. The party will continue to be notified throughout the investigation and may participate at any point in the process prior to its conclusion.

Should a witness not respond to the initial attempt to meet for an interview, the investigators will make at least one additional attempt to schedule with that witness before moving forward in the process.

Interviews of the parties and witnesses may be conducted in person, or if circumstances warrant, they may be conducted remotely using Zoom or a similar technology, or by phone, if necessary. The investigators will take appropriate steps to ensure the security and privacy of remote interviews.

The investigators take careful and thorough notes regarding the questions asked and information provided during interviews with the parties and witnesses. Interviews are not audio or video-recorded.

Following each interview, the investigators will combine their notes into a summary of the relevant information from the interview. Interviewed parties and witnesses will be given the opportunity to review and verify the summary of their respective interviews written by the investigators. Clarifications resulting from a misunderstanding or error on the part of the investigators will be corrected before the summary is finalized. Additions or changes to the information provided by the party or witness will be added to the summary with a notation.

29. Evidentiary Considerations of the Investigation

The following information will not be considered relevant to the investigation: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent; 3) information protected by a legally recognized privilege, unless the holder of the privilege has voluntarily waived it in writing. Within the boundaries stated above, the investigation can consider relevant character evidence.

30. Review of Draft Investigative Report and Directly-Related Evidence

Prior to the conclusion of the investigation, the parties and their respective advisors of choice (if so desired by the parties) will be provided access to a secured electronic copy of the draft investigative report, as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct. This directly related evidence will include evidence, if any, which the investigators do not believe is relevant and do not intend to include in the finalized investigative report for the hearing panel to rely on in reaching a determination.

The draft investigative report will include the following: the names of the investigators, a list of involved parties and witnesses, policies applicable to the matter, an overview of the allegations, the charges placed in the matter, summaries of the interviews with the parties and the available relevant witnesses, and other information as deemed relevant by the investigators. Appendices will include relevant physical or documentary evidence, questions asked by the investigators and suggested by the parties, and a comprehensive timeline of the investigation.

The investigators gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report.

The draft investigative report and directly related evidence will be available to the parties and their advisors of choice for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence in writing. The parties may elect to waive the full ten days.

The parties may elect to provide additional evidence or identify additional witnesses in response to the draft investigative report but should understand that doing so at this point of the investigation may delay the completion of the grievance process.

31. Finalizing the Investigative Report and Directly Related Evidence

If the parties submit written responses to the draft report and directly related evidence, the investigators will incorporate relevant elements of those written responses into the investigative report, include any additional relevant evidence, make any necessary revisions, and finalize the report.

The investigators may elect to respond in writing in the investigative report to the parties' submitted responses. The investigators will document all rationales for any changes made to the report after the review and comment period.

The final report will be shared with the parties and their advisors through secure electronic means at least ten (10) business days prior to a hearing. The parties will also be provided access to a file of any directly related evidence that was not deemed relevant and was, therefore, not included in the report.

If new evidence is provided by the parties after the investigative report is finalized, the Title IX Coordinator may delay the hearing so that the investigation may be reopened to consider that evidence.

32. Notice of Hearing

No less than ten (10) business days prior to the hearing, the investigators will send the notice of hearing to the parties. Once emailed, mailed, and/or received in-person, notice will be presumptively delivered.

The notice of hearing will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions and remedies that could result;
- The time, date, and location of the hearing;
- Any technology that will be used to facilitate the hearing;
- If the live hearing will be held in person or via video technology and the process for requesting alternate arrangements for hearing participation if it is scheduled to be held in person;
- A list of those who will attend the hearing, along with instructions for how to object to a hearing panelist on the basis of demonstrated bias or conflict of interest;
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing;
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence. If a party or witness does not participate in the hearing, verbal or written statements made by the party or witness as a part of the investigation will not be considered by the hearing authority in their deliberations if the party's or witness's credibility is in dispute and material to the outcome of the hearing. Evidence provided by that party or witness that is something other than verbal or written statements made by that party or witness as a part of the investigation may be considered by the hearing panel regardless of participation by the party or witness in the hearing. For compelling reasons, the hearing chair, in consultation with the Title IX Coordinator, may reschedule the hearing;
- Notification that the parties may have the assistance of an advisor of their choosing at the hearing and will be required to have one present to ask questions of the other party and witnesses. If they do not have an advisor, the Title IX Coordinator will appoint one for them;
- An invitation for each party to submit a written impact statement, including any sanctioning requests, should the respondent be found in violation, to the Title IX Coordinator prior to the hearing. The impact statement(s) will be held by the Title IX Coordinator and only provided to the hearing panel if the respondent is determined to be in violation and the hearing panel is making a sanctioning determination; and
- A reminder that disability accommodations, language assistance, and/or interpretation services may be requested for the hearing. Such a request must be made to the investigators no later than seven (7) business days prior to the hearing.

Hearings that are unable to be held prior to the end of a term will typically be held immediately after the end of the term or during the summer, as needed, to remain within the ninety (90) business day goal for the grievance process, to the extent possible.

33. Alternative Hearing Participation Options

If the hearing is scheduled to take place in person and a party or parties prefer not to or cannot attend in this manner, the party should request alternative arrangements from the investigators at least five (5) business days prior to the hearing so that the investigators can arrange to use technology to allow remote testimony.

Remote options may also be provided for witnesses who cannot attend in person. Any witness who cannot attend in person should let the investigators know at least five (5) business days prior to the hearing so that appropriate arrangements can be made.

34. Recusal of a Hearing Panelist

The parties will be given the names of the members of the hearing panel (the hearing chair and two additional panelists) in the notice of hearing at least ten (10) business days prior to the hearing. The members of the hearing panel will not have had any previous involvement with the investigation.

Objections to any hearing panelist on the basis of demonstrated bias or conflict of interest must be raised in writing with the Title IX Coordinator at least five (5) business days prior to the hearing and must detail the rationale for the objection. Hearing panelists will only be removed if the Title IX Coordinator concludes that their demonstrated bias or conflict of interest precludes an impartial hearing of the allegations.

The hearing panelists will receive the names of all parties, witnesses, and advisors with the investigative report at least five (5) business days in advance of the hearing. Any hearing panelist who cannot make an objective determination must notify the Title IX Coordinator and recuse themselves from the proceeding. If a hearing panelist is unsure if bias or conflict of interest exists, they must raise the concern to the Title IX Coordinator as soon as possible.

35. Pre-Hearing Meetings

Upon completion of the investigative report, the investigators will schedule separate pre-hearing meetings for the parties. The parties may each be accompanied at their pre-hearing meeting by an advisor and up to two support people as defined in Section 1.

The pre-hearing meetings will be scheduled at least five (5) business days prior to the hearing. The purpose of the pre-hearing meeting is to allow the investigators to answer any final questions the parties and their advisors may have and to clarify logistical matters such as confirming the identity of the parties' advisors and any requests the parties may have regarding their means of participation (i.e., remote participation by video technology). If a party does not attend the scheduled pre-hearing meeting, it will be cancelled, but the party may ask questions of the investigators as needed.

36. Hearing Procedures

The hearing panel has the authority to hear and make determinations on allegations of violations of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct. If the respondent is a student, the hearing panel may also hear and make determinations on allegations of other conduct prohibited by the Student Code of Conduct stemming from the same incident(s) as the allegations under University Policy 03.004.

Participants at the hearing will be limited to the hearing chair, two additional hearing panelists, the investigators who conducted the investigation, the parties, the advisors to the parties, any called witnesses, and anyone providing authorized accommodations or assistive services.

Hearings (but not deliberations) are recorded for purposes of review in the event of an appeal. The hearing panelists, the parties, their advisors of choice, the appeal officer (if appropriate), and appropriate Ohio University administrators will be permitted to listen to the recording, if needed, through a controlled means determined by the Title IX Coordinator. No person will be given or allowed to make a copy of the recording without permission from the Title IX Coordinator.

The hearing chair conducts the hearing from a script, which will be provided to the parties and their advisors for their reference during the hearing.

The hearing chair will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The hearing chair will allow witnesses who have relevant information to appear at a portion of the hearing to respond to questions from the hearing panel and the parties' advisors; the witnesses will then be excused.

37. Joint Hearings

At the discretion of the Title IX Coordinator, matters involving multiple complainants or respondents may be heard in the same hearing. Additionally, matters where there is a counterclaim or cross-complaint (i.e., both parties allege that the other violated University Policy 03.004) may also be heard in the same hearing. However, the Title IX Coordinator may determine that the investigation and/or hearing for each respondent should be conducted separately. In joint hearings, separate determinations of responsibility will be made for each respondent with respect to each alleged policy violation.

38. Evidentiary Considerations in the Hearing

Any evidence that the hearing panel determines is relevant and credible may be considered. The hearing panel will not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent; 3) information protected by a legally recognized privilege, unless

the holder of the privilege has voluntarily waived it in writing. Within the boundaries stated above, the hearing panel can consider relevant character evidence.

Prior disciplinary action of any kind involving the respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanctioning stage of the process if there is a determination of responsibility and is not shared with the hearing panel by the Title IX Coordinator until then.

The parties may each submit a written impact statement, including any sanctioning requests should the respondent be found responsible, to the Title IX Coordinator prior to the hearing. The impact statement(s) will be held by the Title IX Coordinator and only provided to the hearing panel if the respondent is determined to be in violation and the hearing panel is making a sanctioning determination.

39. Order of the Hearing

The following is a guide as to how the hearing will be conducted. This order may be amended at the discretion of the hearing chair.

- The hearing chair will begin the hearing by discussing expectations for the hearing.
- The hearing chair will give a brief overview of the nature of the allegations.
- The hearing panel may ask the investigators clarifying questions regarding the investigation at any point during the hearing.
- The complainant will be given an opportunity to respond to the investigative report.
- The hearing panel will have an opportunity to ask complainant questions
- The respondent's advisor will be given the opportunity to ask relevant questions of the complainant as described below.
- The respondent will be given an opportunity to respond to the investigative report.
- The hearing panel will have an opportunity to ask respondent questions.
- The complainant's advisor will be given the opportunity to ask relevant questions of the respondent as described below
- The hearing panel will call witnesses and ask them questions.
- The complainant's advisor will be given the opportunity to ask relevant questions of witnesses as described below.
- The respondent's advisor will be given the opportunity to ask relevant questions of the witnesses as described below.
- The complainant will be given the opportunity to make a summary statement.
- The respondent will be given the opportunity to make a summary statement.

The hearing panel reserves the right to ask questions of anyone at the hearing at any time. Additionally, the hearing panel reserves the right to recess the hearing at any point and reconvene at a later time or date, should circumstances warrant.

40. Questioning of Parties and Witnesses

During the hearing, the parties and witnesses will submit to questioning by the hearing panel and then by the parties through their advisors. The hearing panelists and advisors will remain seated during questioning.

The hearing chair will determine the relevance of all questions. The advisor will pose the proposed question, the proceeding will pause to allow the hearing chair to consider it, and the hearing chair will determine if the question will be permitted, disallowed, or rephrased.

The hearing chair will then state their decision on the question for the record and advise the party or witness to whom the question was directed to answer or not answer the question accordingly. The hearing chair will explain any decision to exclude a question as not relevant or to reframe it for relevance.

The hearing chair will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior will not be considered relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

The hearing chair has final say on all questions and determinations of relevance. The hearing chair may ask advisors to frame why a question is or is not relevant from their perspective but will not entertain argument from the advisors on relevance once the hearing chair has ruled on a question.

41. Hearing Participation

If a party or witness does not participate in the hearing, verbal or written statements made by the party or witness as a part of the investigation will not be considered by the hearing authority in their deliberations if the party's or witness's credibility is in dispute and material to the outcome of the hearing.

Evidence provided by that party or witness that is something other than verbal or written statements made by that party or witness as a part of the investigation may be considered by the hearing panel regardless of participation by the party or witness in the hearing.

The hearing panel may not draw any inference solely from a party's or witness's absence from the hearing or refusal to answer questions from the advisor(s) or hearing panel.

42. Deliberation, Decision-making, and Standard of Proof

The hearing panel will deliberate in closed session and determine findings by a simple majority vote. The hearing panel will use the preponderance of the evidence standard in making their decision as to whether or not University policy was violated.

When there is a finding of responsibility on one or more of the charges, the hearing panel will request any written impact statements previously submitted by the parties and the respondent's previous disciplinary history, if any, from the Title IX Coordinator. If the impact statements are provided to the hearing panel, the parties and their advisors of choice will be given access to view them during the appeal period described below.

