2022 Annual Security and Fire Safety Report

UNIVERSITY OF MINNESOTA SYSTEM
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Message from the President

Campus safety is critical to keeping the University of Minnesota a place where students, faculty, staff, and visitors from throughout Minnesota and around the world can work together to achieve our goals and advance discovery and impact.

Our University of Minnesota Police and Security Departments do an extraordinary job of helping the University of Minnesota remain a safe place to learn, work, and live. Officers patrol our buildings and grounds, get to know our community, and work in conjunction with both campus and metropolitan units committed to safety. This report details their efforts.

We are also working through policy and united action to improve public health on campus. The President’s Initiative to Prevent Sexual Misconduct continues to proceed with its comprehensive public health approach, consistent with research on effective prevention among populations as large and diverse as ours.

We are beginning to work as well in the public health area of student mental health. This is a national crisis that affects many of our own students, and we need our best and brightest minds to focus on this issue. We are clearly positioned to be leaders in the area of student mental health, and as a first step, I have charged three of our senior leaders to complete a systemwide inventory of all activities, resources, and programs related to mental health, so that we know where we stand, where we have gaps, and where to move forward.

Positive culture change is a community effort and shared responsibility. Each of us can contribute to a safer campus by keeping our eyes and ears open, and immediately reporting all crimes and public safety problems or concerns by calling 911.

Thank you for helping to keep our University safe.

Joan T. A. Gabel
President

University of Minnesota System
The University of Minnesota System comprises five distinct campuses—Crookston, Duluth, Morris, Rochester, and Twin Cities—serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state.

Collectively, the University of Minnesota System is one of the most comprehensive in the nation, with offerings to meet the interests of every student and the changing needs of our society. We’re proud of our land-grant mission of world-class education, groundbreaking research, and community-engaged outreach, and we are unified in our drive to serve Minnesota.

Known for its focus on experiential learning for its campus-based students, the University of Minnesota Crookston is also one of the nation’s pioneers in online and distance education.

The University of Minnesota Duluth is a highly-ranked regional research and liberal arts university with a global reputation for freshwater research.

The University of Minnesota Morris is a nationally ranked undergraduate-focused liberal arts campus with a deep commitment to environmental sustainability and diversity.

The University of Minnesota Rochester prepares health science professionals and maintains unique collaborations with world-renowned medical organizations in the community.

The flagship University of Minnesota Twin Cities is the state’s land-grant university and one of the most prestigious public research universities in the nation.

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**Quick Contact Guide—Twin Cities**

Police

University of Minnesota Police Department (UMPD)

Emergency ................................................................. 911
Non-emergency ..................... 612-624-COPS (2677)
505 Washington Ave SE
Minneapolis, MN 55455
publicsafety.umn.edu

Minneapolis Police Department
Emergency ................................................. 911
Non-Emergency ........................................ 311
2nd Precinct
1911 Central Avenue NE
Minneapolis, MN 55418
http://www.ci.minneapolis.mn.us/police/

St. Paul Police Department
Emergency .................................................... 911
Non-Emergency .............................. 651-767-0640
425 Grove St.
St. Paul, MN 55101
https://www.stpaul.gov/departments/police

Campus Service Offices

University Security
Safe Walk Request ............ 612-624-WALK (9255)
https://publicsafety.umn.edu/campus-safety/624-walk-service

Aurora Center
24 Hour Helpline .............. 612-262-9111
117 Appleby Hall
128 Pleasant St SE
http://aurora.umn.edu/

Title IX Office (EOAA)
Phone .................................................. 612-624-9547
274 McNamara Alumni Center
200 Oak St SE
http://eoaa.umn.edu/

Office for Community Standards
Phone .................................................. 612-624-6073
211 Appleby Hall
128 Pleasant St SE
https://communitystandards.umn.edu/

Housing & Residential Life
Phone .................................................. 612-624-2994
Comstock Hall East
210 Delaware St SE
https://housing.umn.edu/

Health Services

Boynton Health
Phone .................................................. 612-625-8400
410 Church St SE
https://boynton.umn.edu/

Mental Health Services

Student Counseling Services
Phone .................................................. 612-624-3323
Minneapolis
340 Appleby Hall
128 Pleasant St SE

St. Paul
199 Coffey Hall
1420 Eckles Ave.
https://counseling.umn.edu/
Annual Security and Fire Safety Report

Preparing the Annual Security Report and Disclosure of Crime Statistics

This report has been prepared in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” (informally known as the “Clery Act”). For more information on the Clery Act: www.ed.gov/admins/lead/safety/campus.html

This report includes information for the Minneapolis and St. Paul campuses of the University of Minnesota.

This report is published annually by the University and made available to all current and prospective students, staff, and faculty.

Crime statistics are compiled by the Clery officer on each campus, in cooperation with the local law enforcement agencies with jurisdiction over University of Minnesota Clery Geography. Additional crime information is collected from a wide range of university personnel who have been identified as Campus Security Authorities (CSAs) under the Clery Act.

The University Director of Clery Compliance and campus Clery officers review and update the information contained in this report annually.

Crime Statistics reported in this document reflect specific crimes that occurred in specific geographic locations established by federal law and were reported to University of Minnesota Campus Security Authorities. Statistics reflect reports of crime and not criminal charges or convictions.

Definitions of Terms Used in this Report

**Campus Security Authorities**

Campus Security Authorities are individuals on campus who are required to report any allegations of crimes that they receive for inclusion in the Annual Statistical Disclosure.

The Clery Act defines four categories of Campus Security Authorities as stated below:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department.
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities.
**Clery Geography**

Clery Geography is the geographic area for which an institution is responsible for disclosing crime statistics. The following definitions describe the areas that cumulatively account for an institution’s Clery Geography.

**On Campus:** 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. Also, any building or property that is within or reasonably contiguous to the area identified in the first part 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 other retail vendor).

**On Campus - Residential:** Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

**Non-Campus Property:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

**Personally Identifying Information**

Personally identifying information is defined in Section 40002(a) of the Violence Against Women Act of 1994 as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault or stalking, regardless of whether the information is encoded, encrypted, hashed or otherwise protected, including:

- a first and last name
- a home or other physical address
- contact information (including a postal, e-mail or Internet protocol address, or telephone or facsimile number)
- a social security number, driver’s license number, passport number or student identification number
- any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.
Criminal Offenses

The following definitions of criminal offenses detail the elements of each crime, crimes in the annual statistical disclosure found in this report are categorized according to the following definitions.

**Aggravated Assault**
The 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.

**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.

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

**Motor Vehicle Theft**
The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

**Murder and Non-negligent Manslaughter**
The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence**
The killing of another person through gross negligence.

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

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

**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 because of his/her temporary or permanent mental incapacity.

**Incest**
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape**
Sexual intercourse with a person who is under the statutory age of consent.
Hate Crimes

Hate Crime
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Under the Clery Act the following bias categories are used: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, Disability.

Any criminal offense which also meets the definition of a hate crime will be included in the statistical disclosure in both the criminal offense category and in the hate crime category (i.e. an on-campus aggravated assault motivated by religious bias will be counted in the on-campus aggravated assault category and in the on-campus aggravated assault motivated by religious bias category).

Additional Hate Crime categories: In addition to the criminal offenses listed under the “Criminal Offenses” section, the following crimes are included if it is determined that the crime was motivated by bias

Larceny-Theft
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: constructive possession is defined by Black’s Law Dictionary, sixth ed. as “where one does not have physical custody or possession but is in a position to exercise dominion or control over a thing.”)

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

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

Destruction/Damage/Vandalism of Property (Except Arson)
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act (VAWA) Offenses

Dating Violence
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.
Domestic Violence
a felony or misdemeanor crime of violence committed—

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

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

- Fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition—
  - Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Unfounded Crimes
Are reported crimes which are thoroughly investigated by sworn or commissioned law enforcement personnel; and found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted.

Arrests and Referrals for Discipline for Weapons, Drug, and Liquor Law Violations

Weapons 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.

Drug Law Violations
The Violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and 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.

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
Reporting an Emergency or Crime

The University of Minnesota encourages the accurate and prompt reporting of all crimes to the University of Minnesota Police Department or appropriate local law enforcement agency when the victim of a crime elects to or is unable to make such a report. If the victim of a crime is unable to file a report, third parties who have information regarding the crime are encouraged to file a report to ensure the police are aware of the crime. The prompt and accurate reporting of all crime enables the police department to identify and respond to patterns of crime and when necessary to distribute pertinent crime information to the community, which may help prevent similar occurrences of crime.

Report an Emergency or Crime in Progress

Dial 911
Dialing 911 will connect you with a trained public safety dispatcher. Be prepared to give the dispatcher the following information:

- Type of emergency
- Your name
- Your location and location of the emergency
- Your phone number
- If applicable (e.g., after a crime), a description of individuals involved (gender, clothing description, height, weight, hair color, tattoos, etc.)
- If applicable (e.g., after a car accident), a description of vehicles involved (color, make, model, license plate number)

Please remain on the line until the dispatcher tells you it is okay to hang up.

Based on the information provided, the dispatcher will send the appropriate help to respond to the reported incident.

In the event you are in a situation where calling is not possible, you can also use text to 911. Simply enter 911 as the recipient, and then send a text message as you normally would.
Report a Non-Emergency

By phone

**University of Minnesota Police Department**
505 Washington Avenue SE
Minneapolis, MN 55455
612-624-COPS (2677)

**Minneapolis Police Department**
1911 Central Avenue NE
Minneapolis, MN 55418
311

**St. Paul Police Department**
425 Grove St.
St. Paul, MN 55101
651-291-1111

When reporting a non-emergency, an officer will either be sent to your location or will request that you file a report in person at the police department. An officer will ask questions to obtain detailed information about what happened. The officer will be able to provide you with information on victim services, next steps and crime prevention information.

When reporting a crime, you will be asked many questions. Be prepared to answer the following questions:

- When the crime happened (date and time)
- Where it happened
- Your name, contact information, State Driver’s License or ID number
- Details of the event
- Other people involved (suspect, if known; witnesses)
- If property was involved, who owns it
- The property owner’s contact information
- For vehicles: Make, Model, Color, License Plate Number, Insurance-company name & policy number, etc.
- Property other than vehicles: Serial Number, Product Name, Manufacturer, Description, condition, etc.

**Walk in**
You may file a police report in person at the following locations:

**University of Minnesota Police Department**
505 Washington Avenue SE
Minneapolis, MN 55455

The lobby is open for business hours Monday – Friday 8:00 am – 4:30 pm
Report a Crime to a Non-Police Campus Security Authority

The University of Minnesota encourages all reports of crime be made to the University of Minnesota Police Department or appropriate local law enforcement agency; however, crimes may also be reported to individuals on campus who have been identified as Campus Security Authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that some individuals may be inclined to report such incidents to other individuals on campus.

Campus Security Authorities include but are not limited to: Residence Hall Directors, Assistant Residence Hall Directors, Community/Resident Advisors, Advisors to student organizations, athletics coaching staff and others who have significant responsibility for student and campus activities.

Campus Security Authorities have been trained to act as a resource for anyone who wishes to report the occurrence of a crime. Crime reports made to Campus Security Authorities are forwarded to the appropriate campus department for inclusion on the Daily Crime Log and to be evaluated for the need to issue a Timely Warning Notification.

While there are many non-police Campus Security Authorities on each campus, the University of Minnesota prefers reports be made to the following non-police CSAs:

- **Office of Community Standards**
  - 211 Appleby Hall
  - 128 Pleasant St SE
  - 612-624-6073
  - ocs@umn.edu

- **Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator**
  - 274 McNamara Alumni Center
  - 200 Oak St SE
  - 612-624-9547

- **Clery Compliance Office**
  - 360 McNamara Alumni Center
  - 200 Oak St SE
  - 612-625-4597
  - albe0173@umn.edu

Voluntary, Confidential Reporting

If you are the victim of a crime and are unsure if you would like to pursue action through the University disciplinary process or the criminal justice system, you may want to consider speaking with a Campus Security Authority.

Campus Security Authorities can explain the different reporting options available to help you decide which option is best for you.

Police reports are public records under state law. UMPD cannot hold reports of crime in confidence.

In many cases, a non-police CSA may be able to assist you in making a confidential report that would not initiate any additional action through the University or the criminal justice system. A confidential report is forwarded directly to the University’s Director of Clery Compliance for inclusion in the Annual Statistical Disclosure and forwarded to the University of Minnesota Police Department to be added to the Daily Crime Log and evaluated for the need to issue a Timely Warning Notice.
The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and the campus community. With such information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus Clery Geography, determine crime patterns, and alert the campus community of potential danger.

Confidential reports regarding dating violence, domestic violence, sexual assault, and stalking should be made to advocates at the Aurora Center.

All reports of dating violence, domestic violence sexual assault, and stalking that are made to University employees who have an obligation to report the occurrence of such crimes will be forwarded to the Title IX office or its designee. Per University policy, mandated reporters are required to provide the following information to the Title IX office or designee in cases of alleged dating violence, domestic violence, sexual assault, and stalking:

- The names of the complainant(s), respondent(s) and possible witnesses:
- The date, time, and location of the alleged prohibited conduct; and
- Other relevant details about the alleged prohibited conduct that the University would need to determine what occurred and address the situation.

After receiving a report of alleged dating violence, domestic violence, sexual assault or stalking the Title IX coordinator will contact the complainant to provide resources for personal support and information about the investigation process. In cases involving a student respondent, the campus Title IX office or its designee will only begin investigating the report after receiving verbal or written confirmation that the complainant wishes to initiate an investigation.

When a complainant requests that their identity be kept confidential or that the University refrain from conducting an investigation, including consideration of the complainant’s wishes, the University’s responsibility for providing a safe and non-discriminatory campus environment, and whether the University possess other means to obtain relevant evidence. In making this determination, the campus Title IX office or its designee will consider the following factors, among others; whether the respondent is alleged to have used a weapon while committing prohibited conduct; whether the respondent is alleged to have used force while committing prohibited conduct; and whether the respondent has been alleged or found to have committed prohibited conduct against other complainants.