The hearing panel may—at their discretion—consider the impact statements. The hearing panel will review the statements and the respondent’s conduct history, if any, and will determine the appropriate sanctions for the respondent and remedies for the complainant, in consultation with appropriate University officials, as required.

The hearing chair will then prepare a written statement of finding and deliver it to the Title IX Coordinator. This statement will detail the determination, the rationale, the evidence used in support of its determination, the evidence not relied upon in its determination, credibility assessments, and any sanctions and remedies.

This report must be submitted to the Title IX Coordinator within three (3) business days following the conclusion of the hearing, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

43. Notice of Outcome

Using the statement of finding, the Title IX Coordinator will work with the hearing chair to prepare a notice of outcome. The Title IX Coordinator will then share the notice, including the final determination, rationale, and any applicable sanctions and remedies (as outlined below) with the parties within four (4) business days of receiving the statement of finding from the hearing panel, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

The notice of outcome will be shared with the parties simultaneously. The notice will be made in writing and will typically be emailed to the parties; however, any of the following methods may be used, in person, mailed to the local or permanent address of the parties as indicated in Ohio University records, or emailed to the parties’ Ohio University email or otherwise provided and approved email address. Once emailed, mailed, and/or received in person, notice will be presumptively delivered.

The notice of outcome will state a summary of the allegations and the specific policies reported to have been violated and will contain a description of the procedural steps taken by Ohio University from the receipt of the report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used to obtain evidence, and meetings and hearings held.

The notice of outcome will specify the finding on each policy violation; the findings of fact that support the determinations; conclusions regarding the application of relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation; any sanction and conditions of sanction issued which are permitted to be shared under state or federal law; and any remedies provided to the complainant designed to ensure access to Ohio University’s education or employment program, to the extent that this information may be shared under state or federal law (details of remedies are not typically shared with the respondent unless the remedy directly relates to them).

The notice of outcome will also include information about the appeal options and process, any changes that occur prior to finalization, and when the results are considered by Ohio University to be final.

44. Sanctioning

Factors considered when determining a sanction and related conditions of sanction may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s);
- The respondent's disciplinary history;
- The need for a sanction to end the impact of the sexual harassment and/or other sexual misconduct, to prevent its future recurrence, and/or to remedy its effects on the complainant and/or the community;
- The impact on the parties; and
- Any other information deemed relevant by the hearing panel.

Sanctions and conditions of sanction will be implemented either upon the outcome of any appeal or the expiration of the window to appeal if no appeal is requested.

45. Sanctions Applicable to Student Respondents

The following are the usual sanctions that may be imposed on students and student organizations or groups:

- **Reprimand** – Official notification of unacceptable behavior and violation of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct and/or the Student Code of Conduct. Any further violations may result in more serious sanctions.
- **Disciplinary Probation** – Sanction imposed for a designated period of time. Further violations of prohibited conduct may result in further disciplinary action, up to and including disciplinary suspension or disciplinary expulsion. Periodic probationary meetings may be required. Any assigned conditions of sanction must be completed prior to the conclusion of disciplinary probation; otherwise, the disciplinary probation will remain in effect until the conditions of sanction are completed.
- **Disciplinary Suspension (Student)** – Sanction imposed for a designated period of time. During the period of disciplinary suspension, the student may not attend classes (either in person or online) or participate in University-related activities, whether they occur on or off campus. Additionally, a student under disciplinary suspension may not be present on University premises unless authorized in writing in advance by the Title IX Coordinator. All assigned conditions of sanction must be completed prior to the conclusion of the disciplinary suspension; otherwise, the disciplinary suspension will remain in effect until the conditions of sanction are completed.

Students who have been suspended from the University through the Sexual Harassment and Other Sexual Misconduct Grievance Process must petition for re-enrollment through the Title IX Coordinator, who may grant the petition at their discretion. Students must complete a re-enrollment form through the registrar and be in good academic standing with their college to otherwise be eligible to re-enroll and return to the University. Students who re-enroll following a period of disciplinary suspension will return on disciplinary probation for the remainder of their academic career at Ohio University.

- **Disciplinary Expulsion (Student)** – Sanction which permanently removes the student from their academic program and separates the student from the University without the opportunity to graduate or re-enroll in the future. A student under disciplinary expulsion may not be present on University premises unless authorized in writing in advance by the Title IX Coordinator. Disciplinary expulsion will be noted on the student’s academic transcript.
- **Disciplinary Suspension (Student Organization or Group)** – A temporary revocation of University recognition. While an organization or group is suspended, it may not use University resources or participate as an organization in any University activities or events. Disciplinary suspension of a student organization or group will not exceed five (5) years. Student organizations or groups who have been suspended from the University through the Sexual Harassment and Other Sexual Misconduct Grievance Process must petition for re-enrollment through the Title IX Coordinator, who may grant the petition at their discretion and in consultation with the director of community standards and student responsibility. Student organizations or groups who return following disciplinary suspension will return on a period of disciplinary probation.
- **Disciplinary Expulsion (Student Organization or Group)** – Permanent revocation of University recognition of the organization or group.

In conjunction with a sanction, a student respondent found to be in violation of this policy may be assigned conditions of sanction, which include, but are not limited to, access restriction, revocation of rights and privileges, housing or worksite reassignment, educational activities, etc.

The Title IX Coordinator is responsible for monitoring completion and compliance with all sanctions and conditions of sanction.

46. Sanctions Applicable to Employees

The following are the usual sanctions that may be imposed on employees:

- **Censure** – a formal statement of disapproval.
- **Reprimand** – official notification of unacceptable behavior and violation of University Policy 03.004: Sexual Harassment and Other Sexual Misconduct. Any further violations may result in more serious sanctions.
- **Suspension without Pay** – a defined period of time during which the respondent will not be permitted to work and will not receive pay.
- **Demotion and/or Loss of Tenure** – reassignment to a position of lower rank and pay.
- **Dismissal/Termination of Employment** – the end of an employee’s work at the University.

In conjunction with a sanction, an employee respondent found to be in violation of this policy may be assigned conditions of sanction, which include, but are not limited to, a performance improvement plan, denial of pay increase/pay grade, worksite reassignment, educational or training activities, restriction of stipends, research, and/or professional development resources, etc.

47. Appeals of Hearing Outcome

Both parties may file a request for appeal, which must be submitted in writing within five (5) business days of the delivery of the notice of outcome. The notice of outcome will include a link to the online appeal form, which should be used to submit any appeal to the Title IX Coordinator.

Any sanctions or conditions of sanctions imposed as a result of the hearing are typically stayed during the appeal process. If any of the sanctions are to be implemented immediately post-hearing, but pre-appeal, the emergency removal procedures must be followed (see Appendix C).

Appeals are limited to the following grounds:

- A procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time of the determination regarding responsibility was made, that could affect the outcome of the matter; and
- The Title IX Coordinator, investigator(s), or hearing panelist(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter. (If an appeal claims a conflict of interest or bias on the part of the Title IX Coordinator, the Deputy Title IX Coordinator will manage the administration of the appeal process.)

If either party submits an appeal, that appeal and a link to the online rebuttal form will be shared with the other party, who will then have five (5) business days to submit a rebuttal. At their discretion and for cause, the Title IX Coordinator may elect to extend the deadline for appeals and/or rebuttals. Should this occur, both parties will be notified of the new deadline.

If the grounds for appeal include a claim of procedural irregularity or conflict of interest or bias, the Title IX Coordinator, investigators, and/or hearing panelists, as appropriate based on the content of the appeal, will be provided access to the appeal and be given five (5) business days to submit a response to the portion of the appeal that involves them.

The appeal, as well as the rebuttal and responses, if any, will be provided to the appeal officer, along with the case file. The appeal officer will be a member of the grievance process pool who was not involved in the process previously.

The following will guide the appeal officer during the review and consideration of the appeal and related materials:

- Decisions on appeal are to be deferential to the original decision, making changes to the finding only when there is a clear error and to the sanction and/or conditions of sanction only if there is a compelling justification to do so.
- Appeals are not intended to provide for a full re-hearing of the allegation(s). Appeals are confined to a review of the written documentation and case file of the original hearing and pertinent documentation regarding the specific grounds for appeal. The appeal officer may listen to part or all of the hearing recording, as needed to consider the specific grounds for appeal.

- An appeal is not an opportunity for the appeal officer to substitute their judgment for that of the original hearing panel merely because they disagree with the finding and/or sanction.
- The appeal officer may consult with the Title IX Coordinator on questions of procedure or rationale for clarification, as needed.
- Appeals granted based on new evidence will normally be remanded to the original investigators for necessary investigation and to the original hearing panel for reconsideration.
- Appeals granted on the basis of a procedural irregularity will typically be remanded to the original hearing panel for reconsideration or, if deemed appropriate by the appeal officer, a new hearing may be ordered with a new hearing panel.
- Actions taken if an appeal is granted on the basis of conflict of interest or bias will vary based on the role of the individual(s) identified as having the conflict of interest or demonstrating bias.

Within ten (10) business days of receiving materials related to the appeal, the appeal officer will make a decision on the appeal. If necessary, the appeal officer may take additional time to fully consider the appeal and rebuttal. Should this occur, both parties will be notified.

A written notice of appeal outcome will be sent to both parties simultaneously and will specify the finding on each ground for appeal and the rationale for each decision. If applicable, the notice may also include any specific instructions for remand or reconsideration, changes to the finding or to any sanctions that may result which the University is permitted to share according to state or federal law, and the rationale supporting the essential findings.

The notice of appeal outcome will typically be emailed to the parties; however, any of the following methods may be used, in person, mailed to the local or permanent address of the parties as indicated in Ohio University records, or emailed to the parties' Ohio University email or otherwise provided and approved email address. Once emailed, mailed, and/or received in person, notice will be presumptively delivered.

Once an appeal is decided, the outcome is final. Further appeals are not permitted unless a case is remanded to the original hearing body or new hearing is ordered. The finding and sanction (if any) that result from the remand or new hearing may be appealed on the grounds listed above and in accordance with the appeal process.

48. Notice of Final Determination

The Title IX Coordinator will issue a notice of final determination to both parties following the conclusion of the appeal process including a remand to the original hearing panel or a new hearing, or if there is no appeal, once the appeal period has passed. This notice will confirm that the grievance process has concluded, identify any changes that have occurred, and offer long-term remedies or other actions, as appropriate.

49. Long-Term Remedies and Other Actions

Following the conclusion of the grievance process, and in addition to any sanctions implemented, the Title IX Coordinator may implement additional long-term remedies or actions with

respect to the parties and/or the campus community that are intended to stop the sexual harassment or other sexual misconduct, remedy the effects, and prevent reoccurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services,
- Referral to the Employee Assistance Program,
- Education to the individual and/or the community,
- Permanent alteration of housing assignments,
- Permanent alteration of work arrangements for employees,
- Climate surveys,
- Policy modification and/or training,
- Implementation of long-term contact limitations between the parties, and
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator, certain long-term support or measures may also be provided to the parties even if no policy violation is found.

When no policy violation is found, the Title IX Coordinator will identify any remedies needed to ensure no effective denial of educational access for the respondent.

As permitted in accordance with applicable law, Ohio University will maintain the privacy of any long-term remedies and supportive measures, provided privacy does not impair the University's ability to provide these services.

50. Failure to Comply with a Sanction, Conditions of Sanction, or Remedies

Respondents are expected to comply with an assigned sanction, any conditions of sanction and any remedies that relate to them within the timeframe specified by the hearing panel and/or appeal officer. Failure to do so, whether by refusal, neglect, or any other reason, may result in additional disciplinary action.

51. Recordkeeping

Ohio University will maintain records of the following for a period of at least seven (7) years:

1. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under federal regulation;
2. Any disciplinary sanctions imposed on respondents;
3. Any remedies provided to complainants designed to restore or preserve equal access to Ohio University's education program or activity;
4. Any appeals and the results therefrom;
5. All materials used to train Title IX Coordinators, investigators, hearing panelists, and appeal officers, which will be made publicly available on the University's website; and
6. Any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment, including:
 - a. The basis for all conclusions that the response was not deliberately indifferent;
 - b. Any measures designed to restore or preserve equal access to Ohio University's education program or activity; and

- c. If no supportive measures were provided to the complainant, documentation of the reasons why such a response was not clearly unreasonable in light of the known circumstances.

Ohio University will also maintain any and all records in accordance with state and federal laws.