Professional Mental Health Counselors and Pastoral Counselors Exemption

Campus professional mental health counselors and pastoral counselors, when acting in their professional capacity, are not required to report crimes for inclusion in the annual disclosure of crime statistics.

The Clery Act defines a Professional Mental Health Counselor as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.

A Pastoral Counselor as an employee of an institution, who is associated with a religious order or denomination, recognized by that denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
Professional Mental Health counselors at the University of Minnesota are encouraged if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual statistical disclosure.

Professional counselors can be found at the following campus locations:

<table>
<thead>
<tr>
<th>Professional Mental Health Clinic</th>
<th>Address 1</th>
<th>Address 2</th>
<th>Phone 1</th>
<th>Phone 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Counseling Services</td>
<td>340 Appleby Hall</td>
<td>128 Pleasant St SE</td>
<td>612-624-3323</td>
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<tr>
<td></td>
<td>199 Coffey Hall</td>
<td>1420 Eckles Ave</td>
<td></td>
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<tr>
<td>Boynton Health Mental Health Clinic</td>
<td>410 Church St SE</td>
<td>612-624-1444</td>
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**University of Minnesota Department of Public Safety**

**University of Minnesota Police Department**

**Authority**
University police are licensed as peace officers by the State of Minnesota. Minnesota State Statute 629.40 gives peace officers statewide arrest powers while acting in the course and scope of employment.

**Jurisdiction**
The University of Minnesota Police Department (UMPD) is responsible for all property owned by the University in the Twin Cities area. UMPD officers provide services in directed, proactive patrol, crime prevention and investigation, law enforcement, and emergency response.

UMPD has a Community Investigator Division to investigate crimes and provide directed crime prevention and other support to the University. The Community Investigator Division assigns a qualified officer to a geographical area of campus. Officers thereby become familiar with staff, faculty, and students in their assigned area, and they can monitor and respond more rapidly to crime and safety problems.

**Relationship with other Law Enforcement Agencies**
UMPD investigates all crimes that occur on university property within the East Bank, West Bank, and St. Paul areas of the Twin Cities campus. UMPD has a formal Memorandum of Understanding with the Metro Transit Police Department relating to police responses on university property and on Metro Transit property and facilities. UMPD also has a mutual aid agreement with all law enforcement agencies within Hennepin County. UMPD works closely with federal, state, and local departments and agencies to share information, conduct criminal investigations, and ensure emergency response.

UMPD strives to provide a safe environment for all students, staff, faculty, and visitors on campus. When UMPD receives information about an off-campus crime that requires secondary investigation, it forwards the information to the proper local police department.
Monitoring of Noncampus Locations
Due to a shared records management system with the Minneapolis Police Department, UMPD regularly monitors incidents of criminal activity involving students in non-campus locations of official student organizations in Minneapolis, including official student organizations with off-campus housing facilities.

When incidents of criminal activity involving students are discovered, UMPD notifies appropriate officials within the institution, including the Office for Community Standards. Students accused of criminal misconduct may additionally be subject to the University student conduct process. This process neither substitutes nor interferes with the outside legal processes. The main objective of the disciplinary system at the University of Minnesota is to maintain standards of conduct and order commensurate with the educational goals of the institution.

University Security

UMPD employs professional uniformed Security Advisors and students as uniformed security monitors. Security Advisors & Security Monitors are employees of UMPD, are subject to a criminal background check before hiring, and undergo 30–40 hours of training.

Authority
University Security acts as the “eyes and ears” of UMPD. Security staff have no arrest powers but are trained to determine when police or other first responders should be called.

Jurisdiction
University Security provides building security in various University buildings, including residence halls and offer safe walk services on campus and in near campus neighborhoods. Click here to view the Safe Walk service area.

Relationship with other Law Enforcement Agencies
University Security works closely with UMPD. Security monitors carry a portable police radio that enables them to communicate directly with UMPD dispatch and request police assistance when necessary. University Security does not generally interact with other local law enforcement agencies; contact with other local law enforcement is generally handled by the UMPD. University Security does not have any agreements with local law enforcement agencies.

University Security 612-624-WALK (9255)
Response to Reported Crime or Emergencies

Crimes reported to the University of Minnesota Police Department and non-police CSAs will be considered for the need to issue a Timely Warning Notification, documented on the University of Minnesota Police Department’s Daily Crime Log, and all applicable crimes will be included in the annual statistical disclosure. These public disclosures will not include any personally identifying information of any reporting parties, witnesses, or victims.

UMPD will investigate all criminal allegations reported to the police. These investigations may be done in conjunction other law enforcement agencies involved in the matter.

Students accused of criminal misconduct may additionally be subject to the University student conduct process; this process neither substitutes nor interferes with the outside legal processes. The main objective of the disciplinary system at the University of Minnesota is to maintain standards of conduct and order commensurate with the educational goals of the institution.

Daily Crime Log

UMPD maintains a Daily Crime Log available for public viewing at: https://publicsafety.umn.edu/campus-safety/daily-crime-log

The daily crime log includes crime information for crimes which have been reported to UMPD which occurred within the University of Minnesota Twin Cities Campus Clery geography.

The Daily Crime Log includes:

- case number;
- nature of the offense;
- the reported time and date that the offense occurred;
- the date the incident was reported to UMDPD;
- a general description of the location in which the incident occurred;
- disposition of the case, if known.

For the purposes of the Daily Crime Log, crimes that were initially reported to non-police CSAs are classified according to Clery crime definitions, while crimes reported directly to the police are classified according to Minnesota State Code.

Entries in the Daily Crime Log do not include personally identifying information of the victim, witnesses or reporting party.
SAFE-U Notifications

The Clery Act requires timely warning notification to the campus community when a reported Clery crime, occurring on University of Minnesota Clery geography poses a serious or ongoing threat to public safety. The University issues SAFE-U Advisory Notifications to comply with this requirement.

SAFE-U Advisory Notifications are designed to give the University community information which may aid in the prevention of similar crimes.

When a Clery crime that represents a serious or ongoing threat and is is reported to the University of Minnesota Police Department, the UMPD on duty supervisor will notify the UMPD on call administrator. The UMPD on-call administrator will evaluate the facts of each crime on a case-by-case basis to determine if a SAFE-U Advisory Notification is warranted.

When the UMPD on-call administrator determines that a reported crime poses a serious or continuing threat and a SAFE-U Advisory Notification is warranted, the on call administrator will compose the notification and forward the message to the Public Safety Emergency Communications Center (PSECC) for distribution.

SAFE-U Advisory Notifications will be electronically distributed to all Twin Cities Campus students, staff, and faculty via University of Minnesota email. Follow up information will be posted on the Department of Public Safety Notifications webpage.

SAFE-U Advisory Notifications will include the following information:

- Date and time of the incident
- Location
- Crime type
- A link to the Public Safety Notifications website

The Public Safety Notifications website will include:

- Updates and additional details as available
- Pertinent crime prevention tips

Personally Identifying Information of victims and reporting parties will not be disclosed in a SAFE-U Notification. In instances where personal information is relevant to the crime—for example, in crimes which are motivated by bias the victim’s inclusion in a protected class may be released if this information is not determined to be explicitly personally identifiable.

The University of Minnesota Police Department works closely with the Minneapolis Police Department, St. Paul Police Department, and Metro Transit Police. By utilizing a shared reporting system, the University of Minnesota Police Department is routinely made aware of crimes which have been reported to the Minneapolis Police Department which may warrant the issuance of a SAFE-U Notification. The University of Minnesota Police Department has requested that the St. Paul Police Department and the Metro Transit Police Department inform the University of any crimes reported to them that may warrant a SAFE-U Notification pursuant to the Clery Act.

If a reported crime constitutes a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of the campus community, UMPD will follow procedures for issuing a SAFE-U Emergency Notification. More information about SAFE-U Emergency Notifications can be found under the Emergency Notification section.
Emergency Response, Notification, & Testing

Emergency Response

Emergency response operations include coordination of campus and community resources to save lives, protect property, and provide for the continuity of university operations.

The University uses the National Incident Management System (NIMS) as its standard for responding to incidents. UMPD police officers and supervisors, Department of Emergency Management, and University administrators who have responsibility during an incident have been trained in NIMS. Depending on the incident, other University departments and/or other local or federal agencies may be involved in responding.

When an incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually from UMPD. The Minneapolis Police Department, Metro Transit Police Department, St. Paul Police Department, Minneapolis Fire Department, St. Paul Fire Department, Hennepin County Sheriff, Ramsey County Sheriff, and HCMC EMS assist UMPD as the situation requires. These agencies have been asked to inform the University of Minnesota regarding any situations that are reported to them which may warrant a campus emergency response.

Emergency Notification Systems

The University of Minnesota Twin Cities has several methods for communicating important safety information quickly in the event of a significant emergency or dangerous situation that poses an immediate threat to the health and safety of the campus community. The situation will dictate which notification methods are used, in some situations multiple notification systems may be used.

SAFE-U Emergency Notification
SAFE-U Emergency Notifications are used specifically to notify University students and employees of emergencies or dangerous situations which are likely to impact campus as a whole or impact University operations. SAFE-U communications are delivered via email, text message, and/or phone messages. Students, faculty, and staff who have provided contact information are automatically registered to receive SAFE-U communications. Only University of Minnesota students, faculty, staff, and those with a legitimate need are registered for SAFE-U.

Campus Email
In an emergency, campus email may be utilized to communicate important safety information.

Campus-Wide Emergency Alert System (CWEAS)
CWEAS is the University of Minnesota’s outdoor emergency notification system. The University has 13 stand-alone speaker locations located throughout the Minneapolis and St. Paul campuses. CWEAS is not a tornado siren; it is an outdoor warning system that can convey both an alert tone and voice messages. If you hear the outdoor warning system, it means go inside and seek more information.

Tone Alert Radio
The University uses Tone Alert Radios strategically placed throughout campus to add another layer of alert coverage. The University of Minnesota PSECC will activate the radios when there is urgent information that needs to be transmitted (e.g., severe weather, building evacuation). Tone Alert Radios also provide emergency notification that can be received in areas that are out of cellular service.
Fire Panel Annunciation
The University of Minnesota Department of Emergency Management has equipped some buildings with an annunciation capability that can be set off by the PSECC in case of an emergency. The annunciation system allows the fire alert system to communicate the source of the emergency, which allows for a quicker and more efficient response. These panels also help control emergency communications systems where they are installed. Additional capacity in this area is being added as existing systems reach the end of their lifecycle.

Social Media
Emergency information may also be communicated on university social media feeds.

Digital Signs
Most digital signs on campus can be updated quickly to include emergency messaging.

Web Announcements
Weather-related closings and other emergency information may be announced on the University of Minnesota website.

On-Scene Emergency Personnel
On-scene emergency personnel may be able to provide valuable emergency communication depending upon the emergency.

Activation of Emergency Notification Systems

Prior to issuing an emergency notification, the existence of an emergency or dangerous situation will be confirmed via dispatched officers or other emergency professionals on the scene, video monitoring, or notification from the National Weather Service. Information obtained from these sources will be used to determine the scope and content of the notification.

Upon confirmation of an emergency or dangerous situation, the UMPD on-duty supervisor will notify the UMPD Chief or designee. The Chief or designee will, without delay, and considering the safety of the community, work with the Public Safety Emergency Communications Center (PSECC) to determine the content of the notification and initiate the appropriate notification system(s). If it is not possible for the UMPD on-duty supervisor to contact the Chief or designee, the UMPD on-duty supervisor has the authority to work with PSECC to determine the content of the notification and initiate the appropriate notification system(s).

Notification may be delayed if issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The Department of Emergency Management is responsible for the activation of emergency notification systems for incidents of severe weather that create a dangerous situation involving an immediate threat to the safety of members of the campus community.

The Health Emergency Response Office (HERO) is responsible for the activation of emergency notification systems for health-related emergencies, such as the outbreak of a serious illness, that create a dangerous situation involving an immediate threat to the safety of members of the campus community.
The primary method of emergency notification is a SAFE-U Emergency Notification. SAFE U Emergency Notification is delivered to all students and employees, depending on user preferences SAFE-U Emergency Notifications will consist of an email and may include text and/or phone messages.

The activation of other emergency notification systems such as CWEAS and Tone Alert Radios are based on the guidelines established in the Department of Public Safety Emergency Procedures Manual. These systems may be activated to supplement SAFE-U Emergency Notifications.

SAFE-U Emergency Notifications will consist of basic information about the type of emergency or dangerous situation and information on actions to take to avoid danger. Updated information will be disseminated as it becomes available and as time allows or when the immediate threat has been mitigated.

SAFE-U Emergency Notifications can be authorized by the following individuals: UMPD supervisory staff, Department of Emergency Management Staff, Senior Vice President for Finance and Operations, or University Relations.

University Relations will handle notifications on the UMN website and to the news media.

Dissemination of emergency information to the larger community (i.e., parents and residents from surrounding neighborhoods) will take place as time allows. Depending on the nature of the incident, the University could utilize such avenues as the University internet homepage or the media. The first concern of the University will be to disseminate information to those people directly affected by the emergency. Dissemination to the larger community is the responsibility of University Relations.

**Emergency Response Testing**

The University Department of Emergency Management, in conjunction with the Department of Public Safety, conducts an annual exercise to test the emergency response and evacuation procedures of the Twin Cities campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. This test is often announced to the campus community and publicized via campus email.

The Department of Emergency Management is responsible for documenting and analyzing the effectiveness of each test. The Department of Emergency Management retains documentation of each test including a description of the test, the date and time of the test, and whether the test was announced or unannounced.

At least once a year the University community will be notified of emergency response and evacuation procedures and where these procedures can be found.

The most recent test was completed on July 20, 2022. During this test the University of Minnesota Public Safety Department, Minneapolis Police, and other public safety agencies participated in a coordinated exercise related to managing and responding to a critical safety incident.

**Emergency and Evacuation Plans**

The Department of Emergency Management coordinates the development of emergency plans. There are three levels of emergency plans at the University of Minnesota:

- **Building Emergency Plans** – Each building on campus as a unique building emergency plan. The plan outlines evacuation procedures and other emergency instructions.
**Continuity of Operations Plans** - Continuity of Operations Plans (COOP) outline the steps critical operating units must take to keep their department running in the event of an emergency. Departments that are deemed "critical operating units" must complete a Continuity of Operations Plan, per the University's Policy.

**Emergency Operations Plan** - The campus Emergency Operations Plan is the plan that guides University administrators in the event of an emergency. The University is required by the state Homeland Security and Emergency Management agency to have an Emergency Operations Plan.

The Department of Emergency Management tasks each area of the University to develop and maintain emergency procedures and guidelines for their buildings and employees. The following are general evacuation procedures, for building specific evacuation procedures, consult that building’s Building Emergency Plan.

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**General Building Evacuation Procedure**

At the sound of the emergency alarm, it is the responsibility of all building occupants to evacuate immediately and proceed to predetermined assembly points, away from the building.

Building occupants are also responsible for ensuring that their visitors, customers, and contractors in their department follow the evacuation procedure described herein and leave the building along with all other occupants.

Faculty and instructors are responsible for dismissing their classes and directing students to leave the building by the nearest building exit upon hearing the building alarm or being notified of an emergency.

Designated essential personnel needed to continue or shut down critical operations, while an evacuation is underway, are responsible for recognizing and/or determining when to abandon the operation and evacuate themselves.

**Evacuation Instructions**

Whenever you hear the building alarm or are informed of a building emergency:

- Do not panic
- Do not ignore the alarm
- Leave the building immediately, in an orderly fashion
- Do not use elevators
- Classes and meetings in session must be dismissed and students directed to leave
- Follow quickest evacuation route from where you are (see posted floor evacuation diagram/map)
- Do not go back to your office area for any reason
- Proceed to the designated emergency assembly point for your area
- If the designated assembly point/area is unsafe or blocked due to the emergency, proceed to the alternate assembly point.
- Report to your Building/Work Area Rep at the assembly point to be checked off as having evacuated safely
- Report any knowledge you may have of missing persons or those located in an Area of Refuge
- Return to the building only after emergency officials or building coordinator give the all-clear signal
- Silencing the Alarm does not mean the emergency is over.
Chemical Spill Lab Evacuation instructions

In the event of the release of hazardous chemical substances which threaten human health, and the immediate lab needs to evacuate, but other building occupants are safe, please follow the steps below:

- Notify other lab occupants in immediate area
- Everyone who can safely leave, should leave lab away from spill
- While exiting, close double doors leading into other labs
- A lab occupant leaving the lab should immediately call 911 (or head to area of refuge button (near freight elevator on each floor) if applicable)
- Notify operator of spill and location
- Operator can remotely activate fire alarm (for some buildings) and send emergency personnel
- Evacuate building according to general evacuation procedures

Building Emergency Instructions

In the event of a loss of power, water leak or flood, elevator failure or other building emergency:

- Call the FM Call Center (FMCC) at 624-2900 to notify them of the emergency. Call 911 for emergencies with injuries
- Notify staff that is located near the emergency so they may take appropriate precautions
- Follow evacuation instructions if evacuation is necessary

Shelter Emergency Instructions

In the event of notification of severe weather, safely discontinue work and go to the nearest designated safe shelter location.

Active Threat Instructions: Run, Hide, Fight

Run
- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible
- Run to a place of refuge, well beyond the norm

Hide
- If running is not possible, hide
- Lock and barricade doors; shut off lights
- Remain silent, yet vigilant
- Avoid huddling together

Fight
- Fighting is a last resort, use only when your life is in imminent danger
- Use improvised weapons
- Attempt to incapacitate the active threat
- There is strength in numbers; work together against the active threat
Call 9-1-1

- Call ONLY if safe and with information about the active threat
- Clarify you are on the University of Minnesota campus and where you are
- Give the location of the active threat(s)
- Provide physical description of active threat(s)
- Describe type of weapons held by the active threat(s)
- Notify the dispatcher of victims and their location

How to React When Law Enforcement Arrives:

- Remain calm
- Follow officers’ instructions
- Keep your hands up and out in front of you, assuring your hands are empty
- Keep hands visible at all times
- Avoid making quick movements towards officers such as attempting to hold on to them for safety
- Avoid pointing, screaming and/or yelling
- Move quickly towards the nearest exit or where directed to by police
- Do not stop to ask officers for help or directions when evacuating

Once in a Safe Place

Once you are in a safe place, DO NOT LEAVE. Emergency responders need to account for everyone. As the event unfolds and is better understood, law enforcement will provide additional instructions as to where you should be or when you will be able to leave. Please be patient. Your safety is our most important concern.
## Crime Statistics

### Criminal Offenses

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Bias Crimes

Minneapolis

2021
One on-campus case of intimidation motivated by race bias.
One on-campus case of intimidation motivated by religious bias.
One non-campus case of intimidation motivated by religious bias.

2020
One on-campus residential case of vandalism motivated by race bias.
One on-campus case of intimidation motivated by national origin bias.
One non-campus case of simple assault motivated by race bias.

2019
Two on-campus cases of intimidation motivated by sexual orientation bias.
One on-campus case of destruction/damage/vandalism of property motivated by gender identity bias.
One public property case of intimidation motivated by race bias.

St. Paul

2021
No hate crimes to report for 2021.

2020
No hate crimes to report for 2020.

2019
No hate crimes to report for 2019.
## Violence Against Women Act (VAWA) Offenses

<table>
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*During the compilation of the 2021 statistics and additional case of dating violence occurring in an on-campus residential facility and reported in 2020 was discovered. This case has not been reported in previous reports. This number reflects the new total.

*During the compilation of the 2020 statistics, an additional case of stalking reported in 2019 and occurring on the Minneapolis Campus was discovered. This case had not been disclosed in the previous report. This information has been updated in this report and has been updated with the Department of Education to reflect the actual number of reported incidents in 2019. This number reflects the new total.
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## Arrests and Referrals for Disciplinary Action

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**Unfounded Crimes**

A reported crime is only considered unfounded if sworn or commissioned law enforcement personnel, investigate the reported crime and make a formal determination that the report is false or baseless.

**Minneapolis**

**2021**

Three unfounded crimes

**2020**

One unfounded crime

**2019**

No unfounded crimes

**St. Paul**

**2021**

No unfounded crimes

**2020**

No unfounded crimes

**2019**

No unfounded crimes
Security of and access to campus facilities

Access to Campus Facilities

There are three distinct levels of access to buildings, public hours, university hours and restricted hours. Building hours vary according to building use.

Public Hours
During Public Hours, buildings will remain open to everyone in the University community and to the general public. Public Hours will generally coincide with the standard business day of 7 a.m. to 5 p.m. For classroom buildings, Public Hours will generally be 7 a.m. to 7 p.m. to accommodate evening classes. Libraries, museums, galleries, and the like will have public hours that match their business hours.

University Hours
University Hours are the hours just before and just after Public Hours in the morning and the evenings. As an example, University Hours in a classroom building would typically be 6 a.m. to 7 a.m., and 7 p.m. to 10 p.m. During University Hours, a U Card will be required to enter the building.

Restricted Hours
During Restricted Hours, buildings are closed to the general public and to the general University community. Only people who have been previously granted permission to enter the building are allowed to do so. Typically, the people granted access during Restricted Hours are the people who would logically have permission to enter a building when it is locked, for example, faculty who teach or staff who work in a specific building. Again using a classroom building as an example, the Restricted Hours would be between 10 p.m. and 6 a.m.

For information on specific building hours, go to http://campusmaps.umn.edu/tc/ and select a building to learn more.

Security of Campus Facilities

The University controls and monitors access to its space by using traditional key systems, electronic card reader systems, and intrusion alarm systems. Exterior doors of all University buildings are equipped with electronic card access control systems.

Campuses, departments, and units are required to manage all keys and access control devices held by their employees. Each campus, department or unit has a Department Facilities Representative to enforce this policy at the local level.

Individuals are prohibited from unauthorized possession, use, duplication and changes to keys or access control devices. Individuals are also prohibited from bracing open doors equipped with access control devices. Violators of this policy will be subject to disciplinary actions for the University or criminal charges where appropriate.

Students, faculty and staff are required to carry their University issued UCard when in University buildings outside of public hours. The UCard must be presented upon request by law enforcement or security personnel, or by a University employee acting within the purview of their job responsibilities. Anyone in a University building that is unable to present their UCard outside of public hours may be asked to leave. Additional restrictions may apply to areas deemed to have a higher security standard.
Access & Security in Student Housing Facilities

The University of Minnesota Twin Cities has various student housing facilities available. Housing & Residential Life operates nine traditional dormitory style and five apartment-style student residential facilities on the Twin Cities campus.

All exterior residence hall doors, except Pioneer Hall, Comstock Hall, 17th Avenue Hall, and Sanford Hall are locked 24 hours a day, seven days a week and require card access. The lobby doors of Pioneer, Comstock, 17th Avenue, and Sanford are open from 7 a.m. to 7 p.m. to allow students to access to dining facilities. In these buildings however, access to living areas remain locked 24 hours a day and require card access. Guests and visitors may access residence hall living areas only when escorted by a resident of that hall. Residents are encouraged not to open doors for anyone other than their guests.

The information desks in the lobbies of all residence halls and apartments are staffed 24 hours a day by office assistants. There are security cameras in the lobbies and residential access points, as well as in remote areas of the building.

Every hall has a community advisor on duty each night. Security monitors are on site and do frequent rounds of the building between 11 p.m. and 7 a.m. Security monitors, and on-duty community advisors work together to ensure the safety and security of each residential building during the evening and night hours. A residence director is available 24/7 for emergencies.

The University owns two student housing facilities that are independently managed by student-owned cooperatives, and five Townhomes available for lease through Housing & Residential Life. In these facilities, entrances to private residential units are equipped locking mechanisms.

Security Considerations used in the Maintenance of Campus Facilities

Facilities Management is responsible for the maintenance of campus facilities and grounds. Facilities Management has departmental standard procedures and practices that are aligned with the Board of Regents Policy “Health and Safety” to address security considerations used in the maintenance of campus facilities. Facilities Management employees regularly fix problems with lighting, doors, locking mechanisms, access control hardware, intrusion alarms and CCTV systems.

The Landcare unit ensures safe and accessible exterior environments through regular ground maintenance, snow removal, and cleanliness. Landcare has also incorporated Crime Prevention Through Environmental Design principles in the design and maintenance of campus landscaping.

To report a building or land care issue call the FM Call Center:

Facilities Management Call Center 612-624-2900

Call this number to request assistance with:

- facility-related emergencies
- lighting issues
- maintenance work
- repairs
- custodial
- snow removal
- landscaping
- pest control
- temperature issues
Crime Prevention and Safety Programming

The following units offer annual programming to inform the campus community about campus security procedures and practices, to encourage the campus community to be responsible for their own security and the security of others, and to inform students and employees about methods of crime prevention.

University of Minnesota Police Department

UMPD’s Community Engagement Team (CET) is responsible for coordinating safety presentations and training throughout the year for the University community. Presentations cover various topics such as responding to active shooters, basic University crime prevention information and trends, and personal safety.

UMPD Information Sessions on Safety, Security and Crime Prevention

Each semester UMPD participates in orientation sessions for incoming students and their parents as well as the UMN Greek System. UMPD officers present information on crime prevention topics including, the importance of locking and securing personal property, securing doors of residences, safe walk practices and information on how to contact the police.

Additional presentations are given intermittently, by request. To request a presentation contact UMPD Investigations and Outreach at 612-624-COPS (2677) or online at https://publicsafety.umn.edu/services/community-outreach

Presentations can be on a range of topics, and presentations can be tailored to the needs of the group or department requesting the presentation.

Active Threat Response

This presentation is designed to inform the community about the steps to take in the event of an active shooter on campus and what to expect from law enforcement officers arriving on the scene.

UMPD completes these trainings upon request from University departments.

Orientation & Transition Experiences

Pieces of the Puzzle (POP)

During orientation, Orientation Leaders perform a 75-minute skit on college life issues and then facilitate a 30-minute discussion on the issues presented. Covered topics include, mental health awareness, alcohol issues, sexual violence issues, including discussions related to consent.

Navigating the U Session

All incoming students attending orientation attend this session, focused on safely navigating the University of Minnesota campus. The session includes safety information on light rail, driving, biking and walking around campus.

Campus Tours

During orientation new students are given the opportunity to take a tour of the campus which highlights locations of campus emergency blue light beacons and other important safety issues related to navigating the campus, including information about the Security Monitor escort service, 624-WALK.
Housing & Residential Life

Fall & Spring Safety Weeks
Each September and April, Housing & Residential Life (HRL) has a Safety Week for all residence halls and apartment communities. During this week, residents participate in education activities to promote active bystander behavior and promote awareness of community safety.

During the first month of class, house meetings are held, and residents receive information on HRL policies, tailgating, locking doors, and campus resources such as 624-WALK and the Gopher Chauffer.

Residential Curriculum Content
Items related to personal safety and alcohol education are woven throughout the residential curriculum content. Delivered through talking points with community advisors, bathroom readers, and billboards, students are able to access this information at various points during the year.

Hall Staff
HRL employees (office assistants who work the 24-hour information desks, community advisors, security monitors, business operation supervisors (professional staff), and assistant/residence directors (professional staff)) are trained annually on campus resources, how to refer to students to these resources, and emergency procedures.