52. Process Review

The offices of Legal Affairs and Equity and Civil Rights Compliance (ECRC) will review this process periodically to assess the effectiveness and continued compliance. Changes will be made as necessary, and once those changes are posted on the ECRC website, they are in effect. The versions of the Sexual Harassment and Other Sexual Misconduct Grievance Policy and Process posted on the ECRC website are the versions in use at that time and control in the event of discrepancies between those versions and any other versions available online or elsewhere.

During the grievance process, the Title IX Coordinator may make minor modifications to the process that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules.

Appendix A:

Rights of the Parties

Respondents have the right to be, and will be, presumed not responsible for a violation of prohibited conduct until found in violation by a preponderance of the evidence.

Additionally, both complainants and respondents have the right to:

- A fundamentally fair resolution as defined in the Sexual Harassment and Other Sexual Misconduct Grievance Process,
- Have their matter handled in a forthright and timely manner and to be treated with respect by Ohio University officials,
- Regular updates on the status of the grievance process,
- Have University Policy 03.004: Sexual Harassment and Other Sexual Misconduct Policy and its related process followed without material deviation,
- The preservation of privacy, to the extent possible and permitted by law,
- Petition to request that any Ohio University representative participating in the grievance process be recused on the basis of demonstrated bias and/or conflict of interest,
- Be informed of supportive measures, as available and appropriate and without fee or charge, whether a formal report has or has not been filed, and to have supportive measures remain private, provided privacy does not impair Ohio University's ability to provide them,
- Request reasonable accommodations due to disability,

- Timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date, time, and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions,
- Timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional complainants, unsubstantiated allegations) and any adjustments needed to clarify potentially implicated policies,
- Not participate in the grievance process with the understanding that it may proceed without their participation,
- Have an advisor of their choice, who may be, but is not required to be, an attorney, present during any meetings, interviews, or hearings. The role of an advisor is outlined in Appendix B of the Sexual Harassment and Other Sexual Misconduct Grievance Process,
- Have an advisor appointed to them by the University, if they do not have one, for the purposes of questioning the other party and witnesses at the hearing,
- Have up to two support people present during any meetings or interviews that may occur as part of the grievance process. Support people may not be present at a hearing and may not be witnesses in the matter,
- Receive written advance notice of any meetings in which they are entitled to participate and the purpose of those meetings,
- A fair opportunity to provide the investigators with their account of the alleged misconduct and to have that account be on the record,
- Provide relevant statements, evidence, and information as part of the investigation,
- Ask the investigators to identify and question relevant witnesses, including expert witnesses,
- Know the names of all witnesses that are contacted as a part of the investigation,
- Provide the investigators a list of questions that, if deemed relevant by the investigators, may be asked of any party or witness,
- Secure electronic access to the draft investigative report and directly related evidence to be made available to the parties and their advisors of choice for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence in writing,
- Secure electronic access to the final report at least ten (10) business days prior to a hearing, as well as, access to a file of any directly related evidence that was not deemed relevant and was, therefore, not included in the report,
- Speak or not speak as a part of the grievance process with the understanding that not participating in the hearing may result in the hearing panel not being able to consider statements made by the party as a part of the investigation,
- Question witnesses that participate in the hearing through their advisor,
- Be present, either in person or via video technology, during all testimony given and evidence presented during the hearing,
- Have incidents not directly related to the possible violation, unless they evidence a pattern, and inadmissible prior sexual history excluded by the hearing chair,
- The preponderance of the evidence as the standard of proof to be used to make a finding after an objective evaluation of all relevant evidence,

- Have the opportunity to submit a written impact statement for consideration by the hearing panel following a determination of responsibility for any allegation, but prior to sanctioning,
- Promptly receive a written notice of outcome containing the finding(s) and sanction(s) and a detailed rationale of the decision (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties,
- File a written appeal to be reviewed and decided by an appeal officer, and
- Be informed in writing of when a decision by Ohio University is considered final and any changes to the sanction(s) that occur before the decision is finalized.

Appendix B:

Information Regarding Advisors

The parties may each have an advisor of their choice present with them for all meetings, interviews, and hearings within the grievance process, if they so choose. The parties may select whoever they wish to serve as their advisor as long as the advisor is eligible and available. "Available" means the party cannot insist on an advisor who simply doesn't have inclination, time, or availability. Also, the advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

Choosing an advisor who is also a witness in the grievance process creates potential for bias and conflict of interest. A party who chooses an advisor who is also a witness can anticipate that issues of potential bias will be explored by the hearing panel.

A. Who Can Serve as an Advisor

The advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the grievance process. The parties may choose advisors from inside or outside of the Ohio University community.

Parties have the right to choose not to have an advisor in the initial stages of the grievance process, prior to the hearing.

B. The Advisor's Role in Meetings and Interviews

The parties may be accompanied by their advisor of choice in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

C. Advisors in Hearings/Ohio University Appointed Advisor

Under U.S. Department of Education regulations under Title IX, the parties are not permitted to directly question each other or any witnesses. Instead, each party's advisor must question the other party and the witnesses on their behalf. If a party does not have an advisor for a hearing,

Ohio University will appoint an advisor for the limited purpose of asking questions provided by the party of the other party and witnesses.

A party may reject this appointment and choose their own advisor, but they may not proceed without an advisor. If the party's advisor will not conduct questioning, Ohio University will appoint an advisor who will do so, whether or not the party has chosen to participate in the hearing. Extensive questioning of the parties and witnesses may also be conducted by the hearing panel during the hearing.

D. Advisor Violations of Ohio University Expectations

All advisors are subject to the same University policies and procedures, whether they are attorneys or not. Advisors are expected to advise their advisees without disrupting proceedings. The advisor may not make a presentation or represent their advisee during any meeting or proceeding and may not speak on behalf of the advisee to the investigator(s) or hearing panel, except when asking questions of the other party and witnesses during a hearing.

The parties are expected to ask and respond to questions on their own behalf throughout the investigation phase of the grievance process. Although the advisor generally may not speak on behalf of their advisee, the advisor may consult with their advisee, either privately as needed or by quietly conferring or passing notes during any grievance process meeting, interview, or hearing. For longer or more involved discussions, the parties and their advisors should ask for breaks to allow for private consultation.

Any advisor who oversteps their role as defined by this policy will typically be warned only once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the meeting or hearing will be ended, or other appropriate measures implemented. Subsequently, the Title IX Coordinator will determine how to address the advisor's non-compliance and future role.

E. Sharing Information with the Advisor

Ohio University expects that the parties may wish to have the University share documentation and evidence related to the allegations with their advisors. There is an expectation of privacy around information and evidence shared with the parties during the investigation and hearing; however, parties may share this information directly with their advisor, if they wish. Doing so may help the parties participate more meaningfully in the grievance process. (The parties have discretion to share their own knowledge and evidence with others if they so choose. Parties are encouraged to discuss any sharing of information with their advisors before doing so.)

Parties may also sign a consent form that authorizes Ohio University to share such information directly with their advisor. The parties must complete and submit this form to the Title IX Coordinator or the investigators before the University is able to share records with an advisor.

If a party requests that all communication be made through their attorney advisor, Ohio University will comply with that request at the discretion of the Title IX Coordinator.

F. Privacy of Records Shared with the Advisor

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by Ohio University. The Title IX Coordinator may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by Ohio University's privacy expectations.

G. Expectations of an Advisor

Ohio University generally expects an advisor to adjust their schedule to allow them to attend grievance process meetings when planned but may change scheduled meetings to accommodate an advisor's inability to attend, if doing so does not cause an unreasonable delay.

Ohio University may also make reasonable provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, video conferencing, or other similar technologies as may be convenient and available.

H. Expectations of the Parties with Respect to Advisors

A party may elect to change advisors during the grievance process and is not obligated to use the same advisor throughout. The parties are expected to inform the investigator(s) of the identity of their advisor when the advisor first participates with the party and to provide timely notice to the investigators if they change advisors at any time during the grievance process.

It is assumed that if a party changes advisors, consent to share information with the previous advisor is terminated, and a release for the new advisor must be secured. Parties are expected to inform the investigators of the identity of their hearing advisor at least fifteen (15) business days before the hearing so that the advisor may be properly listed in the notice of hearing that must be sent to the parties no less than ten (10) business days before the hearing.

For parties who are entitled to union representation, the University will allow the unionized employee to have their union representative (if requested by the party) as well as an advisor of their choice present for all grievance process meetings, interviews, and hearings. To uphold the principles of equity, the other party (regardless of union membership) will also be permitted to have two advisors. Witnesses are not permitted to have union representation or advisors in grievance process interviews, meetings, or hearings.

Appendix C:

Emergency Removal Process

Under specific circumstances, Ohio University may remove a student respondent from the University's education program or activity, in part or entirely, on an emergency basis. Before an emergency removal is enacted, the Title IX Coordinator conducts an individualized safety and risk analysis in conjunction with the Dean of Students and the Ohio University Police Department.

This risk analysis will determine if there is an immediate threat to the physical health and safety of any student or other individual arising from the allegations of sexual harassment or other sexual misconduct, and if that immediate threat justifies the emergency removal of the respondent from the University's education program or activity. The Title IX Coordinator will also consider the applicability of disability laws to the removal decision.

An emergency removal is not tantamount to a determination of responsibility or a sanction. Ohio University may remove a respondent on an emergency basis whether the grievance process is underway or not.

The Title IX Coordinator will implement the least restrictive emergency removal actions possible in light of the circumstances and safety concerns. These actions may include, but are not limited to, interim suspension from University premises and activities (including class attendance), removal from University housing, restriction of access to particular areas of campus, and suspension of participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate athletics.

In all cases where an emergency removal is imposed, the student respondent will be issued a Notice of Removal letter. Notice will be made in writing and will be emailed to the respondent's Ohio University email account. At the discretion of the Title IX Coordinator, an alternate means of delivering the Notice of Removal letter may be utilized if circumstances warrant. Once emailed or otherwise sent or given in person, notice will be presumptively delivered.

Upon delivery of the Notice of Removal letter, the respondent may request a review meeting with the Title IX Coordinator where the respondent may show cause why the removal should not be implemented or should be modified.

Requests for a review meeting with the Title IX Coordinator must be made within three (3) business days of delivery of the Notice of Removal. The review meeting will be held as soon as reasonably possible after the request is made by the respondent. If the respondent does not request a meeting within the three (3) business days, objections to the emergency removal will be deemed waived.

The review meeting with the Title IX Coordinator is not a hearing on the merits of the allegation(s) but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. The respondent may be accompanied by the advisor of their choice at the review meeting. The complainant and their advisor of choice may be permitted to participate in the meeting if the Title IX Coordinator determines it is equitable to do so.

At the review meeting with the Title IX Coordinator, the respondent will be allowed to present their position regarding why they believe the emergency removal should not be implemented or should be modified.

The Title IX Coordinator will prepare a written determination/response to the review meeting within two (2) business days of the meeting taking place.

The Title IX Coordinator has sole discretion to implement or stay an emergency removal and to determine the conditions and duration. The Title IX Coordinator's decision is final; there is no appeal process for an emergency removal decision.

If the Sexual Harassment and Other Sexual Misconduct Grievance Process does not move forward following an emergency removal, the emergency removal will be rescinded and the party notified promptly.

Violation of an emergency removal under University Policy 03.004 will be grounds for separate discipline, which may include actions up to or including expulsion from the University.

*** This process document is based on the ATIXA 2020 ONE POLICY, TWO PROCEDURES MODEL. Use and adaptation of this model with citation to ATIXA is permitted through a limited license to Ohio University. All other rights reserved. ©2020. ATIXA

Missing Student Policy

Designation of Missing Person Contact(s) by Students

In accordance with Federal Higher Education Opportunity Act of 2008, Section 485(j), 20 U.S.C. 1092(j), 34 C.F.R. 668.46, regarding missing students, each student residing in university on-campus housing has the option to designate an individual or individuals to be contacted by the university not later than 24 hours after the time that the Ohio University Police Department determines that student to be missing. If the student determined to be missing is under the age of 18 and not emancipated, the university will notify both the contact(s) designated by the missing student and the student's custodial parent or guardian.

The missing student's contact(s) may be the same individual(s) as the student's general-purpose emergency contact but does not have to be. Students are responsible for updating their missing person contact(s) through the Office of Housing and Residence Life, as described in more detail below. The missing person contacts will be maintained confidentially; only authorized campus individuals and law enforcement officers in furtherance of a missing person investigation may have access to the information.

Notification to Students and Collection and Maintenance of Information

In early fall semester, the Office of Housing and Residence Life will, via email, notify students residing in university on-campus housing that they have the option to register a missing student contact or contacts. In that email, students will be directed to visit their MyHousing page to register their missing student contact(s). To register the contact(s), students (1) select "personal preferences" then the "current semester" (e.g., fall 2021-22), (2) complete the "confidential emergency contact" web field, then (3) save the information by selecting the "submit my personal preferences" button. The Office of Housing and Residence Life will maintain each student's missing person contact(s) until the student changes the contact(s).

Procedures for Reporting and Notification Regarding Missing Students

Individuals who have reason to believe that a student is missing should immediately report their concern to the Ohio University Police Department. OUPD will take appropriate investigative action, in accordance with department policy, to determine whether the student has been missing more than 24 hours.

As soon as reasonably possible, and not longer than 24 hours after OUPD determines that the student has been missing for 24 hours, OUPD will notify the Dean of Students, or his or her designee. Upon notification from OUPD that a student has been missing for more than 24 hours, the Dean of Students (or designee) will:

- Make contact with one or more of the missing-person contact(s) identified by the student. If a missing person contact has not been formally declared, the university will notify the general-purpose emergency contact.
- If the missing student is an unemancipated student under the age of 18, the Dean of Students (or designee) will also notify that the student's custodial parent or guardian.

In addition, OUPD will notify any local law enforcement with jurisdiction (if other than or in addition to OUPD) that the student has been missing for more than 24 hours.

Safety/Support Resources and Crime Statistics

National Resources

GLBT National Help Center

(888) 843.4564

[GLBT National Help Center Website](#)

Free and confidential peer-support for gay, lesbian, bisexual, transgender, and questioning people.

Love is Respect

(866) 331.9474 or (866) 331.8453 (TTY)

Text “campus” to 22522 for help

[Love is Respect Website](#)

Designed specifically for teens and young adults; provides 24/7 phone, text, and chat services and offers real-time, one-on-one, confidential support from peer advocates.

Ohio Alliance to End Sexual Violence

(216) 658.1381 or (888) 886.8388

[OAESV Website](#)

Information on resources, prevention, and response.

RAINN (Rape, Abuse & Incest National Network)

(800) 656.4673

[RAINN Website](#)

RAINN provides live, secure, anonymous 24/7 crisis support for victims of sexual violence, their friends, and families.

National Domestic Violence Hotline

(800) 799.SAFE (7233) or (800) 787.3224 (TTY)

[National Domestic Violence Hotline Website](#)

Provides 24/7 confidential, one-on-one support and crisis intervention.

PFLAG (Parents, Families, Friends, and Allies united with LGTB people)

(202) 467.8180

[PFLAG Website](#)

Provides resources and support.

The Trevor Project Helpline

(866) 488.7386

[The Trevor Project Website](#)

Provides crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, and questioning (LGBTQ) young people ages 13-24.

National Suicide Prevention Lifeline

(800) 273.TALK (8255)

[National Suicide Prevention Lifeline Website](#)

Trained crisis workers are available to talk 24/7 and provide crisis counseling and mental health referral

Athens Campus

Athens Local Law Enforcement

Ohio University Police Department (OUPD)

Building 13, The Ridges, Just east of the Kennedy Museum on Ridges Circle Drive
(740) 593.1911

[OUPD Website](#)

[OUPD Email](#)

The Ohio University Police Department investigates allegations of sexual misconduct that occur on the Athens campus and constitute violations of criminal law. Officers are trained in crisis intervention and sexual assault investigation and will work to ensure the well-being of the survivor to include assisting him/ her to access health care and support services.

Athens Police Department

11 North College St. Athens, OH 45701
(740) 592.3313 or 911 for emergency
Additional dispatch number: (740) 593.6606

[Athens Police Department Website](#)

A crisis intervention officer will respond. The Violence Against Women Unit with a special investigator and social worker can provide confidential victim services.

Athens County Sheriff

13 West Washington St. Athens, OH 45701
(740) 593.6633

[Athens County Sheriff Website](#)

Information on registered sex offenders near the Athens campus can be obtained from the Athens County Sheriff's Office.

Athens Campus Resources

Counseling and Psychological Services (CPS)

3rd Floor Hudson Health Center

(740) 593.1616

[CPS Website](#)

[CPS Email](#)

CPS provides professional and confidential counseling to students on the Athens campus. Drop-in hours 9:45-3:15pm, M-F. To access counselors who are on-call 24 hours a day, call (740) 593.1616. Counseling services are available to students, and consultation services are available to faculty and staff. A Sexual Assault Survivors Group (for women) and a Trauma Support Group (for anyone who has experienced a sexual assault) are available by referral.

Survivor Advocacy Program (SAP)

038 Lindley Hall

(740) 597.SAFE(7233) (24 Hour Hotline)

[SAP Website](#)

[SAP Email](#)

The Survivor Advocacy Program (SAP) provides confidential support and advocacy services to student survivors of sexual assault, dating/domestic violence, and stalking. SAP is staffed by full-time, licensed social workers, a director, and survivor advocate/case managers. On weekdays after 5pm and weekends, the SAP phone number is the acting crisis hotline. If you are contacting SAP for general questions and are not in need of an advocate immediately, please call Monday-Friday between 9am and 5pm or send an email.

Campus Care

2 Health Center Dr. Athens, OH 45701

(740) 592.7100

Appointments: M-F 8:30 AM – 4:30 PM

Walk in: M-F 8:00 AM – 5:00 PM

[Campus Care Website](#)

Campus Care is confidential will assist students on the Athens campus with referrals and resources; transportation to OhioHealth O'Bleness Hospital for SAFE exam (Campus Care does not perform SAFE exams); STD testing & treatment, HIV testing, and emergency contraception.

Office of Equity and Civil Rights Compliance (ECRC)

006 Lindley Hall

(740) 593.9140

[ECRC Website](#)

[ECRC Email](#)

ECRC is the office of the Title IX Coordinator. The Title IX Coordinator is responsible for monitoring and overseeing the University's compliance with all Title IX obligations. ECRC also coordinates alternate arrangements for academic, living, employment, or other circumstances during and/or after investigations.

Office of the Dean of Students

345 Baker University Center

(740) 593.1800

[Dean of Students Website](#)

[Dean of Students Email](#)

Staff in the Office of the Dean of Students can help connect survivors of sexual violence with the resources on campus and in the Athens community.

LGBT Center

354 Baker University Center
(740) 593.0239

[LGBT Center Website](#)

[LGBT Center Email](#)

Staff in the LGBT Center can help connect survivors of sexual violence with LGBT-affirming resources on campus and in the Athens community. The center is also committed to providing education on the unique needs of lesbian, gay, bisexual, and/or transgender survivors as well as advocating for these needs on and off campus.

International Student and Faculty Services (ISFS)

15 Park Place - Walter International Education Center
(740) 593.4330

[ISFS Website](#)

[ISFS Email](#)

International Student and Faculty Services can assist students with resources and information regarding the specific questions and issues encountered by international students.

Student Accessibility Services (SAS)

348 Baker University Center
(740) 593.2620

[SAS Website](#)

[SAS Email](#)

Any student involved in the sexual misconduct process has the right to request reasonable accommodation to ensure their full and equal participation in this process. Students wishing to request reasonable accommodations should make those requests to Student Accessibility Services. Examples may include, but are not limited to, sign language interpretation, real-time communication access during hearings, large print documents, etc.

Women's Center

403 Baker University Center
(740) 593.9625

[Women's Center Website](#)

[Women's Center Email](#)

The mission of the Women's Center is to act as a catalyst to promote awareness, education, and advocacy about women, gender, and diversity, among faculty, staff, and students at Ohio University and its surrounding communities. The Center provides students, faculty, and staff with information, services, and programs that address matters of particular concern to women - while exploring the connections among gender, race, economic status, sexual orientation, culture, religion, political views, and other significant elements in relation to women's individuality and collective identity.

Athens Area Resources

OhioHealth O'Bleness Hospital*

55 Hospital Dr. Athens, OH 45701

(740) 593.5551 (24/7 Line)

[O'Bleness Hospital Website](#)

Athens County Victims Assistance

Athens County Court House 1 South Court St., 1st Floor

(740) 592.3208

[Athens County Victims Assistance Website](#)

Advocates can answer questions about your rights, obtaining protection orders, or any other concerns related to the criminal justice process.

Careline

(740) 593.3344

24-hour crisis hotline, sexual victim assistance, and information/referral services

My Sister's Place

1.800.443.3402 (24 Hour Line)

[My Sister's Place Website](#)

[My Sister's Place Email](#)

Shelter and social services for survivors of domestic/dating violence.

Hopewell Health Centers*

90 Hospital Dr. Athens, OH 45701

(740) 592.3091

1.888.475.8484 (24 Hour Hotline)

(740) 593.3344 (Additional crisis line for Athens)

[Hopewell Health Centers Website](#)

Health Recovery Services

Careline: 1.888.475.8484 (24 Hour Hotline)

(740) 592.6724 or 1.866.614.9588

[Health Recovery Services Website](#)

Information, programs, and services for those affected with mental illness and alcohol, tobacco, or drug addiction.

Ohio Department of Alcohol and Drug Addiction, TASC Program

86 Columbus Rd. Suite 103 A, Athens, OH 45701

(740) 594.2276

Treatment Alternatives to Street Crime (TASC) offers both out-patient alcohol and drug treatment counseling.

Tri-County Mental Health and Counseling Services

90 Hospital Dr. Athens, OH 45701

(740) 592.3091

24 Hour Crisis Line: 1.888.475.8484

Offers a variety of services, including crisis intervention, counseling, sexual abuse prevention, and drug and alcohol programs.

Athens Campus - Crime Statistics

Offense	Year	On Campus <i>(includes On-Campus Residential Facilities)</i>	On-Campus Residential Facilities	Non-Campus	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Manslaughter by Negligence	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Rape	2020	9	8	0	0	0	0
	2019	24	22	1	0	0	2
	2018	34	29	4	0	0	1
Fondling	2020	4	3	0	0	0	0
	2019	10	10	0	0	0	1
	2018	7	4	1	0	0	0
Incest	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Statutory Rape	2020	1	1	0	0	0	0
	2019	0	0	0	0	0	0
	2018	1	0	0	0	0	0
Robbery	2020	0	0	1	0	0	0
	2019	1	0	0	0	0	0
	2018	0	0	0	1	0	1
Aggravated Assault	2020	0	0	0	0	0	0
	2019	4	2	0	0	0	0
	2018	6	4	1	0	0	0
Burglary	2020	9	2	0	0	0	1
	2019	5	1	0	0	0	0
	2018	7	3	1	0	0	0
Motor Vehicle Theft	2020	1	0	0	0	0	1
	2019	3	0	0	0	0	1
	2018	2	0	0	0	0	1
Arson	2020	0	0	0	0	0	0
	2019	1	0	0	0	0	0
	2018	0	0	0	0	0	0
Domestic Violence	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	2	1	0	0	0	0
Dating Violence	2020	0	0	0	0	0	0
	2019	13	11	0	0	0	0
	2018	17	14	2	0	0	0
Stalking	2020	2	2	0	0	0	0
	2019	17	5	0	0	0	0
	2018	15	8	0	0	0	0

Athens Campus – Arrests and Judicial Referrals

Offense	Year	On Campus <i>(includes On-Campus Residential Facilities)</i>	On-Campus Residential Facilities	Non-Campus	Public Property
Arrests					
Liquor Law Violations	2020	2	1	0	0
	2019	9	3	0	0
	2018	14	5	0	3
Drug Law Violations	2020	5	0	0	4
	2019	61	31	0	12
	2018	256	117	0	28
Weapons: Carrying, Possessing, etc.	2020	2	0	0	0
	2019	0	0	0	0
	2018	2	0	0	0
Disciplinary Referrals					
Liquor Law Violations	2020	66	66	0	0
	2019	234	234	0	0
	2018	224	224	0	0
Drug Law Violations	2020	7	7	0	0
	2019	17	17	0	0
	2018	20	20	0	0
Weapons: Carrying, Possessing, etc.	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0

Athens Campus – Additional Hate Crimes

Offense	Year	Race	Gender	Gender Identity	Religion	Sexual Orientation	Ethnicity	Disability	National Origin	Unfounded
Larceny-Theft	2020	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0
Simple Assault	2020	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0
Intimidation	2020	0	0	0	0	0	0	0	0	0
	2019	1	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0
Vandalism, Property crime, etc.	2020	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0
<ul style="list-style-type: none"> The 2019 race-based hate crime of intimidation occurred on campus, not in a residence hall. 										