University Policy on Drugs and Alcohol
The University is committed to providing a healthy learning and working environment for all students and employees and strives to meet this commitment through prevention and awareness programs. Alcohol abuse and illegal drug use endangers the health and safety of all students and employees.

Students, faculty, and staff are prohibited from engaging in:

- the illegal possession, use, or distribution of alcohol, drugs, and drug paraphernalia on all University premises, in University-supplied vehicles, and as part of University activities and business; and
- the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on all University premises, in University-supplied vehicles, and as part of University activities and business.

University students, employees, and others who conduct research and teaching activities with controlled substances must comply with Administrative Policy: Using Controlled Substances for Research in order to ensure that they follow all applicable regulations and safely handle and prevent diversion of controlled substances.

University community members are expected to refer suspected illegal situations to University police or local law enforcement agencies for criminal investigation leading to possible prosecution.

On the Twin Cities campus, the University of Minnesota Police Department is responsible for enforcing state laws related to underage drinking and state and federal law regulating the possession, use and sale of illegal drugs.

For more information on the University of Minnesota Drug Free University policy visit: https://policy.umn.edu/operations/drugfree
Health Risks

To make informed choices about drug and alcohol use, students and employees should educate themselves about the serious health consequences of the use, misuse, and abuse of alcohol and other drugs as described in the Drug and Alcohol Health Risks Chart below.

Alcohol
Alcohol is a depressant that slows down a person’s central nervous system, including breathing and heart rates. Short-term risks of alcohol use include: impaired judgment, poor motor coordination, emotional instability, and increased aggression. Long-term risks include: irreversible damage to brain, liver, pancreas, kidneys; memory problems and nutritional deficiencies; and high risk of fetal damage if used during pregnancy.

Centers for Disease Control and Prevention alcohol fact sheets

Marijuana
Marijuana is an illegal drug that can cause changes in the way people think and feel. Marijuana use can make it harder for students and employees to function in school and work-related activities. It slows reflexes and impairs visual perceptions.

National Institute on Drug Abuse marijuana information

Cocaine
Cocaine is an illegal drug that is a strong central nervous system stimulant. It is a powerfully addictive drug.

National Institute on Drug Abuse health effects of commonly abused drugs

Club Drugs
Club drugs, such as MDMA (Ecstasy), Rohypnol, GHB, and Ketamine sometimes are used in a nightclub, bar, or rave drug scene. They have varying effects and can cause changes to critical parts of the brain.

National Institute on Drug Abuse club drugs information

Legal Sanctions

Students and employees also should be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment or loss of federal financial student aid for conviction of alcohol and drug-related offenses as described in the Drug and Alcohol Legal Sanctions Chart below. These legal sanctions are in addition to disciplinary sanctions by the University.

Students—Disciplinary Sanctions

Students who violate the prohibitions of the Drug Free policy are subject to progressive disciplinary procedures as described in the Student Conduct Code: warning; probation; required compliance; confiscation of goods; restitution; restriction of privileges; University housing suspension or expulsion; suspension or expulsion; withholding of diploma or degree; and revocation of admission or degree.
Employees—Disciplinary Sanctions

Employees who violate the prohibitions of the Drug Free policy are subject to discipline ranging from an oral warning, written warning, or unpaid suspension up to termination consistent with policies, rules, and contracts governing the terms and conditions of their employment. Supervisors also may require an employee to provide documentation of satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

Employees who are convicted of any criminal drug statute violation in the workplace must report it to a supervisor within five days of the conviction. Supervisors, department heads, and principal investigators who are aware of any drug crime convictions of individuals (students or employees) who work on sponsored projects for violations that occurred in the workplace must report them to the Office of the Associate Vice President for Sponsored Projects Administration (SPA) within three calendar days of their notice of the conviction.

Medical Amnesty

Medical Amnesty to ensure that minors at medical risk as a result of alcohol intoxication receive prompt and appropriate medical attention, Minnesota law provides immunity from prosecution for minors under certain circumstances. Refer to Minnesota Statutes 340A.503 subd. 8 for further details.

The University of Minnesota maintains the discretion to refer these individual(s) for appropriate educational intervention(s).

Relevant Laws and Related Civil and Criminal Sanctions

In addition to disciplinary sanctions by the University, students and employees who violate the administrative policy: Drug Free University may be subject to criminal prosecution under federal, state, and local laws that specify imprisonment, fines, and loss of federal benefits for conviction of alcohol and drug-related offenses. To ensure students and employees are aware of these legal sanctions, this appendix briefly describes some relevant laws with sanctions and provides links to more information.

Federal Laws and Sanctions

Controlled substance convictions under federal laws carry penalties ranging from up to one year imprisonment and a minimum fine of $1,000 for simple possession to up to life imprisonment and a minimum fine of $2,000,000 for an individual engaging in a continuing criminal enterprise. Federal controlled substance convictions also can lead to forfeiture of both real and personal property; the denial of federal benefits, such as grants and student loans; and the denial of federally-provided or supported professional and commercial licensures. The seriousness of the offense and the penalty imposed generally depends on the type and amount of the drugs involved.

Provisions of the federal Controlled Substances Act, 21 U.S.C. 801 et al

Federal trafficking penalties
Minnesota Laws and Sanctions

Controlled substance convictions under Minnesota laws carry penalties including a prison sentence for not more than 30 years and a maximum fine of $1,000,000 for sales and possession crimes. Subsequent controlled substance convictions result in commitment to the commissioner of corrections for four to 40 years and a maximum fine of $1,000,000.

Minnesota controlled substances laws and sanctions

The misuse of alcohol also can result in criminal penalties under Minnesota laws. Anyone under 21 years of age is guilty of a misdemeanor and subject to a minimum fine of $100 if convicted of purchase, possession, or consumption of alcohol or misrepresentation of age in order to purchase alcohol. Anyone who provides alcohol to individuals under 21 years of age also is subject to criminal sanctions.

Minnesota law – underage alcohol offenses

Minnesota law – violations and penalties related to liquor laws

In addition, Minnesota state law imposes stiff penalties on individuals who are convicted of driving under the influence of alcohol, a controlled substance, or a hazardous substance. For example, a felony conviction of first-degree driving while impaired carries penalties of imprisonment for not more than seven years and a minimum fine of $14,000. Administrative penalties for driving under the influence convictions include driver’s license suspension, revocation, cancellation, denial, or disqualification.

Minnesota law – driving while impaired, including underage drinking and driving

Drug and Alcohol Abuse Education Programs

The University demonstrates its commitment to maintaining a safe and healthy campus environment by offering a variety of drug and alcohol abuse prevention and education services for students and employees, including confidential diagnosis and assessment, short-term counseling, referral, and support groups.

All incoming first-year undergraduate students and transfer undergraduate students <21 must complete AlcoholEdu, an online alcohol primary prevention course. This course covers the following topics:

- Standard Drink Definition
- Risk Factors and Choices
- How Choices Affect Goals
- Factors that Influence Drinking Decisions
- BAC Basics
- Sexual Assault and Understanding Consent
- Creating an Action Plan
- Laws & Policies
- How to Take Care of Yourself and Others

Supervisors who are concerned that employees may have alcohol or drug-related problems should consult with the Employee Assistance Programs. Disciplinary sanctions will not be taken against students for seeking assistance from student health services or against employees for seeking assistance from the Employee Assistance Programs.
University of Minnesota Resources

**Alcohol and Drug Misuse**  
http://www.mentalhealth.umn.edu/alcohol/index.html

This website has information on the risks of using and alcohol and drugs and offers a free, confidential, on-line assessment for students to evaluate their alcohol use.

**Chemical Health Assessment**  
http://www.bhs.umn.edu/east-bank-clinic/alcohol-chemical-health-services.htm

The above link describes resources available at Boynton Health regarding alcohol and chemical health services. Chemical Health Assessment appointments must be made in person at Boynton’s Mental Health Clinic.

For more information, call Boynton’s Mental Health Clinic at 612-624-1444.

**Employee Assistance Program**  
The Employee Assistance Program (EAP) provides free professional consultation and referral services for University employees and faculty who are experiencing work or personal-related difficulties. Spouses, partners, and immediate family members are also eligible for EAP services.

Confidential consultation:

- Work productivity
- Interpersonal relationships
- Work relationships
- Family
- Supervisory challenges
- Loss and bereavement
- Conflict resolution
- Alcohol/substance abuse
- Mental health

For more information, go to https://humanresources.umn.edu/benefits/employee-assistance
Dating Violence, Domestic Violence, Sexual Assault and Stalking

The University of Minnesota prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as those crimes are defined by the Clery Act. The University of Minnesota issues this statement of policy to inform the community of its comprehensive plan to address the crimes of dating violence, domestic violence, sexual assault and stalking. This section includes information on University of Minnesota primary and on-going prevention and awareness programs, important information for victim/survivors of these crimes and the relevant procedures pertaining to the University’s response to reports of these crimes.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith or having participated in an investigation of dating violence, domestic violence, sexual assault and stalking. Retaliation against any individual for reporting sexual misconduct is prohibited and may result in disciplinary action.

Definitions

Clery Act VAWA Crime Definitions
For the purpose of classifying incidents for inclusion in the Annual Statistical Disclosure, the following definitions are used.

Dating Violence
The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and; the existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—
Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence
The term “domestic violence” means

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; (iv) 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.
**Sexual Assault**

Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is generally defined as sexual contact directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

**Rape**

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

**Fondling**

the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

**Incest**

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

**Statutory Rape**

nonforcible sexual intercourse with a person who is under the statutory age of consent.

**Stalking**

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress.

For the purposes of this definition—

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

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**Minnesota State law definitions of VAWA Crimes and Terms**

The following definitions are for the purpose of educating readers regarding jurisdictional crime definitions. Legal citations are given to enable the reader to access information on where the applicable definitions can be referenced.
under Minnesota law. Some terms are not explicitly defined under Minnesota law; in these instances information is
given to help readers situate VAWA terms in Minnesota State law.

**Consent**

MN 609.341 Subd. 4.

“Consent” means words or overt actions by a person indicating a freely given present agreement to perform a
particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship
between the actor and the complainant or that the complainant failed to resist a particular sexual act.

A person who is mentally incapacitated or physically helpless as defined by this section cannot consent to a sexual
act.

Corroboration of the victim's testimony is not required to show lack of consent.

**Dating Violence**

Minnesota law does not define dating violence.

**Domestic Violence**

MN 518B.01 Subd. 2

“Domestic abuse” means the following, if committed against a family or household member by a family or household
member:

- physical harm, bodily injury, or assault;
- the infliction of fear of imminent physical harm, bodily injury, or assault; or
- terroristic threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the
  meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call
  within the meaning of section 609.78, subdivision 2.

“Family or household members” means:

- spouses and former spouses;
- parents and children;
- persons related by blood;
- persons who are presently residing together or who have resided together in the past;
- persons who have a child in common regardless of whether they have been married or have lived together at
  any time;
- a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether
  they have been married or have lived together at any time; and
- persons involved in a significant romantic or sexual relationship.

Minnesota State Statute 609.2242 DOMESTIC ASSAULT: https://www.revisor.mn.gov/statutes/?id=609.2242

Minnesota State Statute 518B.01 DOMESTIC ABUSE ACT: https://www.revisor.mn.gov/statutes/?id=518b.01

**Sexual Assault**

The term sexual assault is not defined by Minnesota Law. The comparable crimes of rape, fondling, statutory rape,
and incest are generally coded as criminal sexual conduct in the state of Minnesota.
“Minnesota law classifies the crime of criminal sexual conduct into five categories: first- through fifth-degree criminal sexual conduct, with first-degree carrying the most severe penalties and fifth-degree the least. Minn. Stat. §§ 609.342 to 609.3451.”

“Generally speaking, the first-degree and third-degree crimes apply to sexual conduct involving sexual penetration of the victim; the second-, fourth-, and fifth-degree crimes apply to sexual conduct involving sexual contact with the victim without sexual penetration.”

“Criminal sexual conduct in the first and second degree typically apply to conduct involving personal injury to the victim; the use or threatened use of force, violence, or a dangerous weapon; or victims who are extremely young.”

“Criminal sexual conduct in the third, fourth, and fifth degree typically address less aggravated conduct and apply to other situations in which the victim either did not consent to the sexual conduct, was relatively young, or was incapable of voluntarily consenting to the sexual conduct due to a particular vulnerability or due to the special relationship between the offender and the victim.”

The above information is from the following source: [http://www.house.leg.state.mn.us/hrd/pubs/ss/sovrcsc.pdf](http://www.house.leg.state.mn.us/hrd/pubs/ss/sovrcsc.pdf)

**Stalking**

MN 609.749 Subd. 1

“stalking” means to engage in conduct which the actor knows or has reason to know would cause the victim under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the victim regardless of the relationship between the actor and victim.

**Affirmative Consent as defined by University of Minnesota Policy**

Affirmative consent is freely and affirmatively communicated words or actions given by an informed individual that a sober reasonable person under the circumstances would believe communicate a willingness to participate in the sexual contact.

The following factors will be considered when determining whether affirmative consent was given.

- Each individual who wishes to engage in sexual contact is responsible for obtaining consent from the other individual or individuals who intend to be involved in the sexual contact.
- A lack of protest, the absence of resistance, and silence do not by themselves indicate consent.
- The existence of a present or past sexual, dating, or other romantic relationship between the individuals involved does not by itself imply consent to sexual contact.
- Consent must be present throughout the sexual contact and may be given and withdrawn at any time.
- When consent is withdrawn, all sexual contact must stop. Where there is confusion about the state of consent, sexual contact must stop until the individuals have verified the affirmative consent of all individuals involved.
- Consent to one form of sexual contact does not by itself constitute consent to another form of sexual contact.