Cambridge Center

Information for the Cambridge Center is listed here as a separate section for ease of accessing resources. Crime statistics for the Cambridge Center are reported under the “Non-Campus” section of the Ohio University Zanesville Campus.

Cambridge Center

7077 Glenn Highway Cambridge, OH 43725
(740) 432.4404

Cambridge Local Law Enforcement

Guernsey County Sheriff’s Office

601 Southgate Pkwy. Cambridge, OH 43725
(740) 439.4455 or 911 if it is an emergency

[Guernsey County Sheriff Website](#)

The Guernsey County Sheriff’s Office has the authority to investigate all crimes that occur at the Cambridge Center. Information on nearby registered sex offenders can also be obtained from this office

Cambridge City Police Department

601 Southgate Pkwy. Cambridge, OH 43725
(740) 439.4431 or 911 if it is an emergency

[Cambridge City Police Website](#)

Ohio State Highway Patrol

7051 John Glenn Highway Cambridge, OH 43725
(740) 439.1388

[Ohio State Highway Patrol Website](#)

Chillicothe Regional Campus

Chillicothe Campus

101 University Dr. Chillicothe, OH 45601
(740) 774.7200

Chillicothe Local Law Enforcement

Chillicothe City Police Department

28 North Paint St. Chillicothe, OH 45601
(740) 773.1191 or 911 if an emergency

[Chillicothe Police Website](#)

Ross County Sheriff's Office

28 North Paint St. Chillicothe, OH 45601
(740) 773.1186 or 911 if an emergency

[Ross Sheriff's Office Website](#)

Information on nearby registered sex offenders can also be obtained from this office

Chillicothe Campus Resources

Facilities Management

Bennett Hall 118

(740) 774.7243

Please inform this office of campus issues and emergencies

Director of Student Services

Bennett Hall 270

(740) 774.7750

Office of the Dean

Bennett Hall 106

(740) 774.7222

Chillicothe Area Resources

Ross County Prosecutor's Office Victim/Witness Assistance Program

28 N. Paint St. Chillicothe, OH 45601

(740) 702.3190

[Ross County Prosecutor's Website](#)

Scioto-Paint Valley Mental Health Center

4449 State Route 159 Chillicothe, OH 45601

(740) 775.1260

(740) 773.4357 (24 Hour Crisis Line)

[SPVMHC Website](#)

Adena Regional Medical Center

4449 272 Hospital Rd. Chillicothe, OH 45601

(740) 779.7500

[Adena Regional Medical Center Website](#)

Chillicothe Campus - Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Burglary	2020	5		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	1		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

¹This site does not have any On-Campus Residential facilities.

Chillicothe Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹This site does not have On-Campus Residential Facilities.

Chillicothe Campus – Additional Hate Crimes

There were no reported Hate Crimes for the years 2018, 2019, or 2020.

Cleveland Campus

Cleveland Campus

4180 Warrensville Center Rd. Warrensville Hts., OH 44122
(216) 295.7502

Cleveland Area Local Law Enforcement

Warrensville Heights Police

4301 Warrensville Center Rd. Warrensville Hts., OH 44128-2899
(216) 581.1234

[Warrensville Heights Police Website](#)

Cleveland Clinic Police Department

9500 Euclid Ave. Cleveland, OH 44195
(216) 444.2250

[Cleveland Clinic Police Department Website](#)

Cleveland Clinic South Pointe Security

20000 Havard Rd. Warrensville Heights, OH 44122
(216) 491.5588

Cuyahoga County Sheriff's Office

1215 West 3rd St. Cleveland, OH 44113
(216) 443.6000

[Cuyahoga County Sheriff's Office Website](#)

Information on registered sex offenders near the Cleveland Campus can be obtained from the Cuyahoga County Sheriff's Office.

Cleveland Campus Resources

Cleveland Onsite Administrator

4180 Warrensville Center Rd. Warrensville Heights, OH 44122
(216) 295.7519

Please inform this office of campus issues and emergencies.

Cleveland Area Resources

Cleveland/Cuyahoga County Office of Homeless Services

1736 Superior Ave. 2nd Floor of Cosgrove Building Cleveland, OH 44113

(216) 674.6700

[Cleveland/Cuyahoga County Office of Homeless Services Website](#)

Cuyahoga County Prosecutor's Office Victim/Witness Assistance Program

75 Erieview Plaza, 5th Floor Cleveland, OH 44114

(216) 443.7800

[Cuyahoga County Victim/Witness Assistance Program Website](#)

Cleveland Health Center

7997 Euclid Ave. Cleveland, OH 44103

(216) 851.1880

[Cleveland Health Center Website](#)

Old Brooklyn Health Center

3311 Broadview Rd. Cleveland, OH 44109

(216) 661.0400

[Old Brooklyn Health Center Website](#)

Bedford Heights Health Center

25350 Rockside Rd. Bedford Heights, OH 44146

(440) 232.9732

[Bedford Heights Health Center Website](#)

Cleveland Rape Crisis Center

(216) 619.6192 (24 Hour Crisis Hotline)

[Cleveland Rape Crisis Center Website](#)

Domestic Violence and Child Advocacy Center

(216) 391.4357 (HELP) (24 Hour Crisis Hotline)

[DVCAC Website](#)

United Way of Greater Cleveland

1331 Euclid Ave. Cleveland, OH 44115

(216) 436.2100

[United Way CLE Website](#)

Dial "211" to get information about social, health and government resources 24 hours a day, every day.

Cleveland Campus - Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2017	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	1	0	0
	2019	0		0	0	0	0
	2018	1		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	1		0	0	0	0
	2018	1		0	0	0	0
Burglary	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	0		0	0	0	0
	2019	1		0	0	0	0
	2018	1		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	1		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

¹This site does not have On-Campus Residential Facilities.

Cleveland Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹This site does not have On-Campus Residential Facilities.

Cleveland Campus – Additional Hate Crimes

There were no reported Hate Crimes for the years 2018, 2019 or 2020.

Dublin Campus

Dublin Campus

6775 Bobcat Way Dublin, OH 43016
(614) 793.5556

Dublin Local Law Enforcement

City of Dublin Police Department

Dublin Justice Center, Dublin OH 43017
(614) 410.4800 or 911 if an emergency
The Dublin Police Department has jurisdiction for the Dublin Campus

*Franklin County Sheriff's Office

370 S. Front St. Columbus, OH 43215
(614) 525.3333
Information on registered sex offenders near the Dublin Campus can be obtained from the Franklin County Sheriff's Office
[Franklin County Sheriff's Office Website](#)

*Union County Sheriff's Office

3221 W. 5th St. Marysville, OH 43040
(937) 645.4100
Information on registered sex offenders near the Dublin Campus can be obtained from the Union County Sheriff's Office
[Union County Sheriff's Website](#)

*The Dublin campus has property in both Franklin and Union counties.

Dublin Campus Resources

Senior Director, Campus Administration

Dublin Dean's Suite 350 Medical Education Building 1 (MEB1)
6775 Bobcat Way Dublin, OH 43016
(614) 793.5558
Please inform this office of campus issues and emergencies

Campus Student Support Services

6775 Bobcat Way Dublin, OH 43016
(614) 793.5572 | (614) 793.5569 |
MEB1 120 Assistant Director of Student Affairs | MEB1 124 Learning Services

Allied Universal Security Services

(614) 698.8569
Offers a 24 hour 7 days per week unarmed security presence on the Dublin campus

Dublin Area Resources

Franklin County Prosecutor's Office/Victim Witness Unit

373 South High St. #14 Columbus, OH 43017

(614) 525.3555

[Franklin County Prosecutor's Office Website](#)

Syntero Inc.

299 Cramer Creek Ct. Dublin, OH 43017

(614) 889.5722

[Syntero Inc. Website](#)

The OhioHealth Sexual Assault Prevention Network of Central Ohio

(614) 267.7020 (24 Hour Hotline)

(614) 566.4414 (Office)

[OhioHealth Sexual Assault Prevention Network Website](#)

Buckeye Region Anti-Violence Organization (BRAVO)

(614) 294.7867

[BRAVO Website](#)

BRAVO offers comprehensive individual and community programs for survivor advocacy and support to LGBTQI survivors of hate and bias violence, intimate partner bias, stalking, and sexual assault.

OhioHealth Dublin Methodist Hospital

7500 Hospital Dr. Dublin, OH 43016

(614) 544.8000

[OhioHealth Dublin Methodist Hospital Website](#)

Ohio Domestic Violence Network

1855 E. Dublin-Granville Rd. Columbus, OH 43229

(800) 934.9840

[Ohio Domestic Violence Network Website](#)

Provides referrals to shelters, in addition to providing information about legal resources, housing, and economic support.

Legal Aid Society of Columbus

1108 City Park Ave. #100 Columbus, OH 43206

(614) 525.3555

[Legal Aid Society of Columbus Website](#)

A non-profit organization that provides legal assistance to economically disadvantaged people in Central Ohio through advocacy, education, and empowerment.

Dublin Campus - Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	1		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Burglary	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

¹This site does not have On-Campus Residential Facilities.

Dublin Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹This site does not have On-Campus Residential Facilities.

Dublin Campus – Additional Hate Crimes

There were no reported Hate Crimes for the years 2018, 2019, or 2020.

Eastern Campus

Eastern Campus

45425 National Rd. West, St. Clairsville, OH 43950
(740) 699.1720

Eastern Campus Local Law Enforcement

Ohio State Highway Patrol

51400 National Rd. East, St. Clairsville, OH 43950
(740) 695.0915 or 911 if an emergency

[Ohio State Highway Patrol Website](#)

Belmont County Sheriff's Office

68137 Hammon Rd. St. Clairsville, OH 43950
(740) 695.7933 or 911 if an emergency

[Belmont County Sheriff's Website](#)

Information on registered sex offenders near the Eastern Campus can be obtained from the Belmont County Sheriff's Office.

Eastern Campus Resources

Dean's Office

303 Shannon Hall
(740) 699.1720 or (740) 699.2353
Please inform this office of campus issues and emergencies.

Campus Security

(740) 699.2525
Between the hours of 5pm and 9pm

Counseling Services

307A Shannon Hall
(740) 699.2334

Eastern Campus Area Resources

Tri-County Help Center

104 N Marietta St. St Clairsville, OH 43950
(740) 695.75441 or (800) 695.1639 (24 Hour Hotline)

[Tri-County Health Website](#)

Links, information, and services to help people overcome domestic violence, sexual assault, and mental illness.

St. Clairsville Health Center

51339 National Rd. East, St. Clairsville, OH 43950
(740) 695.1210

[St. Clairsville Health Center Website](#)

Eastern Campus - Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Burglary	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

¹This site does not have On-Campus Residential Facilities.

Eastern Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹This site does not have On-Campus Residential Facilities.

Eastern Campus – Additional Hate Crimes

There were no reported Hate Crimes for the years 2018, 2019, or 2020.

Lancaster Campus

Lancaster Campus

1570 Granville Pike Lancaster, OH 43130
(740) 654.6711

Lancaster Local Law Enforcement

Lancaster City Police Department

130 South Broad St. Lancaster, OH 43130
(740) 687.6680 or 911 if an emergency
[Lancaster Police Department Website](#)

Fairfield County Sheriff's Office

221 East Main St. Lancaster, OH 43130
(740) 652.7900 or 911 if an emergency
[Fairfield County Sheriff's Website](#)

Information on registered sex offenders near the Lancaster Campus can be obtained from the Fairfield County Sheriff's Office.

Lancaster Campus Resources

Always notify the Information Office (3rd Floor Brasee) in the event of emergency by calling (740) 654.6711

Dean's Office

519 Brasee Hall
(740) 681.3302

Mental Health Counselor

Brasee Hall
(740) 681.3769

Student Review and Consultation Committee

339 Brasee Hall
(740) 681.3333

Lancaster Area Resources

Fairfield County Prosecutor's Office Victim/Witness Assistance Program

239 West Main St. Lancaster, OH 43130
(740) 652.7560
[Fairfield County Prosecutor's Website](#)

New Horizons Mental Health Services

2652 Kull Rd. Lancaster, OH 43130
(740) 277.6733 or 911 if an emergency
[New Horizons Mental Health Website](#)

Family Health Services. of East Central Ohio-Licking County Rape Crisis Center

(800) 688.3266 (24 Hour Hotline)

Crisis/Suicide Prevention Hotline

130 South Broad St. Lancaster, OH 43130
(740) 687.8255

Lancaster Campus - Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus ²	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Burglary	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

¹This site does not have On-Campus Residential Facilities.

²Includes data from the Pickerington Center

Lancaster Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus ²	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹Neither the Lancaster Campus nor the Pickerington Center have On-Campus Residential Facilities

²Includes data from the Pickerington Center.

Lancaster Campus – Additional Hate Crimes

There were no reported Hate Crimes at Lancaster Campus or the Pickerington Center for the years 2018, 2019, or 2020.

Pickerington Center

Information for the Pickerington Center is listed here as a separate section for ease of accessing resources. Crime statistics for the Pickerington Center are reported under the “Non-Campus” section of the Ohio University Lancaster Campus.

Pickerington Center

12933 Stonecreek Dr. Pickerington, OH 43147
(740) 367.9371

Pickerington Local Law Enforcement

Fairfield County Sheriff’s Office

221 East Main St. Lancaster, OH 43130
(740) 652.7900 or 911 if an emergency

[Fairfield County Sheriff's Website](#)

Information on registered sex offenders near the Lancaster Campus can be obtained from the Fairfield County Sheriff’s Office.

Pickerington Center Resources

Always notify the Director’s Office by calling (614) 367.4100 in the event of emergency.

Director’s Office

221 East Main St. Lancaster, OH 43130
(614) 367.4100

Mental Health Coordinator

(740) 681.3769

Student Review and Consultation Committee

339 Brasee Hall
(740) 681.3333

Student Associate Dean’s Office/Harassment Issues

507 Brasee Hall
(740) 681.3305

Pickerington Areas Resources

Fairfield County Prosecutor’s Office Victim/Witness Assistance Program

239 West Main St. Lancaster, OH 43130
(740) 652.7560

[Fairfield County Prosecutor's Website](#)

New Horizons Mental Health Services

2652 Kull Rd. Lancaster, OH 43130
(740) 277.6733 or 911 if an emergency

[New Horizons Mental Health Website](#)

Crisis/Suicide Prevention Hotline

130 South Broad St. Lancaster, OH 43130
(740) 687.8255

Crisis/Suicide Prevention Hotline Lighthouse Shelter for Victims

130 South Broad St. Lancaster, OH 43130
(740) 687.4423

Proctorville Center

Information for the Proctorville Center is listed here as a separate section for ease of accessing resources. Crime statistics for the Proctorville Center are reported under the “Non-Campus” section of the Ohio University Southern Campus.

Proctorville Center

111 Private Drive 516 Proctorville, OH 45669
(740) 886.7655

Proctorville Local Law Enforcement

Lawrence County Sheriff's Office

115 South 5th St. Ironton, OH 43130
(740) 532.3106 or (740) 532.3526 | 911 if an emergency

[Lawrence County Sheriff's Office Website](#)

Information on registered sex offenders near Proctorville Center can be obtained from the Lawrence County Sheriff's Office.

Ohio State Highway Patrol

141 Township Rd. 161 South Point, OH 45680
(740) 377.4311 or 911 if an emergency

[Ohio State Highway Patrol Website](#)

Along with the Lawrence County Sheriff's Office, has jurisdiction at the Proctorville Center.

Ohio Proctorville Police Department

301 State St. Proctorville, OH 45669
(740) 886.6366

The Proctorville Center is outside the village limits; however, Proctorville Police will respond if needed.

Proctorville Center Resources

Director's Office/Counseling Services/Office of Student Services

Greg Smith Hall
(740) 886.7655

Proctorville Area Resources

Lawrence County Prosecutor's Office Victim/Witness Assistance Program

1 Veterans Square Ironton, OH 45638
(740) 533.4360

[Lawrence County Prosecutor's Office Website](#)

Hope's Place

(866) 325.4737 (24 Hour Hotline)

Information, referrals, advocacy, & Sexual Assault Nurse Examiner (SANE) program

Shawnee Mental Health Center, Inc.

715 Lane St. & 225 Carlton-Davidson Lane Coal Grove, OH 45638
(740) 533.6280 and (740) 533.0648

[Shawnee Mental Health Center, Inc. Website](#)

Southern Campus

“Non-campus” areas of the Ohio University Southern campus include the Proctorville Center located at 111 Private Drive 516, Proctorville, OH 45669, Ohio Horse Park located at 400 Bobcat Lane, Franklin Furnace, OH 45629, the Child Development Center in Hanging Rock located at 300 Main Street, Ironton, OH 45638 and the Campus & Community Center in Ironton.

Southern Campus

1804 Liberty Dr. Ironton, OH 45638
(740) 533.4600

Southern Campus Local Enforcement

Lawrence County Sheriff’s Office

115 South 5th St. Ironton, OH 43130
(740) 532.3106 or (740) 532.3526 | 911 if an emergency

[Lawrence County Sheriff’s Office Website](#)

Information on registered sex offenders near Southern Campus can be obtained from the Lawrence County Sheriff’s Office.

Ohio State Highway Patrol

141 Township Rd. 161 South Point, OH 45680
(740) 377.4311 or 911 if an emergency

[Ohio State Highway Patrol Website](#)

Along with the Lawrence County Sheriff’s Office, has jurisdiction at the Southern Campus.

Ironton Police Department

301 South 3rd St. Ironton, OH 45638
(740) 532.2338 or 911 if an emergency

[City of Ironton Website](#)

Scioto County Sheriff’s Office

1025 Sixteenth St. Portsmouth, OH 45662
(740) 354.7566 or 911 if an emergency

[Scioto County Sheriff’s Office Email](#)

[Scioto County Sheriff’s Office Website](#)

The Scioto County Sheriff’s Office has jurisdiction for the Ohio Horse Park in Franklin Furnace, a part of Southern’s “non-campus property.” Information on registered sex offenders near the Ohio Horse Park can be obtained from the Scioto County Sheriff’s Office.

Southern Campus Resources

Dean’s Office

Collins Center
(740) 533.4611

Facilities Management

(740) 533.4618 or (740) 547.3790

Please inform this office of campus issues and emergencies.

Director of Student Services and Coordinator of Diversity and Multiculturalism

Collins Center
(740) 533.4600

Southern Campus (Ironton) Area Resources

Lawrence County Prosecutor's Office Victim/Witness Assistance Program

1 Veterans Square Ironton, OH 45638
(740) 533.4360

[Lawrence County Prosecutor's Office Website](#)

Shawnee Mental Health Center, Inc.

715 Lane St. & 225 Carlton-Davidson Lane Coal Grove, OH 45638
(740) 533.6280 and (740) 533.0648

[Shawnee Mental Health Center, Inc. Website](#)

Hope's Place

(866) 325.4737 (24 Hour Hotline)

Information, referrals, advocacy, & Sexual Assault Nurse Examiner (SANE) program

Pathways (Drug Abuse Prevention and Rehabilitation)

3701 Landsdowne Dr. Ashland, KY 41102

(606) 324.3005

(606) 324.1141 or (800) 562.8909 (24 Hour Crisis Lines)

[Pathways Website](#)

Southern Campus - Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus ²	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Burglary	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

¹Neither the Southern Campus nor the Proctorville Center have On-Campus Residential Facilities

²Includes data from the Proctorville Center

Southern Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus ²	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	1		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹Neither the Southern Campus nor the Proctorville Center have On-Campus Residential Facilities

²Includes data from the Proctorville Center

Southern Campus – Additional Hate Crimes

There were no reported Hate Crimes at Southern Campus or the Proctorville Center for the years 2018, 2019, or 2020.

Zanesville Campus

Zanesville Campus

1425 Newark Rd. Zanesville OH 43701
(740) 453.0762

Zanesville Local Law Enforcement

Muskingum County Sheriff's Office

1840 East Pike Zanesville, OH 43701
(740) 452.3637 or 911 if an emergency

[Muskingum County Sheriff's Office Website](#)

Information on registered sex offenders near Zanesville Campus can be obtained from the Muskingum County Sheriff's Office.

Ohio State Highway Patrol

3760 East Pike Zanesville, OH 43701
(740) 453.0541 or 911 if an emergency

[Ohio State Highway Patrol Website](#)

Zanesville City Police Department

332 South St. Zanesville, OH 43701
(740) 455.0700

[Zanesville Police Department Website](#)

Zanesville Campus Resources

Zanesville Campus Public Safety Department

470C Campus Center
(740) 683.3584

Associate Dean's Office

Elson Hall
(740) 588.506

Student Review and Consultation Committee

470C Campus Center
(740) 588.1397 or (740) 588.1506

Zanesville Area Resources

Muskingum County Prosecutor's Office

(740) 455.7123

Genesis-Good Samaritan Hospital

800 Forest Ave. Zanesville, OH 43701

(740) 454.5000

[Genesis Hospital Website](#)

24-Hour Crisis Line/Emergency Services

(740) 453.5818

Muskingum Behavioral Health

601 Underwood St. Zanesville, OH 43701

(740) 562.4427

Transition Inc. Domestic Violence Shelter

(740) 454.3213

Response Victim Assistance Program

1175 Newark Rd. Zanesville, OH 43701

(740) 454.6001

Zanesville Campus- Crime Statistics

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus ²	Public Property	Hate Crimes	Unfounded
Murder/Non-Negligent Manslaughter	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Manslaughter by Negligence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Fondling	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Incest	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Statutory Rape	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Robbery	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Aggravated Assault	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Burglary	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Motor Vehicle Theft	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Arson	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Domestic Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Dating Violence	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0
Stalking	2020	0		0	0	0	0
	2019	0		0	0	0	0
	2018	0		0	0	0	0

Neither the Zanesville Campus nor the Cambridge Center have On-Campus Residential Facilities

²Includes data from the Cambridge Center

Zanesville Campus – Arrests and Judicial Referrals

Offense	Year	On Campus	On-Campus Residential Facilities ¹	Non-Campus ²	Public Property
Arrests					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Disciplinary Referrals					
Liquor Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Drug Law Violations	2020	0		0	0
	2019	0		0	0
	2018	0		0	0
Weapons: Carrying, Possessing, etc.	2020	0		0	0
	2019	0		0	0
	2018	0		0	0

¹Neither the Zanesville Campus nor the Cambridge Center have On-Campus Residential Facilities

²Includes data from the Cambridge Center

Zanesville Campus – Additional Hate Crimes

There were no reported Hate Crimes at the Zanesville Campus or the Cambridge Center for the years 2018, 2019, or 2020.

Fire Safety Report

From the Safety Department

Thank you for taking the time to read this year's annual fire safety report. This report, prepared annually by the Safety Department, is provided to meet the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998.

The Safety Department's mission is to provide, so far as possible, a safe and healthy environment in which to work and conduct teaching, research, and learning. Our health and safety programs provide services and guidance to campus students, faculty, and visitors.

Our department provides a wide array of safety related services including programs in:

- Fire Protection
- Sanitation and Pest Control
- Industrial Hygiene
- Environmental Compliance
- Occupational Safety and Health
- Laboratory and Radiation Safety

Overview

The "Higher Education Opportunity Act" (Public Law 110-315) became law in August, 2008, requiring all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics related to student housing. The following public disclosure report details all information required by this law as it relates to Ohio University as outlined in the initial regulation; subsequent yearly reports will comply with the act as amended.

Scope

The Fire Safety Report is for the main Ohio University campus located in Athens OH.

Definitions

- **On Campus Student Housing Facilities**
Student housing facilities that are owned or controlled by Ohio University, or are located on property that is owned or controlled by Ohio University, and is within the reasonably contiguous geographic area that makes up the Ohio University campus in Athens, OH.

- **Fire**
Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.
- **F/A – Fire Alarm System**
A central, building-wide alarm system that provides fire detection through the use of smoke and heat detectors, monitors fire suppression systems, sounds building-wide evacuation alarms, and is monitored by the Ohio University Police Department.
- **S – Fire Sprinkler System**
Water based automatic fire suppression system.
- **S/A – Local Smoke Alarm**
A device that contains a smoke detector and an integrated audible alarm. When activated the local smoke alarm sounds an audible alarm but does not activate the facility fire alarm system and or send an alarm signal the Ohio University Police Department.

On Campus Housing and Fire Safety Equipment

At Ohio University, all of our residence halls are protected by fire detection and alarm systems which are centrally monitored 24 hours a day, seven days a week. The buildings are also equipped with either emergency generators or lighting fixtures that incorporate backup batteries which automatically activate to assure adequate egress lighting in hallways and emergency exit stairwells. Fourteen of our residence halls have full sprinkler systems. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards. On the next page, is a chart that details the fire protection systems present in each residence hall.