Consent is not obtained where:

- An individual is compelled to engage in unwanted sexual contact through the use of coercion. Coercion may consist of physical force, intimidation, threats, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact.
• An individual involved in sexual contact is incapacitated due to the influence of drugs or alcohol, and a reasonable person would know of this incapacitation. Incapacitation due to the influence of drugs or alcohol is a state beyond mere intoxication or impaired judgment. Some indicators of incapacitation due to the influence of drugs or alcohol may include:
  o A lack of control over one’s physical movement (for example, an inability to walk or stand without stumbling or assistance).
  o An inability to effectively communicate (for example, where one’s speech is heavily slurred, incomprehensible, or nonsensical).
  o A lack of awareness of one’s circumstances or surroundings (for example, a lack of awareness of where one is, how one got there, who one is with, and how or why one became engaged in sexual contact).
• An individual involved in sexual contact is unable to communicate or understand the nature or extent of the sexual situation because of a physical or mental condition.
• An individual involved in sexual contact is asleep, unconscious or involuntarily physically restrained.
• Sexual intercourse occurs with an individual who is not of legal age to give consent pursuant to Minnesota state law.
• Sexual intercourse occurs between parties who are related to each other within the degrees wherein marriage is prohibited by Minnesota state law.

Education and Prevention Programs
All incoming students and all employees are required to complete an online educational module on issues related to sexual misconduct.

The University engages in and is in the process of developing additional 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; and

Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary Prevention and Awareness Programming
The University utilizes online educational primary prevention and awareness programs, developed by EverFi, for all employees and incoming students. All incoming first-year and transfer undergraduate students, post secondary enrollment options (PSEO) students, and graduate and professional students must complete a sexual assault prevention course. Students take one of the following, depending on their status: “Sexual Assault Prevention for Undergraduates,” “Sexual Assault Prevention for Graduate Students,” or “Sexual Assault Prevention for Adult Learners.” Employees must complete a training titled “Preventing and Responding to Sexual Misconduct.” Each of
these trainings were developed to be compliant with the requirements of the Clery Act and to educate individuals about the following topics:

- Values, Identities, and Relationships
- Gender Identities and Stereotypes
- Sexual Harassment and Stalking
- Consent, Coercion, and Stepping In
- Reporting Options and Responding to a Survivor

Additionally, these courses cover:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Use definitions provided both by the Department of Education as well as state law to define what behavior constitutes dating violence, domestic violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Minnesota and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.
- Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victim/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

**Ongoing Prevention & Awareness Education**

**Presidential Initiative to Prevent Sexual Misconduct**
The President’s Initiative to Prevent Sexual Misconduct aims for long-term culture change to build a University community free from all forms of sexual misconduct. Read President Gabel’s endorsement for this work and the strategic priorities for 2019-20. The President’s Initiative to Prevent Sexual Misconduct is guided by a Charter that outlines its work.

In this effort, five subcommittees focus on key aspects:

- Faculty and Staff Training;
- Student Education and Engagement;
- Public Health Awareness Campaign; and
- Evaluation and Research
- Institutional Responsibility and Accountability

**MSA It Ends Here Campaign**
The Minnesota Student Association firmly supports survivors of sexual assault and to demonstrate this support MSA created the MSA Sexual Assault Taskforce and launched the It Ends Here campaign. This awareness campaign is designed to promote the importance of obtaining consent, maintaining healthy relationships, promoting bystander intervention, informing students of their rights and resources, and including communities that historically have not been included conversation regarding sexual violence. As part of this campaign and in partnership with EOAA, the
Aurora Center, and UMPD, MSA created the video “Who’s Who: Who Can You Go to if You’ve Been Sexually Assaulted.” This video is now used in first year, transfer, and graduate student online orientation.

The Office for Equal Opportunity and Affirmative Action (EOAA)
EOAA delivers three workshops that include training and information on Sexual Misconduct:

- Sexual Harassment: Awareness, Prevention and Response
- Responding to Sexual Misconduct and Sexual Assault and the EOAA Supervisor’s Toolkit

Each of these workshops is offered multiple times per year, including availability via UMConnect at least once per year. Additionally, each of these three workshops are available on-line through ULearn.

Rothenberger Institute
PubH 1004: Sexuality Matters

Sexuality Matters is offered through the Rothenberger Institute (RI). RI provides a suite of wellness-based courses focusing on the knowledge and skills students need to lead healthy, productive, and balanced lives.

The purpose of this course is to equip students with the knowledge and skills necessary to lead healthy sexual lives. Recognizing the inconsistency and diverse range of previous sexuality education among students, this course is intended to fill those gaps and provide a solid foundation based on unbiased, medically accurate, and evidence-based information and programs. Sexuality Matters seeks to increase knowledge, build communication skills, help clarify personal values, and dispel myths regarding sexuality and relationships. This course addresses consent related to sexual activity, identifying indicators of healthy and unhealthy relationships, emphasizes the importance of bystander intervention and provides information about community resources.

Aurora Center
The Aurora Center offers a broad array of training options available to the University of Minnesota community. Below is a synopsis of trainings available. To Request a workshop from the Aurora Center please fill out the form available at the following link:

https://z.umn.edu/AuroraWorkshop
### Introduction and Rape Culture
- Scope of the problem
- Addressing rape culture myths
- Consent
- Coercion
- Alcohol

### Bystander Intervention*
- Reasons why folks don’t intervene
- Barriers to Intervention
- Reasons why folks do intervene
- Intervention strategies
- Navigating scenarios
- Difficult conversations: with victim/survivors and folks displaying concerning behaviors

### Healthy Relationships on Campus
- Consent in relationships
- Dynamics of relationship violence
- Healthy/unhealthy/abusive relationships
- Supporting a friend in an abusive relationship

### Violence Prevention*
- SV and RV as a public health issue
- Scope of the problem: local and national
- Levels of prevention and socio ecological model
- Local and national prevention efforts
- Individual/group planning

### Intersections of Race and Sexual Violence
- The ways violence can manifest
- Intersectionality
- Exploring self-identity
- Narratives from people of color (Identity and sexual violence)
- Unique barriers to accessing resources or reporting for people of color

### Advocacy and Activism*
- Healthy relationships (working with folks with various identities) and intersectionality
- Trauma informed approach
- Power & Control
- Privilege and oppression
- Listening
- Individual/group action

### Intersections of Gender, Sexuality and Sexual Violence
- The ways violence can manifest
- Intersectionality
- Exploring self-identity
- Narratives from queer and trans folks (Identity and sexual violence)
- Unique barriers to accessing resources or reporting for queer and trans folks

### Trauma and Supporting Survivors*
- Review of barriers to disclosure and reporting
- What does a trauma response look like?
- Active listening
- How to respond to disclosures
- Secondary victimization/trauma and self-care

* Indicates workshops that are currently in production and subject to change

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**Safe and Positive Options for Bystander Intervention**

“Bystander intervention” means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:
• recognizing situations of potential harm
• understanding institutional structures and cultural conditions that facilitate violence
• overcoming barriers to intervening
• identifying safe and effective intervention options
• taking action to intervene

Active bystanders recognize emergency situations (sexual assault, alcohol abuse, safety) and non-emergency situations (noticing a friend is depressed, gambling, academic problems) and have the skills to intervene directly or indirectly.

How Can I Prevent Violence?

Be a good bystander. If you recognize an emergency or non-emergency situation happening, use the “3 Ds” to determine how to act.

<table>
<thead>
<tr>
<th>Direct</th>
<th>Distract</th>
<th>Delegate</th>
</tr>
</thead>
</table>
| • If you feel safe, confront the situation directly  
• Be calm, confident and respectful- the main goal is to stop the behavior  
• Ask if the involved parties are okay, seek to help | • Diffuse the situation-interject humor  
• Change the subject- ask the parties involved about a class assignment or current event  
• Interrupt the flow of the behavior- spill a drink, create noise, any action which will interrupt the negative behavior | • Ask others for help when you don't feel safe or comfortable approaching the situation alone  
• There is strength in numbers, enlist the help of friends  
• Call 911 |

Risk Reduction

The following represent simple steps to reduce risk for becoming a victim of crime

<table>
<thead>
<tr>
<th>Walking</th>
<th></th>
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</table>
| • Keep your eyes up and ears open, be alert and aware of your surroundings.  
• Walk with purpose and confidence.  
• Walk with others. Call 624-WALK for trained security personnel to escort you to your destination or use the RAVE Guardian Virtual Escort app.  
• Walk well-illuminated and heavily traveled routes populated by others.  
• Keep valuables and money out of public view- carry money or wallets in an inside or front pocket. Wear purses or bags across the body instead of over one shoulder, turn any flaps, zippers, or pockets |
Driving

- Keep car doors locked and windows rolled up most of the way.
- Reduce distractions, be alert and aware of your surroundings including other motorists, bicyclists, and pedestrians.
- If someone tries to break into your car while you are in it, honk the horn in repeated short blasts.
- If you are being followed, do not go home. Call 911 and drive to the nearest safe place with people visibly present.
- Do not pick up hitchhikers or interact with panhandlers on the street.
- Park your car in well-lighted parking areas and lock all doors. Store valuables in a locked trunk or make sure they are hidden from plain view.

At Home

- Make sure your doors have dead bolts, security chains, and peepholes.
- Change old locks when you move into a new residence.
- Lock your doors and windows anytime you leave, even if it is just for a few minutes.
- If you will be away, use variable light timers to make it appear as though someone is home.
- Do not hide spare keys outside.
- Never prop exterior doors to apartment buildings, if you see doors propped remove the prop and contact building management.
- Do not allow others to tailgate into your secure building, do not assume they are residents.
- If you believe someone has broken into your home, do not go inside, call 911.

When you go out

- Plan ahead! Know where you are going, who you are going with, where you will be staying the night and how you will be getting there safely.
- Communicate the plan with your friend group.
- If you are uncomfortable with the plan, speak up.
- Stay with your planned friend group and do not deviate from the plan without first communicating with your friend group.
- Drink only from pre-packaged containers or drinks you make yourself, so you know the alcohol content.
- Do not leave your drink unattended, do not accept drinks that you did not prepare yourself or that you saw being prepared.
Most sexual assaults involving college-aged people occur between people who know each other, and many assaults occur while one or both people involved are under the influence of alcohol or other drugs. Here are some tips to help keep you and your friends safe:

Reduce the Risk of Sexual Assault

- Physical force is sometimes used to commit an assault, however, in college sexual assaults each of the following tactics are more commonly employed. Manipulation (encouraging someone to drink more to lower their inhibitions), Coercion (trying to talk someone into an activity they are reluctant to participate in), Threats (saying you will tell others something about the person)
- Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a “mixed message” ask for clarification.
- Obtain clear consent for each activity. Consent for one activity does not imply consent for all.
- If someone seems uncomfortable, is not engaged, or is not reciprocating, stop and check in with them.
- Communicate with your partner directly. It is okay to say yes to some activities and no to others. You are the only one who knows your intentions, preferences and limits.

Advocacy Support, Safety, Medical Assistance, Evidence Preservation and Reporting

Advocacy
If you, or someone you know, has experienced sexual assault, relationship violence, and/or stalking and would like support from a victim’s advocate, you can contact the Aurora Center by calling the 24 hour help line at 612-626-9111 or by visiting Suite 117 Appleby Hall 128 Pleasant St. SE. Advocates can offer support, resources on and off campus, safety planning, assist in filing a police report and answer questions you may have regarding next steps.

Aurora Center
128 Pleasant St SE
117 Appleby Hall
612-626-9111
aurora@umn.edu

Safety
If sexual assault, relationship violence, and/or stalking happened on the St. Paul or Minneapolis campus, contact the University of Minnesota Police Department by calling 911. Even if you do not want to file a report, police will arrive on scene, ensure your safety and provide you with additional resources and can transport you to the hospital to seek medical attention, if requested. Officers can complete a police report if you would like.

Medical Assistance
After an incident of sexual assault and/or domestic violence, the victim/survivor should consider seeking medical attention as soon as possible. Health care providers can treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease, even if victim/survivors do not opt for forensic evidence collection.

Victim/survivors are encouraged to seek treatment at a medical facility of their choice.

Medical Forensic Exam
Victim/survivors of sexual assault whose assault occurred within the last 7 days are eligible for a medical-forensic exam. To obtain an exam, visit any hospital emergency department and tell them that you have been sexually assaulted. You do not need to report the assault to law enforcement in order to receive an exam. You have the right to a sexual violence advocate during your exam. The hospital will contact them on your behalf once you reach the hospital, but you may also contact them. The medical-forensic exam ensures that a specially trained nurse who is sensitive to the victim/survivor’s needs will treat the victim/survivor. It also ensures the proper collection of forensic evidence and protects the chain of custody of that evidence should a case be brought to trial. The medical-forensic examinations are paid for by the county per Minnesota Statute 609.35.

The University of Minnesota has an established relationship with the University of Minnesota Medical Center and Fairview Riverside Emergency Department to coordinate care of victim/survivors with advocates from the University of Minnesota Aurora Center.

When a victim/survivor of sexual assault presents to University of Minnesota Medical Center or Fairview Riverside Emergency Department (ED):

- The triage nurse assesses if victim/survivor fits medical-forensic exam criteria and determines if culturally specific services are necessary.
- The triage nurse calls a Hennepin Assault Response Team (HART) nurse and an Aurora Center advocate. The triage nurse places the victim/survivor in a private room.
- ED staff completes initial assessment for medical history and injuries.
- If the victim/survivor so desires, ED staff or the HART nurse calls law enforcement.
- Advocate arrives and provides victim/survivor with information and support. Advocate also assists any concerned persons who may be with the victim/survivor in the ER.
- HART nurse arrives and explains the exam to victim/survivor. Appropriate consent is obtained.
- HART nurse takes forensic history and conducts interview with victim/survivor. Advocate may be present during interview with victim/survivor’s consent.
- HART nurse provides medication indicated as needed by interview and exam, such as prophylactic treatment for STIs.
- HART nurse completes physical exam. Evidence collected is determined by interview. Photographic evidence is taken as needed.
- HART nurse seals Bureau of Criminal Apprehension (BCA) kit. Chain of custody is followed per hospital protocol.
- Clothing is collected as evidence per hospital protocol. Chain of custody is followed per hospital protocol.
- Patient is discharged or admitted to support treatment plan.
• The Aurora Center advocate makes a plan for a follow-up meeting with victim/survivor’s consent.