In March 2020, due to the COVID-19 pandemic, Ohio University moved to remote learning. Under the advisement of state and local government, only occupied residential facilities participated in evacuation drills. Further, the Safety Department inspects the fire suppression systems in every residence hall every month (occupied or not) and any abnormalities are reported to the Life Safety Shop to troubleshoot/service immediately.

Residence Hall	Address	Fire Alarm System	Fire Sprinkler System	Fire Extinguishers	Standpipe System	Number of Evacuation Drills Conducted Each Academic Year***
Adams**	131 S.Green Dr.	Yes	Yes	Yes	Yes	2
Biddle **	51 E. Green Dr.	Yes	Yes	Yes	Yes	1
Boyd*	47 Oxbow Trail	Yes	Yes	Yes	No	1
Bromley**	35 S. Congress St.	Yes	Yes	Yes	Yes	2
Brown**	22 N. McKinley Ave.	Yes	No	Yes	Yes	1
Bryan**	34 University Terrace	Yes	No	Yes	No	1
Bush**	50 E.Green Dr.	Yes	Yes	Yes	Yes	1
Carr**	97 S. Green Dr.	Yes	Yes	Yes	Yes	2
Convocation**	95 Richland Ave.	Yes	No	Yes	Yes	1
Crawford*	12 N. McKinley Ave.	Yes	No	Yes	Yes	1
Dougan*	181 S. Green Dr.	Yes	No	Yes	Yes	1
Ewing*	167 S. Green Dr.	Yes	No	Yes	Yes	1
Gamertsfelder**	58 E. Green Dr.	Yes	No	Yes	No	1
Hoover*	155 S.Green Dr.	Yes	No	Yes	Yes	1
James**	8 W. Green Dr.	Yes	No	Yes	No	2
Jefferson**	101 E. Union St.	Yes	Yes	Yes	No	1
Johnson**	44 E. Green Dr.	Yes	Yes	Yes	No	1
Lincoln**	45 E. Green Dr	Yes	Yes	Yes	No	1
Luchs**	115 S. Green Dr.	Yes	Yes	Yes	Yes	1
MacKinnon**	18 N. MicKinley Ave.	Yes	No	Yes	Yes	1
Perkins**	57 E. Green Dr.	Yes	No	Yes	No	1
Pickering*	28 N. MicKinley Ave.	Yes	No	Yes	Yes	1
Read**	46 E. Green Dr.	Yes	Yes	Yes	No	1
Ryors*	51 Oxbow Trail	Yes	No	Yes	No	1
Sargent**	43 Oxbow Trail	Yes	No	Yes	No	1
Scott Quad**	88 University Terrace	Yes	Yes	Yes	Yes	1
Shively**	59 E. Green Dr.	Yes	Yes	Yes	No	1
Sowle**	105 S. Green Dr.	Yes	Yes	Yes	Yes	2
Tanaka**	121 S. Green Dr.	Yes	Yes	Yes	Yes	2
Tiffin**	60 E. Green Dr.	Yes	No	Yes	No	1
Truedley**	41 Oxbow Trail	Yes	No	Yes	No	1
True*	193 S. Green Dr.	Yes	No	Yes	Yes	1
Voigt**	34 S. College St.	Yes	No	Yes	No	1
Washington*	48 E. Green Dr.	Yes	No	Yes	No	1
Weld*	22 Weld Dr.	Yes	No	Yes	Yes	1
Wilson**	20 W. Green Dr.	Yes	No	Yes	No	1
Wray*	175 S. Green Dr.	Yes	No	Yes	Yes	1
31 S. Court**	31 S. Court St.	Yes	Yes	Yes	No	2
4 UT*	4 University Terrace	Yes	Yes	Yes	No	1

All Residence Halls are equipped with room smoke detectors

*Standalone smoke detectors

**Smoke detectors report to fire panel

***In March 2020, due to the COVID-19 pandemic, Ohio University moved to remote learning.

Under the advisement of state and local government, only occupied residential facilities participated in evacuation drills.

Fire Safety Education, Training, and Drills

Upon request, all on-campus residents, including those with special needs, receive intensive and comprehensive fire safety training at the beginning of each semester. Each resident is required to review and comply with the requirements outlined in the [Student Housing Handbook](#) which includes information on fire safety and what appropriate action to take during a fire alarm or fire emergency. There is an emergency evacuation map posted on each floor to direct occupants to primary and secondary exits.

Fire drills are conducted each semester in all of the occupied residence halls in coordination with Ohio University's Safety Department. Fraternity and sorority houses that are located in Athens must follow the same procedures that apply to residence halls.

Specific Fire Prevention Related Policies and Programs

- **Policy 44.105: Fire Emergencies**
Affirms procedures that students must evacuate the building upon fire alarm activation and outlines the role of staff members in overseeing evacuation procedures and reentry into the building when authorized. This policy is intended to prevent injury, loss of life, and property damage from fire emergencies. <http://www.ohio.edu/policy/44-105.html>
- **Policy 44.109: Safety Management**
Ensures systematic integration of safety and environmental considerations into all university activities. This policy applies to all members of the university community and also to contractors whose work is directed on a day-to-day basis by university employees. [Policy 44.109: Safety Management Full Text](#)
- **Policy 44.113: Smoking**
Prohibits smoking in all Ohio University buildings; on appurtenant rooftops and terraces; in public buildings directly and indirectly under the control of Ohio University; and within 10 feet of Ohio University buildings, including windows and ventilation intake openings. This policy provides an Ohio University smoking policy in compliance with Ohio Smoking Law, Chapter 3794 of the Ohio Revised Code, effective date December 7, 2006, and with the Ohio Fire Code provisions on Smoking, Section 310. [Policy 44.113: Smoking Full Text](#)
- **Policy 42.501: Decorations in University Buildings**
States that all room furnishings and/or decorations and the decorating of public spaces is strictly controlled, additional limitations on the use of flammable and combustible materials for decorations in both residence rooms and common areas. This policy establishes the conditions for safe use of decorations in university buildings, including classroom, administrative, and residence buildings. [Policy 42.501: Decorations in University Buildings Full Text](#)

- **The Ohio University Student Housing Handbook**

Document which is part of the housing contract, limits the types of electrical appliances allowed in residence halls, establishes expectations for compliance with drills and training, provides for periodic health and safety inspections of residence hall rooms, affirms limitations on materials that may be stored in resident rooms, prohibits open flames without a permit, limits the use of combustible decorations/furnishings, and defines the consequences if students violate university policies and programs. [Student Housing Handbook](#).

Specifically:

- Electrical appliances such as electric stoves, George Foreman-type grills, toaster ovens, toasters, crock pots, sandwich makers, space heaters, hot plates, and other open coiled appliances are not permitted in residence hall rooms. No extension cords of any type are permitted, and halogen bulb lamps and high intensity lamps are prohibited.
- Items that require an open flame, operate on fuel, or produce heat (such as Bunsen burners, lit candles, incense, and alcohol burners) are prohibited.
- Student rooms, common areas, storage, and mechanical areas are subject to regular inspection by the Ohio Fire Marshal's Office, Safety Department personnel, and Student Programs staff. In addition, resident room inspections are conducted once per semester by hall staff in order to identify any health or safety concerns. Violations of fire and life safety policies are subject to university judicial action and appropriate sanctions.
- Anyone found causing a false fire alarm, tampering with fire-safety equipment, or not properly evacuating during a fire alarm will face arrest and/or judicial referral.
- Ohio University's Fire Safety program establishes requirements for periodic fire safety inspections of all university buildings, including residence halls; provides for periodic training for employees and students on basic fire safety; affirms conditions that must be maintained in all university properties to comply with the Ohio Fire Prevention Code; and, establishes requirements for the permitting, approval and inspection of hot work, use of open flames/burning, pyrotechnics and special effects, and temporary facilities, tents and stages.

Specific Programs and Procedures

- **Residence Life Fire Safety**

Fire Safety is taken very seriously at Ohio University. It is customary that your hall will conduct a fire drill. Please comply fully with the building evacuation and re-entry procedures during these drills. Any time you hear a fire alarm, pick up your keys and OU ID, lock your door, and leave the building immediately. Never use the elevator. Take the time to learn where the fire alarms and exit routes are

from any room in your building (you won't always be in your own room when the alarm sounds or when you spot smoke or flames). If you encounter smoke or flames in the building, pull the nearest fire alarm, leave the building immediately, and call 911.

- **Residence Life Electrical Safety**

Very few of our residence hall rooms have a sufficient number of electrical wall outlets to accommodate all of the appliances which you'll have with you or be in locations which will be most convenient to your chosen room layout. Therefore, when you are trying to be creative, please follow the electrical safety "do's" and "don'ts" by referring to the [Student Housing Handbook](#).

- **Space Heaters**

Ohio University recognizes that individuals have different levels of comfort associated with temperature and heat. The use of electric space heaters as a temporary measure is permitted, if guidelines are followed.

- **Recreational Fires**

The Safety Department requires a permit for recreational or ceremonial fires. For permits call (740) 593.1666. Please allow ten (10) days to process. Compliance must be met for the Athens City Fire Department Burn Law (effective 8/29/06).

- **Multi-outlet Assemblies (Power Strips)**

Power strips should be properly secured to a permanent surface, equipped with fuse or circuit breaker, energized from a permanent outlet, grounded 3-wire type, and UL approved.

- **Extinguisher Training**

Training is offered any time, please contact the Safety Department at (740) 593-1666 if you would like to practice using a fire extinguisher or to set up a training class.

- **Nuisance Fire Alarms**

Fortunately, the cause of most fire alarms is not fire, but something else. Causes can be accidental (somebody bumping into a fire alarm device, a worker spray painting, sawing/sanding wood, or welding too close to a detector), unintentional (dust or insects the detector sees as smoke, or a smoke detector too close to a kitchen area, or water that leaks into a detector), mechanical (a malfunctioning system--usually when a new system is being installed, an electrical storm, or a faulty wire), or malicious (intentionally setting off the alarm). To learn more, please visit: www.ohio.edu/sites/default/files/sites/facilities/FireAlarm.pdf.

- **Fire Drills**

Fire drills will be conducted each semester during the academic session. Drills are conducted for each individual residence hall by Ohio University staff. The Safety Department keeps records of these drills as well as those reported by off

campus in the recognized Fraternity and Sorority Houses.

- **Prevention and Inspection Programs**

Safety Department conducts a fire drill during the first two weeks of the academic session at each residence hall. Random fire safety inspections are made weekly throughout the Ohio University campus by Residence Life staff. Fraternities and sororities are inspected by the Safety Department.

- **Building Construction and Alarm Systems**

Some residence halls are equipped with fire department standpipes, hoses, and some have sprinkler systems. Each residence hall is equipped with a fire alarm system that includes manual pull stations, horns and strobe lights. All rooms contain smoke detectors, either single or multi-station (interconnected to the fire alarm panel). The fire alarm and sprinkler systems are inspected and tested according to code requirements and fire extinguishers are scheduled to be inspected monthly per code.

- **Fraternity and Sorority Inspections**

Ohio University has a special relationship with fraternity and sorority chapters. As part of that special relationship, the university allows sophomore students to be exempted from the on-campus housing policy. In order to maintain this exemption, chapters must comply with certain rules and expectations.

- **Tents, Canopies, Football, and Outdoor Events**

The state of Ohio requires a permit for all tents and membrane structures (air inflated or frame covered structure) over 200 square feet, and canopies (open sides at least 75%) over 400 square feet. Please visit the following sites for specific requirements.

- [Tent/Canopy Permit Policy](#)
 - A permit is required for tents, canopies, and membrane structures available from the [Ohio Department of Commerce](#). These permits are not processed by Ohio University. For more information please review the [BBS Memo](#).
- [State of Ohio Tent/Canopy Permit](#)
- [Tent/Canopy Application Explanation and Guidelines](#)
- [Assembly Events Inspection Requirements](#)

Fire Reporting

The Ohio University Police Department monitors the status of all fire detection and fire suppression systems in residence halls. If a fire occurs, it must be reported to the Ohio University Police Department by calling (740) 593.1911 (non-emergency) or 911 (emergency). The Ohio University campus fire log is available for viewing upon request in the lobby of the Safety Department Monday – Friday, 8:00am to 5:00pm.

Plans for Future Improvement

Ohio University maintains a prioritized list of projects to upgrade older fire systems, enhance the capabilities of existing systems, or install new fire safety systems in existing buildings while providing comprehensive maintenance and testing schedules.

Reporting Fires and Emergencies

Report on-campus fires to 911 and activate the building fire alarm using a manual fire alarm pull-station. **Please note:** All fires, included those that have been extinguished, must be reported to the Ohio University Police Department.

To report a fire and all other emergencies to the Ohio University Police Department:

- Call (740) 593.1911 from a cellular or off campus phone
- Call 3.1911 from any campus phone
- Use a blue light phone or other emergency telephone

Emergency Procedures

Ohio University has published an Emergency Response Guide to help members of the Ohio University community properly respond to emergencies on campus. The current version of the guide can be found at the Ohio University [Emergency Programs](#) web page.

Evacuation Procedures

All persons are required to evacuate from and exit the building any time: the fire or evacuation alarm sounds; an evacuation announcement is made; or a University official orders you to evacuate.

When evacuating, remember to:

- Close any open windows in your room
- Take jackets or clothing needed for protection from the weather
- Feel the top of your door for heat before opening it
- Stay low and open the door slowly checking for signs of smoke or fire in the corridor
- Lock your room door behind you as you leave
- Proceed quickly to the nearest exit
- Move away from the building and to your floor's meeting location
- If you have information about the emergency then report it to emergency responders

- If you are unable to exit the building due to a disability or fire conditions, take refuge to a safe location and call 911. If possible, signal out a window to emergency responders.

Smoke Detectors

All on-campus student housing rooms are equipped with local smoke alarms that when activated will sound an in-room audible alarm. Many smoke alarms are connected to the building fire alarm system for power and monitoring purposes. Some in-room smoke alarms do not sound a building-wide alarm and do not send an alarm signal to the Ohio University Police Department. In-room smoke alarms are designed to alert room occupants.

Reporting Malfunctioning Local Smoke Alarms

Report malfunctioning smoke alarms to Facilities Management and Safety by calling (740) 593.2911 at any time, day or night.

Never cover, remove, or tamper with smoke alarms or other fire protection equipment.

Ohio University Fire Safety Plan

The current Ohio University Fire Safety Plan is detailed below. This fire safety plan is applicable to all campus facilities, including on-campus student housing facilities.

In Case of a Fire Emergency Ohio University Policy 44.105: Fire Emergencies

When a Fire Alarm Sounds

1. Evacuate the building immediately via the nearest available exit. Go to a location out of the path of emergency response vehicles, away from fire hydrants, approximately 50 feet away from the building, and account for the people in your group. If you know someone is unable to evacuate the building, you should relay that information to 911.
2. If you cannot evacuate the building due to mobility impairment, the intensity of the fire, or smoke, then "Shelter in Place" by:
 - a. closing the doors to the room you are in;
 - b. calling 911 to give your location and information;
 - c. stopping up cracks (e.g., with wet towels) to block smoke;
 - d. open windows to the outside for fresh air; and staying next to the floor to avoid breathing hot gases and smoke.
 - e. Wait until help arrives.

3. In order to slow the spread of the fire, doors, and if possible, windows, should be closed as the last person leaves a room or area during the evacuation of the building.
4. Do not use elevators, use the building's stairwells.
5. Do not return to your room until the all clear signal is given by the Ohio University Police Department ("OUPD"), or the Athens Fire Department, or — in the case of a fire drill — Safety Department Personnel

If you Discover a Fire

1. Call 911.
2. Assist any person in immediate danger to safety, if that can be accomplished without risk to you or other persons.
3. Do not try to fight the fire yourself; call 911 and be prepared to give your name, location, and fire information. If the fire is small enough and you have been trained, you may use a nearby fire extinguisher to control and extinguish the fire after calling 911.
4. Immediately activate the building fire alarm system by pulling a manual fire alarm pull station on your way out of the building if the building alarm is not already sounding. In all residence halls and many other buildings this will automatically notify OUPD and the fire department and get help on the way. The Stopper II device which covers the pull station will sound a local alarm when opened. Do not mistake this for the actual fire alarm. After opening this cover, the actual pull station must be pulled to sound the fire alarm.
5. If you cannot evacuate the building, then shelter in place, as described in item 2 of subsection I, above.
6. Never reenter a building after a fire without permission from the Athens Fire Department or OUPD.

Fire Statistics

The number and cause of each fire in an individual residence hall are detailed below.

Residence Hall	Year	Total Fires	Date Fire Reported	Date and time of Fire Reported	Classification of Fire	Injuries	Deaths	Property Damage
Adams	2020	0						
	2019	0						
	2018	0						
Armbruster	2019	0						
	2018	0						
Atkinson	2019	0						
	2018	0						
Biddle	2020	0						
	2019	0						
	2018	0						
Boyd	2020	0						
	2019	0						
	2018	0						
Bromley	2020	0						
	2019	0						
	2018	0						
Brown	2020	0						
	2019	0						
	2018	0						
Bryan	2020	0						
	2019	0						
	2018	0						
Bush	2020	0						
	2019	0						
	2018	0						
Carr	2020	0						
	2019	0						
	2018	0						
Convo	2020	0						
	2019	0						
	2018	0						
Crawford	2020	0						
	2019	0						
	2018	0						
Dougan	2020	0						
	2019	0						
	2018	0						
Ewing	2020	0						
	2019	0						
	2018	0						

Residence Hall	Year	Total Fires	Date Fire Reported	Date and time of Fire Reported	Classification of Fire	Injuries	Deaths	Property Damage
Gamertsfelder	2020	0						
	2019	0						
	2018	0						
Hoover	2020	0						
	2019	0						
	2018	0						
James	2020	0						
	2019	0						
	2018	0						
Jefferson	2020	0						
	2019	0						
	2018	0						
Johnson	2020	0						
	2019	0						
	2018	0						
Lincoln	2020	0						
	2019	0						
	2018	0						
Luchs	2020	0						
	2019	0						
	2018	0						
MacKinnon	2020	0						
	2019	0						
	2018	0						
Perkins	2020	0						
	2019	0						
	2018	0						
Pickering	2020	0						
	2019	0						
	2018	0						
Read	2020	0						
	2019	0						
	2018	0						
Ryors	2020	0						
	2019	0						
	2018	0						
Sargent	2020	0						
	2019	0						
	2018	0						
Scott Quad	2020	0						
	2019	0						
	2018	0						

Residence Hall	Year	Total Fires	Date Fire Reported	Date and time of Fire Reported	Classification of Fire	Injuries	Deaths	Property Damage
Shively	2020	0						
	2019	0						
	2018	0						
Smith	2019	0						
	2018	0						
Sowle	2020	0						
	2019	0						
	2018	0						
Tanaka	2020	0						
	2019	0						
	2018	0						
Tiffin	2020	0						
	2019	0						
	2018	0						
Truedley	2020	0						
	2019	0						
	2018	0						
True	2020	0						
	2019	0						
	2018	0						
Voigt	2020	0						
	2019	0						
	2018	0						
Washington	2020	0						
	2019	0						
	2018	0						
Weld	2020	0						
	2019	0						
	2018	0						
Wilson	2020	0						
	2019	0						
	2018	0						
Wray	2020	0						
	2019	0						
	2018	0						
31. S. Court	2020	0						
	2019	0						
	2018	0						
4 UT	2020	0						
	2019	0						
	2018	0						

Appendix: Definitions

I. Sexual Assault (Sex Offense) Definitions

Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

A. Sexual Assault Classifications- the following definitions were used to classify reported sexual assaults:

1. **Rape**

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

2. **Fondling**

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

3. **Incest**

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

4. **Statutory Rape**

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

II. Crime Definitions

As per the Clery Act, the following definitions were used to classify reported offenses.

A. Arson

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

B. 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 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 and probably would result in a serious personal injury if the crime were successfully completed.)

C. Burglary

The unlawful entry of a structure to commit a felony or theft. For reporting purposes this definition includes: unlawful entry with the intent to commit a larceny or felony; breaking and entering with the intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

D. Manslaughter by Negligence

The killing of another person through gross negligence.

E. Murder and Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

F. Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (All cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding, are classified as motor vehicle thefts.)

G. 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.

H. Drug Law Violations

The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those 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 – manufactured narcotics which can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

I. Liquor Law Violations

The violations of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, or possession of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor, drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving while under the influence are not included in this definition.)

J. Weapon Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature, such as the manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc. of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

III. Violence Against Women Act Offense Definitions

The "Violence Against Women Reauthorization Act of 2013" (VAWA) created amendments to the Clery Act. One such addition was implementing three new types of reportable offenses, seen below. This Annual Security Report provides statistics for these Clery offenses for the years 2013, 2014 and 2015. VAWA also added two categories of bias for the reporting of hate crimes (see section V below).

A. Domestic Violence

The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; 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 in which the crime of violence occurred.

B. Dating Violence

The term "dating violence" means violence committed by a person:

- (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- (b) where the existence of such a relationship shall be determined based on a consideration of the following factors

- (i) The length of the relationship;
- (ii) The type of relationship; and
- (iii) The frequency of interaction between the persons involved in the relationship.

C. Stalking

The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (a) fear for his or her safety or for the safety of others; or
- (b) suffer substantial emotional distress.

IV. Violence Against Women Act Policy Definitions

A. Awareness Programs

Awareness programs refers to programs, campaigns, or initiatives that increase audience knowledge of the issues of sexual assault, domestic violence, dating violence and stalking and share information and resources to prevent interpersonal violence, promote safety, and reduce perpetration. These efforts can include campus communitywide mobilizations as well as targeted, audience-specific programming (including both students and employees). Awareness month campaigns, "Speak Outs," rallies or marches, informational poster campaigns or resource websites, and educational programming that focuses on sharing resources and information about these issues are examples of awareness programs.

B. Bystander Intervention

Bystander intervention refers to safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene in situations of potential harm when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the individual. Effective bystander intervention training prepares participants to recognize situations of potential harm, overcome barriers to intervening, identify safe and effective intervention options, and take action

C. Ongoing Prevention and Awareness Campaigns

Ongoing awareness and prevention campaigns refers to campaigns that are sustained over time focusing on increasing awareness or understanding of topics relevant to sexual assault, domestic violence, dating violence, and stalking prevention. These programs will occur at different levels throughout the institution (i.e. faculty, athletics, incoming students, etc.) and will utilize a range of strategies. Ongoing awareness and prevention campaigns may include information about what constitutes sexual assault, dating violence/intimate partner abuse, and stalking; changing social norms; promoting recognition of perpetrator tactics; enhancing understanding of consent; and advancing prosocial behaviors of individuals and communities. Effective ongoing awareness and prevention campaigns will include developmentally appropriate content for the specific audience and their knowledge and awareness level, and provide positive and concrete ways for individuals to get involved.

D. Primary Prevention Programs

Primary prevention refers to programming, initiatives, and strategies intended to stop domestic violence, dating violence, sexual assault, or stalking before it occurs, preventing initial perpetration or victimization through the promotion of positive and healthy behaviors and beliefs. Efforts to change behavior and social norms; promote healthy relationships, healthy sexuality and egalitarian gender roles; understand risk factors and protective factors for bystander inaction; and change social norms around bystander inaction are all examples of primary prevention.

E. Risk Reduction

Risk reduction refers to approaches that seek to mitigate risk factors that may increase the likelihood of perpetration, victimization, or bystander inaction. Risk reduction focuses on helping individuals and communities address the institutional structures or cultural conditions that facilitate sexual violence, domestic violence, dating violence, and stalking to increase safety. Examples of risk reduction may include, but are not limited to, general crime prevention education, campus escort programs, programs that educate on how to create individual and community safety plans and strategies, bystander intervention programs that educate the campus on how to recognize and interrupt situations of harm, and communications systems that can notify the entire campus community of immediate threats to security.

V. Hate Crimes

Ohio University reports all Hate Crimes that occur. Hate Crimes are reported based on the listed crimes below and are committed intentionally because of **Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, Disability, or National Origin**.

The following crimes are reported: Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Robbery, Aggravated Assault, Simple Assault, Motor Vehicle Theft, Arson, Burglary, Sexual Assaults (rape, fondling, incest, and statutory rape), VAWA offenses (domestic violence, dating violence, and stalking), Larceny-Theft, Intimidation, and Destruction/Damage/Vandalism of Property. The hate crime statistics for each campus can be found at the bottom of their Campus Statistics table.

VI. Geographic Locations

A. On-Campus

Defined as (A) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (B) Any building or property that is within or reasonably contiguous to the area identified in paragraph (A) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

B. Non-Campus Building or Property

Defined as (A) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (B) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

C. Public Property

Defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.