A copy of the sexual assault report and the lab report are made available to law enforcement. However, victim/survivors are not obligated to file a police report or pursue action through the criminal justice system. That is the choice of the victim/survivor. Evidence will be safely maintained and will be available if the victim/survivor chooses to pursue action at a later date, up to 18 months after the exam in Hennepin County.

**Evidence Preservation**

Trained investigators may look for evidence at locations that are relevant to the case, such as the scene where the assault took place. In order to preserve evidence it is important to not wash or clean the bed/linens/area and clothing worn when the sexual assault occurred.

DNA evidence can be collected from blood, saliva, sweat, urine, skin tissue, and semen. That’s why it’s important to try to avoid bathing, cleaning your fingernails, or urinating until after a sexual assault forensic exam has been performed.

Victim/survivors of dating violence, domestic violence, sexual assault and stalking are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents. These documents can be helpful in proving the alleged crime and are helpful in obtaining court orders for protection.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

**Reporting Options**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to report the incident promptly to the University of Minnesota Police Department or Title IX office. While all University employees are required by University policy to forward reports of dating violence, domestic violence, sexual assault, or stalking of which they are made aware to the Title IX office; victim/survivors are encouraged to report directly to the Title IX office. The University of Minnesota Police Department and Title IX office are the best locations on campus for victim/survivors to directly report crime information and obtain appropriate resources and support.

**Victim/survivors have the right to:**

• Notify proper law enforcement authorities; including on-campus and local police
• Be assisted by campus authorities in notifying law enforcement, if the victim chooses
• Decline making a report to law enforcement

**Police**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to file a report with the University of Minnesota Police Department.
UMPD will assist any victim/survivor with notifying local police, when appropriate, upon the request of the victim/survivor.

After contacting UMPD, an officer will meet with you to learn more about what occurred. The officer will inform you about what your next steps could be. If you choose to report the incident to us, the officer will ask you about what happened in order to make a report.

If evidence needs to be collected, such as bedding or clothing, the officer may make arrangements for that to occur. In addition, the officer will help you evaluate whether you need to go to a hospital to meet with a specially trained Sexual Assault Resources Service nurse. This will assist us in obtaining forensic evidence as well as assure you are provided with proper care and treatment. Officers will not be present during the exam, but you are welcome to bring someone of your choosing.

Once the report is completed and any evidence is gathered your case will be assigned to a specially trained UMPD sexual assault investigator and they will contact you. The investigator will obtain any necessary additional information as well as provide you with information on the potential next steps in the investigation, which could include further investigation by our department and the eventual submission of the case to a prosecutor’s office for review.

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement it is the victim/survivor’s choice whether or not to make such a report to law enforcement, and victims have the right to decline involvement with the police.

If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. Timely reporting and a medical examination within 168 hours (7 days) is critical in preserving evidence of sexual assault and enhances the effectiveness of an investigation. While timely reporting aids the University of Minnesota in responding to crimes of sexual assault, dating violence, domestic violence, and stalking an individual can report an incident at any time.

Public Copies of police reports of domestic assault, stalking and sexual assault reports are routinely forwarded to the Equal Opportunity and Affirmative Action (EOAA) office, the office which houses the University of Minnesota Title IX Coordinator. Public reports do not include victim information. The victim decides whether or not to file a complaint with EOAA.

**Title IX Office (EOAA)**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking who are interested in pursuing action through the University should promptly report the incident to the office of Equal Opportunity and Affirmative Action (EOAA).

To foster an environment free of dating violence, domestic violence, sexual assault, or stalking, all University members are encouraged to take reasonable prudent actions to prevent, stop, and report all acts of prohibited conduct to the campus Title IX office.
Regardless of whether the alleged offense occurred on or off campus, when a victim/survivor of dating violence, domestic violence, sexual assault and/or stalking reports this information to the campus Title IX office, the University will provide each victim with a written explanation of their rights and options.

**UReport (Anonymous reporting)**

Reports of dating violence, domestic violence, sexual assault and stalking that are submitted through UReport are forwarded to the campus Title IX office. The campus Title IX office will address anonymous reports to the extent possible given the information provided in the report.

When utilizing UReport, you are not required to provide your name or other information that might identify you. However, if you choose to remain anonymous, the University will be limited in the scope of its investigation and response.

If you do provide your name, or if your identity becomes known during an investigation, the University might become obligated to use your identity in the process of investigating any alleged misconduct.

Information may be shared with persons within the University if they have a need to know. Other persons, organizations, or agencies may obtain access to this information if they have statutory or judicial authority to do so.

For more information or to make a report, go to: [https://compliance.umn.edu/report](https://compliance.umn.edu/report)

Do not use the UReport site to report immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please call 911.

**Confidential Reporting**

If you are the victim of a crime of dating violence, domestic violence, sexual assault or stalking and you do not want to pursue action through the University disciplinary process or the criminal justice system, you may still want to consider making a confidential report to an advocate at the Aurora Center. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus, determine crime patterns, and alert the campus community to potential danger.

Reports filed in this manner are counted and disclosed in the annual statistical disclosure, considered for the need to issue a Timely Warning, and are included on the University of Minnesota Police Department’s Daily crime log. These public disclosures will not include any personally identifying information of any reporting parties, witnesses or victims.

**Public Reporting and Disclosures and Personally Identifying Information**

Crimes reported to Campus Security Authorities at the University of Minnesota are recorded on a publicly available crime log and if applicable are included in the campus annual statistical disclosure. If it is determined that the alleged incident presents a serious and/or continued threat to the campus community, a SAFE-U Notification may be distributed according to policy. However, information included in these public disclosures will not include any personally identifiable information of the survivor or witnesses, unless it is relevant to the case (particularly for bias motivated crimes).
Supportive Measures and Accommodations

The University will provide supportive measures designed to restore or preserve equal access to the University’s programs and activities, protect the safety of all parties or the educational environment, and/or deter prohibited conduct. Supportive measures are non-disciplinary, non-punitive individualized services provided to a party that do not unreasonably burden another party. They are offered to individuals as appropriate and reasonably available. Supportive measures may include the following:

- counseling and support services;
- academic or course-related adjustments, such as extensions of deadlines;
- modifications of work or class schedules;
- campus escort services;
- restrictions on contact between the parties;
- changes in work or housing locations;
- leaves of absence;
- increased security and monitoring of certain areas of campus; and
- assistance in making a report to law enforcement or obtaining a protective order.

Supportive measures may be implemented because an individual has requested them, the campus Title IX office has recommended them, or a local unit or department has identified a need for them. Supportive measures are available regardless of whether a complainant files a formal complaint with the campus Title IX office or pursues any related process.

Complainants and respondents may seek these supportive measures by contacting the campus Title IX office, which is responsible for coordinating the effective implementation of supportive measures. Campus or local victim-survivor advocacy offices may also be able to assist complainants in requesting supportive measures. Alternatively, complainants and respondents may seek supportive measures directly from the departments or individuals with the ability to provide the requested supportive measures, such as the campus housing and residential life office or the appropriate faculty member, supervisor or human resources representative.

The departments or individuals with the ability to provide the requested supportive measures will determine which supportive measures to take depending on the circumstances of each case and can seek assistance from the campus Title IX office.

The University will maintain the confidentiality of any supportive measures to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The campus Title IX office staff are also available to meet with University members to address questions or concerns about the provision of accommodations or protective measures.

Requests for accommodations can be made at:

**Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator**
274 McNamara Alumni Center 200 Oak St SE
Phone: 612-624-9547
Email: eoaa@umn.edu

**Accommodations Assistance through Aurora Center**

Advocates at the Aurora center can work with victim/survivors to assess their needs regarding housing, academic, transportation and working accommodations. This needs assessment is unique to each individual. Advocates are committed to working with victim/survivors and the appropriate resources to come up with a plan that best serves
the need of each victim/survivor. Below are a few examples of typical accommodations that may help meet a victim/survivor’s needs.

Aurora Center advocates assist in facilitating accommodations for victim/survivors that are available at no cost, including but not limited to:

Counseling:
- 24 hour/7 day Helpline
- Telephone or walk-in short-term individual advocacy services, provide options, or referrals
- Short-term crisis counseling/intervention
- Weekly client/survivor support group
- Supportive, confidential, and safe environment to support the client/survivor’s decision to report assaults to appropriate authorities
- Provide on-going supportive follow-up services
- Laws and University Policy consultations

Academics/Financial:
- Contact academic faculty/staff for academic accommodations
- Coordinate a change in classroom sections for safety considerations with faculty
- Assist students (when appropriate) to obtain tuition reimbursements or withdrawals

Housing:
- Arrange alternate safe housing
- Assist client/survivor to inform proper Housing authorities and Academic Personnel
- Assist students (when appropriate) to obtain residence hall reimbursements
- Assist client/survivor out of their off campus housing lease due to domestic violence/sexual assault
- Assist in Safe at Home (confidential mail forwarding services) application

University:
- Provide training to the internal and external communities relating to issues of all forms of sexual exploitation and prevention
- Assist in filing (if applicable) sexual harassment complaints with University of Minnesota Office of Equal Opportunity and Affirmative Action (EOAA)
- Assist in filing (if applicable) complaints to the University of Minnesota Office for Community Standards (OSC)
- Serve as liaison between EOAA/OSC and client/survivors to facilitate disciplinary proceedings
- Accompany client/survivors to hearing if client/survivor pursues disciplinary process and agrees to testify
- Provide referrals to Student Counseling Services, Boynton Mental Health, and other community agencies

Law Enforcement/Legal:
- Help file police report
- Provide on-site assistance with writing restraining orders and filing them
- Accompany to appropriate County Clerks of Court to obtain Orders for Protection or Harassment Orders
- Serve as liaison between police/sheriff’s departments and client/survivors to facilitate police reports
- Accompany client/survivors to court if client/survivor pursues prosecution and agrees to testify.
• Provide client/survivors with Clients/Survivor Bill of Rights and assist (if applicable) in applying for financial Crime Victim Reparations
• Provide appropriate legal options
• Provide referrals to Student Legal Services and other community agencies

Whenever possible the University of Minnesota will work to minimize the burden on the victim/survivor in providing accommodations and other protective measures.

Any accommodations or protective orders will be maintained as confidential to the extent that maintaining such confidentiality will not impair the ability of the University to provide the accommodations or protective measures. In some cases, some personally identifying information must be released to a third party with a need to know the information in order to arrange for accommodations. Aurora Center advocates will obtain the victim/survivors consent in releasing this information and will inform the victim/survivor what information will be shared, with whom the information will be shared, and why the information must be shared.

University Process for Resolving Sexual Assault, Dating Violence, Domestic Violence, and Stalking Complaints

This section describes the University of Minnesota process for resolving complaints of Sexual Assault, Dating Violence, Domestic Violence and Stalking. This section gives an overview of the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence Administrative Policy. The entire policy can be found here.

Filing a report with the campus Title IX Office
A complainant may file a formal complaint to request a grievance process.

A complainant files a formal complaint by submitting a document to the campus Title IX office that: 1) alleges that an individual engaged in prohibited conduct toward the complainant; and 2) requests that the University investigate the allegation of prohibited conduct. The document must contain the complainant’s physical or digital signature or otherwise indicate that the complainant is the individual filing the formal complaint.

The formal complaint may be filed with the campus Title IX office in person, by mail, by e-mail, or online.

Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator 274 McNamara Alumni Center 200 Oak St SE Phone: 612-624-9547 Email: eoaa@umn.edu Online Sexual Misconduct Report

Rights and Options
When the campus Title IX office learns about alleged dating violence, domestic violence, sexual assault or stalking it will promptly contact the complainant to:

Provide information about available supportive measures, including:
• information about supportive measures and counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid resources within the institution and in the community that are available with or without the filing of a formal complaint, including
• information about how to request supportive measures, including changes to academic, living, transportation and working situations,
• information about the University’s services related to no-contact orders, orders for protection, or other similar lawful orders,
• information about how the University will maintain the confidentiality of supportive measures provided to the complainant, and
• an invitation to the complainant to discuss supportive measures and share their wishes with respect to supportive measures with the campus Title IX office;
• Where applicable, provide information about the various processes offered by the University to address prohibited conduct;
• Where applicable, explain the process for filing a formal complaint or requesting an informal problem-solving process;
• Provide information about how the University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant;
• Provide written notification about the importance of preserving evidence that may assist in a legal or campus disciplinary proceeding or may be helpful in obtaining a protective order;
• Provide information about the complainant’s right to seek medical treatment, as appropriate; and
• Provide written information to the complainant about their right to contact law enforcement, to decline to contact law enforcement, to be assisted by campus representatives in contacting law enforcement, and to seek a protective order, as appropriate.

When a complainant does not respond to the communication from the campus Title IX office providing the information described above, the campus Title IX office will generally presume that the complainant does not want to initiate a grievance process or an informal problem-solving process.

Confidentiality
The University is committed to protecting the privacy of all individuals involved in an informal problem-solving process or grievance process to the greatest extent legally permissible. In order to carry out an informal problem-solving or grievance process and/or to otherwise comply with legal obligations, it is often necessary for the University to share the identities of the parties and/or witnesses, as well as information provided by the parties and/or witnesses, with the parties and other participants in the process. The identities of these individuals and the information provided during these processes also may be included in an investigation report or other document relating to the case, which may be provided to others as appropriate.

The University will keep private the identity of complainants, respondents, witnesses, and third-party reporters in cases involving Title IX-based prohibited conduct except when necessary to: 1) carry out an informal problem-solving or grievance process; 2) disclose data as required by the Minnesota Government Data Practices Act (MGDPA); or 3) otherwise comply with legal obligations.

The University does not restrict the ability of complainants or respondents to discuss allegations that have been reported or to gather and present relevant evidence. At the same time, the University and the participants in the grievance process have a compelling interest in protecting the integrity of the grievance process, protecting the privacy of parties and witnesses, and protecting parties and witnesses from harassment, intimidation, or retaliation during a grievance process. To further these goals, witnesses and parties are encouraged to limit their sharing of information about a matter (including the allegations, the identities of the parties and witnesses, and the questions asked in interviews) while the grievance process is ongoing. Parties and witnesses are also cautioned not to discuss the allegations in a manner that constitutes retaliation or unlawful conduct. Further, parties and their advisors are not permitted to disseminate the evidence provided to them.
Training
Individuals responsible for resolving complaints of dating violence, domestic violence, sexual assault and stalking receive training in the following areas:

- the definitions of prohibited conduct, including the definitions of Title IX-based prohibited conduct;
- the scope of the University’s education programs and activities;
- how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, where applicable;
- how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- technology to be used at a live hearing, where applicable;
- issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant; and
- issues of relevance to create an investigative report that fairly summarizes relevant evidence, where applicable.

Individuals who conduct the University’s grievance process (including Title IX Coordinators, investigators, hearing panel members, University Authorities, Appellate Officers, and any person who facilitates an informal resolution process) will also be trained annually on issues related to prohibited conduct and on how to conduct a grievance process that protects the safety of victims and promotes accountability.

Upon receiving a report of sexual misconduct, the campus Title IX Office takes one of the following three actions:

**Take no further action beyond offering supportive measures**
In certain cases where a complainant does not want an informal problem-solving or grievance process, or when the campus Title IX office does not have sufficient information to effectively initiate such a process, the campus Title IX office may decide not to take any action beyond offering supportive measures to the complainant.

**Initiate an informal problem-solving process**
The campus Title IX office may initiate an informal problem-solving process when a grievance process has not been initiated or has been dismissed. In an informal problem-solving process, the campus Title IX office does not determine whether a respondent has violated University policy. However, the campus Title IX office may provide resources to help address the concerns raised and make recommendations for responsive action, including actions aimed at preventing misconduct from occurring.

For example, informal problem-solving processes may include:
- gathering additional information about the alleged prohibited conduct to determine how to most effectively respond to the alleged prohibited conduct or to provide relevant information to the individuals involved;
- notifying a respondent about the concerns raised, and about any reported impact of the concerns on a complainant or community;
- providing education or coaching to a respondent or complainant;
- providing recommendations that are aimed at preventing further concerns from arising to an appropriate individual who oversees a respondent or complainant; and/or
- establishing a plan to monitor for future misconduct.

Even if the campus Title IX office originally initiates an informal problem-solving process, the Title IX Coordinator may decide, after the campus Title IX office has gathered additional information about the alleged prohibited conduct, that it is appropriate to sign a formal complaint and initiate a grievance process.

**Initiate a grievance process**
The campus Title IX office will initiate a grievance process when the complainant has filed a formal complaint requesting that the University investigate alleged prohibited conduct or when the Title IX Coordinator has signed a formal complaint. The grievance process includes an investigation, opportunity for a live hearing, and opportunity for an appeal. In certain cases, the parties may also be offered an informal resolution option and/or an administrative resolution option after the investigation is complete.

The University is committed to providing all parties with robust procedural fairness protections in the grievance process, including notice of the report and investigation, the opportunity to present evidence and identify witnesses, and an impartial and unbiased investigation and adjudication process.

The University’s grievance process applies the preponderance of the evidence standard when determining whether sexual misconduct occurred in violation of University policy. “Preponderance of the evidence” means that it is more likely than not that a policy violation has occurred.

Complainants and respondents may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice; and/or 2) a support person, who cannot be a fact witness in the case. When a party does not have an advisor at a live hearing, the University provides an advisor at no cost to make opening and closing statements, and to conduct direct and cross-examination on behalf of that party.

**Grievance Process**

The grievance process is guided by following principles:

- Title IX Coordinators, campus Title IX office staff who conduct investigations, decision-makers and individuals designated to facilitate informal resolution processes (where available) who: 1) do not have a conflict of interest or bias for or against complainants or respondents generally or individual complainants or respondents specifically; and 2) are trained in accordance with the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence administrative policy and applicable laws.
- A burden of proof that rests on the University.
- A burden of gathering evidence sufficient to reach a decision on responsibility and disciplinary sanctions, if any, that rests on the University.
- An equal opportunity for the parties to present witnesses.
- A presumption that a respondent is not responsible for the alleged prohibited conduct until a decision on responsibility and disciplinary sanctions, if any, is made at the conclusion of the grievance process.
- An objective evaluation of all relevant evidence.
- Relevant evidence is information pertinent to proving whether facts material to the allegations are more or less likely to be true.
- Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not considered relevant, unless such questions and evidence: 1) are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or 2) concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
- No consideration of information protected under a legally recognized privilege, or questions seeking disclosure of this information, unless the person holding the privilege waives it.
- No access to or consideration of a party’s records that were made or maintained by a physician, psychiatrist, psychologist, or other professional in connection with the provision of treatment to the party, unless that party provides voluntary, written consent.
- Credibility determinations, where applicable, that are not based on an individual’s status as a complainant, respondent, or witness.

**Investigation**
Investigations into formal complaints will be conducted by the campus Title IX office, except that investigations into stalking and relationship violence of a non-sexual nature will be conducted: 1) for student respondents, by the campus office or official that investigates non-sexual Student Conduct Code complaints; 2) for employee respondents, by a human resources representative or a supervisor; and 3) for other University members, by the University official who retains or oversees their participation in University programs or activities. If a prohibited conduct investigation reveals possible misconduct other than prohibited conduct under this policy, the campus Title IX office will forward this information to the campus office, human resources representative, or supervisor responsible for investigating that possible misconduct. However, amnesty is provided for certain drug and alcohol related offenses that come to light during a prohibited conduct investigation.

Written notice to the parties

Upon receipt of a formal complaint that alleges prohibited conduct in violation of this policy, the campus Title IX office will provide written notice to the parties who are known. The written notice will provide the parties with sufficient time to prepare a response before any initial interview, and will include:

- Notice that a grievance process is being initiated.
- Information about the grievance process.
- Notice of the allegations of prohibited conduct, including the identities of the parties involved in the incident, if known, the alleged prohibited conduct, and the date and location of the alleged prohibited conduct, if known.
- Notice of the decision on whether the reported conduct will be designated as Title IX prohibited conduct, the reasons for this decision, and the parties’ right to appeal this decision;
- A statement that the respondent is presumed not responsible for the alleged prohibited conduct and that a decision on responsibility and on disciplinary sanctions, if any, is made at the conclusion of the grievance process.
- Notice that the parties may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice who may be, but is not required to be, an attorney, and who may inspect and review evidence and 2) a support person who cannot be a fact witness in the case.
- Information about applicable supportive measures and advisor resources, and an opportunity to discuss them with the campus Title IX office.
- Notice that this policy prohibits knowingly or intentionally filing a false formal complaint or providing false or misleading information during a grievance process.

If, during the course of an investigation, the campus Title IX office decides to investigate additional allegations of prohibited conduct, the campus Title IX office will provide notice of those additional allegations to the parties whose identities are known.

Investigation process

The nature and scope of an investigation will be determined based on the formal complaint and any additional information gathered during the investigation, and will include the following elements:

- Written notice to the parties
- One or more requested interviews of a complainant, where the complainant will have the opportunity to describe the allegations giving rise to the formal complaint, provide evidence, and identify witnesses.
- One or more requested interviews of a respondent, where the respondent will have the opportunity to respond to the allegations, provide evidence, and identify witnesses.
• Gathering of other evidence, such as through witness interviews, if other evidence exists.
• An equal opportunity for the parties and their advisors to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint
• Provision of a final investigation report to each party, the party’s advisor, if any, that fairly summarizes the relevant evidence, provides an analysis of the evidence, and a recommended decision on responsibility.

The campus Title IX office strives to complete investigations within 90 business days. However, depending on the complexity of the investigation, the number of witnesses, the availability of evidence and other factors, some investigations may take additional time. When an investigation will not be completed within 90 business days, the campus Title IX office will notify the parties and provide the reason for the extended timeline in writing.

**Post-Investigation Informal Resolution Process**

Based on the final investigation report, the parties may be provided with a proposed informal resolution. If both parties agree in writing to the proposed informal resolution, the grievance process ends. If either party does not agree to the proposed informal resolution, the matter will proceed to a hearing or administrative resolution.

**Administrative Resolution Process**

In all cases except those that involve a student complainant and a non-student employee respondent, the parties will be offered the opportunity to agree to resolve the case after the investigation through an administrative resolution process. In an administrative resolution process, a hearing chair will make the decision on responsibility based on the investigative report, the parties’ written responses to the investigative report (if any), and the evidence gathered by the campus Title IX office as part of its investigation of the formal complaint.

**Hearing**

If there is no post-investigation informal resolution or administrative resolution, the parties will be provided a live hearing. The parties will be permitted to submit a written response to the final investigation report to the hearing panel.

Hearing format. The University may conduct live hearings with all parties physically present in the same geographic location or with any or all parties, witnesses, and other participants appearing virtually, with technology enabling participants to simultaneously see and hear each other. At the request of any party, the parties will be located in separate rooms during the hearing with technology enabling the hearing panel members and parties to simultaneously see and hear the party or the witness answering questions.

Access to evidence at the hearing. The University will make all evidence directly related to the allegations available to the parties at any hearing.

Advisor and support person. Each party may be accompanied to the hearing by one advisor of their choice. Advisors are permitted to make opening and closing statements, and conduct direct and cross-examination during the hearing. If a party does not have an advisor present at the hearing, the University will provide that party, free of charge, with an advisor of the University’s choice, to conduct cross-examination on behalf of that party. A party’s advisor may appear and conduct cross-examination even when the party whom they are advising does not appear. Each party may also be accompanied at the hearing by a support person, who participates in the hearing in a non-speaking capacity. A support person cannot be a fact witness in the case.
Cross-examination. Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party’s advisor and never by a party personally. Each party’s advisor is permitted to ask the other party and any witnesses all relevant questions.

Failure to submit to cross-examination. If a party or witness does not submit to cross-examination at the live hearing, the hearing panel and Appellate Officer (where applicable) will not rely on any statement of that party or witness in reaching a decision on responsibility. The hearing panel and Appellate Officer (where applicable) will not draw an inference about the decision on responsibility, if any, based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.

Recording or transcript. The University will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

Decision on responsibility and disciplinary sanctions

Both parties will be simultaneously provided with the hearing panel’s (or in the case of an administrative resolution, the hearing chair’s) written decision on responsibility and the written decision on disciplinary sanctions, if any. Together, these written decisions on responsibility and disciplinary sanctions will constitute the “Written Determination” that may then be appealed by either party.

The Written Determination will include:

- the allegations of prohibited conduct;
- a description of the procedural steps taken by the University from its receipt of the formal complaint through the Written Determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
- findings of fact supporting the decisions on responsibility and disciplinary sanctions;
- conclusions regarding the application of this policy to the facts;
- a statement of, and rationale for, the decisions on responsibility and disciplinary sanctions;
- a statement of the decision on whether the University will provide remedies to the complainant; and
- the University’s procedures and permissible bases for the parties to appeal the decisions on responsibility and disciplinary sanctions.

If an appeal is not filed, the Written Determination becomes final on the date on which an appeal would no longer be considered.

Informal Resolution Processes

The University may offer informal resolution processes to parties at any time after a formal complaint is filed and before a final decision on responsibility and on disciplinary sanctions is made. Except, the University will not offer informal resolution processes to resolve allegations that an employee engaged in Title IX-based prohibited conduct toward a student.

Before initiating an informal resolution process, the University will provide the parties with a written notice disclosing:

- the allegations in the formal complaint;
- the requirements of the informal resolution process;
- the circumstances under which the informal resolution process precludes the parties from resuming the grievance process arising from the formal complaint;
• the parties’ right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and
• any privacy-related and recordkeeping-related consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

In addition, before initiating an informal resolution process, the University must obtain the parties’ voluntary, written consent to the informal resolution process.

**Disciplinary Sanctions, Remedies and other Responsive Actions**

Responsive action is intended to eliminate prohibited conduct, prevent its recurrence, and promote accountability while supporting the University’s educational mission and legal obligations. Responsive action may include disciplinary, rehabilitative (including educational), restorative, and monitoring components.

Possible disciplinary sanctions in cases with student respondents include the following:
• an oral or written warning;
• probation;
• required compliance with work assignments, community service assignments, or other discretionary assignments;
• restitution;
• restriction of privileges;
• University housing suspension or expulsion;
• suspension or expulsion from the University;
• withholding of a diploma or degree; and
• revocation of admission or a degree.

Possible disciplinary sanctions and other responsive actions in cases with employee respondents (including student employees) may include one or a combination of the following:
• coaching or education;
• mentoring;
• changes to work duties or locations;
• monitoring to ensure that prohibited conduct is not occurring;
• probation;
• transfer of position;
• removal of administrative appointment;
• salary reduction;
• demotion;
• oral or written reprimand
• suspension; and
• termination of employment.

For labor-represented employees, the disciplinary sanctions that may be imposed are those set forth in their union contract.

Possible disciplinary sanctions or other responsive actions in cases with third-party respondents may include restrictions on a third-party respondent’s: 1) participation in University programs or activities; 2) attendance at University events; or 3) ability to enter campus spaces, among other things.
Remedies

Where a decision has been made that a respondent is responsible for prohibited conduct, the University will provide remedies to a complainant that are designed to restore or preserve the complainant’s equal access to the University’s education programs and activities. Such remedies may include supportive measures, as well as measures that prevent the respondent from having contact with the complainant, and other measures. The campus Title IX office is responsible for effective implementation of any remedies.

Appeals

Either party may initiate the appeal process.

Appeals are not intended to allow for a second review of the same information provided during the investigation, and the Appellate Officer will not substitute their judgment for that of the hearing panel, or that of the hearing chair in the case of an administrative resolution. Appeals are limited to the grounds set forth below.

- Procedural irregularity that affected the outcome.
- New evidence that was not reasonably available at the time of the Written Determination that could have affected the outcome.
- A sanction that is grossly disproportionate to the offense.
- A decision on responsibility that is not based on substantial information. Substantial information means relevant information that a reasonable person might accept as adequate to support a conclusion. The Appellate Officer must respect the credibility determinations of the hearing panel (or of the hearing chair in the case of an administrative resolution) and must not substitute the Appellate Officer’s judgment for that of the hearing panel or chair.
- The Title IX Coordinator, investigator, hearing panel members, and/or University Authority had a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent that affected the outcome.

The Appellate Officer will issue a written decision that 1) affirms, in whole or in part, the decision on responsibility, 2) overturns, in whole or in part, the decision on responsibility, 3) affirms, overturns, or adjusts the decision on disciplinary sanctions, or 4) remands the matter to remedy procedural errors or consider new evidence.

The decision of the Appellate Officer is the final University decision.

Orders for Protection, Harassment Restraining Orders and Enforcement

The University of Minnesota complies with Minnesota law in recognizing Orders for Protection and Harassment Restraining Orders. Any person who obtains an order should provide a copy of the University of Minnesota Police Department or should have a copy of the order present when calling to enforce the order.

A person who wishes to obtain an Order for Protection or Harassment Restraining Order can seek assistance from, from the campus Title IX Office, an advocate at the Aurora Center or may choose to petition the court independently. Information on how to file a petition with the court can be found at mncourts.gov.

A person may file a petition in the district court of the county where the complainant (person experiencing harassment) lives, the respondent (the person doing the harassing) lives, or where the harassment occurred.

Any person who witnesses a violation of an Order for Protection or Harassment Restraining Orders should immediately call 911 for police response.
For assistance in obtaining a Harassment Restraining Order or Order for Protection, contact the following offices:

*Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator*

274 McNamara Alumni Center 200 Oak St SE

Phone: 612-624-9547

Email: eoaa@umn.edu

*Aurora Center*

128 Pleasant St SE
117 Appleby Hall

Phone: 612-626-9111

Email: aurora@umn.edu

Any person who witnesses a violation of an Order for Protection or Harassment Restraining Orders should immediately call 911 for police response.
# Resources

**On-Campus Resources for Students**

<table>
<thead>
<tr>
<th>Service</th>
<th>Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator</strong></td>
<td>Investigation of Sexual Assault, Dating Violence, Domestic Violence, &amp; Stalking complaints</td>
<td>612-624-9547</td>
</tr>
<tr>
<td><strong>The Aurora Center</strong></td>
<td>Victim advocacy, support, resources</td>
<td>Web: <a href="http://www.umn.edu/aurora">www.umn.edu/aurora</a> 612-626-2929 24-hour line: 612-626-9111</td>
</tr>
<tr>
<td><strong>Boynton Women’s Clinic</strong></td>
<td>Gynecology; birth control, pregnancy, and treatment for sexually transmitted infections and diseases</td>
<td>Web: <a href="http://www.bhs.umn.edu">www.bhs.umn.edu</a> 612-625-4607</td>
</tr>
<tr>
<td><strong>Boynton Mental Health Clinic</strong></td>
<td>Counseling/therapy</td>
<td>Web: <a href="http://www.bhs.umn.edu/">http://www.bhs.umn.edu/</a> 612-625-8475</td>
</tr>
<tr>
<td><strong>University of Minnesota Police Department</strong></td>
<td>Campus law enforcement</td>
<td>Emergencies: 911 Non-Emergency: 612-624-COPS (2677)</td>
</tr>
<tr>
<td><strong>Student Counseling Services</strong></td>
<td>Counseling</td>
<td>Web: <a href="http://www.uccs.umn.edu">http://www.uccs.umn.edu</a> 612-624-3323</td>
</tr>
<tr>
<td><strong>University Student Legal Service</strong></td>
<td>Legal Help</td>
<td>Web: <a href="http://www.umn.edu/usls">www.umn.edu/usls</a> 612-624-1001</td>
</tr>
<tr>
<td><strong>University Security</strong></td>
<td>Safe walk service</td>
<td>Web: <a href="https://publicsafety.umn.edu/home/security">https://publicsafety.umn.edu/home/security</a> 612-624-WALK (9255)</td>
</tr>
<tr>
<td><strong>Disability Resource Center</strong></td>
<td>Accessibility, support</td>
<td>Web: <a href="http://ds.umn.edu">ds.umn.edu</a> 612-626-1333 (V/TTY)</td>
</tr>
<tr>
<td><strong>The Women’s Center</strong></td>
<td>Women’s equality and advancement</td>
<td>Web: <a href="http://diversity.umn.edu/women/">diversity.umn.edu/women/</a> 612-625-9837</td>
</tr>
</tbody>
</table>
### On-Campus Resources Employee Specific

<table>
<thead>
<tr>
<th>Program/Center</th>
<th>Service/Support</th>
<th>Web/Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Assistance Program</strong></td>
<td>Professional consultation/ mental health</td>
<td>612-625-2820</td>
</tr>
<tr>
<td><strong>Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator</strong></td>
<td>Investigation of Sexual Assault, Dating Violence, Domestic Violence, &amp; Stalking complaints</td>
<td>612-624-9547</td>
</tr>
</tbody>
</table>

### Community Resources

<table>
<thead>
<tr>
<th>Organization</th>
<th>Service/Support</th>
<th>Web/Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MNCASA (Minnesota Coalition Against Sexual Assault)</strong></td>
<td>Education, Policy, Prevention</td>
<td><a href="http://www.mncasa.org">www.mncasa.org</a> Business: 651-209-9993</td>
</tr>
<tr>
<td><strong>Rape, Abuse, and Incest National Network (RAINN)</strong></td>
<td></td>
<td><a href="http://www.rainn.org">http://www.rainn.org</a></td>
</tr>
<tr>
<td><strong>Tubman</strong></td>
<td>Relationship violence, legal, safe housing, counseling, youth and family services</td>
<td><a href="http://www.tubman.org">www.tubman.org</a> 612-825-3333 Crisis: 612-825-0000</td>
</tr>
<tr>
<td><strong>Sexual Violence Center</strong></td>
<td>Advocacy, Counseling, Support</td>
<td><a href="http://www.sexualviolencecenter.org">www.sexualviolencecenter.org</a> 612-871-5100 Crisis: 612-871-5111</td>
</tr>
<tr>
<td><strong>OutFront Minnesota</strong></td>
<td>Education, Policy, and Community Organizing regarding issues facing LGBTQ individuals</td>
<td><a href="http://www.outfront.org">www.outfront.org</a> 612-822-0127</td>
</tr>
<tr>
<td><strong>Sexual Assault Services of Ramsey County</strong></td>
<td>24 Hour Crisis Service, Support, Advocacy, Safety Planning</td>
<td><a href="https://www.ramseycounty.us/">https://www.ramseycounty.us/</a> 651-266-1000</td>
</tr>
</tbody>
</table>
Sexual Offender Registration

Certain felony level sex and other predatory offenders are required by law to keep law enforcement agencies apprised of their current residence, employment, and school address, as well as any changes to that information. Some of these offenders have demonstrated by their past behavior that they are part of a group who pose the greatest risk to the public when released.

This does not mean that they will commit a new crime, just that they are part of a group of persons who might.

State and federal law requires UMPD to advise the University community of the release or residence of such predatory offenders in our community. Such predatory/sexual offenders that are attending classes or are employed at the University of Minnesota Twin Cities can be found on the department’s website at https://publicsafety.umn.edu/sexual-assault/predatory-sexual-offenders. These individuals are not wanted by law enforcement at this time and have served the sentence imposed upon them by the court. The use of this information to threaten, harass, or intimidate such individuals may be a crime and will not be tolerated.

The website does not contain information regarding predatory sex offenders who live or work near, but not on, University of Minnesota property. A list of such offenders may be found on the Minnesota Department of Corrections website https://coms.doc.state.mn.us/publicregistrantsearch

Release disciplinary outcome to victims of crimes of violence or non-forcible sex offenses

The University of Minnesota will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense (incest or statutory rape), the results of any disciplinary proceeding conducted by the University of Minnesota against a student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of such of the offense, the next of kin of the victim is permitted to make the request.

Housing & Residential Life Missing Person Policy

The Housing & Residential Life Missing Person Policy establishes procedures for the University of Minnesota Twin Cities’ response to reports of missing students who reside in University owned housing facilities.
Under the policy, a student may be considered a “missing person” if the person’s absence is suspiciously different from his/her usual pattern of behavior and/or unusual circumstances may have caused the absence.

Procedures for Student Designation of Emergency Contact Information

Students aged 18 and above and emancipated minors:

Student residents will be given the opportunity online through the Housing & Residential Life (HRL) Resident Information Collection process to designate an individual or individuals to be contacted by the University no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. The designation will remain in effect until changed or revoked by the student or at the time the student is no longer a resident of University housing (or under the age of 18).

Students under the age of 18 and not emancipated:

Student residents under the age of 18 who are not emancipated are required to provide contact information for a custodial parent or guardian online through the Housing & Residential Life Resident Information Collection process. The University is required to notify a custodial parent or guardian no more than 24 hours after a student is determined to be missing in accordance with the procedures set forth below. The custodial parent or guardian contact information will remain in effect until the student reaches the age of 18 or is no longer a resident of University housing.

This contact information will be registered confidentially, and will be accessible only to authorized campus officials. This information will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

To Report a Missing Student

In the case of a missing student, individuals should notify the University of Minnesota Police Department or Housing & Residential Life staff members.

<table>
<thead>
<tr>
<th>University of Minnesota Police Department</th>
<th>Transportation &amp; Safety Building</th>
<th>505 Washington Ave SE</th>
<th>Minneapolis, MN 55455</th>
<th>612-624-COPS (2677)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing &amp; Residential Life Central Office</td>
<td>Comstock Hall- East</td>
<td>210 Delaware St SE</td>
<td>Minneapolis, MN 554455</td>
<td>612-624-2994</td>
</tr>
</tbody>
</table>

Official notification procedures for missing persons:

Any individual on campus who has information that a University housing student may be a missing person must notify the University of Minnesota Police Department as soon as possible.

If a report of a possible missing person is made to a Housing & Residential Life staff member, the staff member will:

- Conduct a life safety/wellness check on the resident,
- Attempt to make contact via cellular phone, email, or other means,
• Contact other students who may be aware of the missing person’s whereabouts (e.g., roommate, friends, classmates).

If the missing person cannot be found within 24 hours, Housing & Residential Life staff will contact UMPD to report a possible missing person. The director of Housing & Residential Life or designee will also notify the following University offices: Vice President for University Services; Associate Vice President for Auxiliary Services; and Vice Provost for Student Affairs.

UMPD will gather all essential information about the University housing student from the reporting person(s) and from the student’s acquaintances (description, clothes last worn, where student might be, who student might be with, vehicle description, information about the physical/mental well-being of the student, an up-to-date photograph, class schedule, card access logs, dining records, video surveillance, etc.). Appropriate campus staff, such as Housing & Residential Life staff, may be notified to aid in the search for the student.

No later than 24 hours after determining that a University housing student is missing, the Director of Housing & Residential Life or designee will notify the emergency contact (for students 18 and over) or the parent/guardian (for students under the age of 18) that the student is believed to be missing.

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**Fire Safety Report**

**On Campus Student Housing Facilities**

The University of Minnesota Twin Cities campus has 15 on campus facilities for student housing. Housing & Residential Life operates all traditional residence halls and apartment-style living halls and manages the leases of the West Bank Townhomes.
The Commonwealth Terrance Cooperative is owned by the University of Minnesota, but managed by a student-run co-op.

**Minneapolis**

Minneapolis has eight traditional residence halls, four apartment-style residence halls and row of five townhomes that are considered “On-Campus Student Housing Facilities”

<table>
<thead>
<tr>
<th>Traditional Residence Halls</th>
</tr>
</thead>
<tbody>
<tr>
<td>17th Ave Hall</td>
</tr>
<tr>
<td>326 17th Ave SE, Minneapolis, MN 55414</td>
</tr>
<tr>
<td>Centennial</td>
</tr>
<tr>
<td>614 Delaware St SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Comstock</td>
</tr>
<tr>
<td>210 Delaware St SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Frontier</td>
</tr>
<tr>
<td>701 Fulton St SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Middlebrook</td>
</tr>
<tr>
<td>412 22nd Ave S, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Pioneer</td>
</tr>
<tr>
<td>615 Fulton St SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Sanford</td>
</tr>
<tr>
<td>1122 University Ave SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Territorial</td>
</tr>
<tr>
<td>417 Walnut St SE, Minneapolis, MN 55455</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Apartments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keeler</td>
</tr>
<tr>
<td>317 17th Ave SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Radius</td>
</tr>
<tr>
<td>701 15th Ave SE, Minneapolis, MN 55414</td>
</tr>
<tr>
<td>Roy Wilkins Hall</td>
</tr>
<tr>
<td>1212 University Ave SE, Minneapolis, MN 55455</td>
</tr>
<tr>
<td>Mark G. Yudof Hall</td>
</tr>
<tr>
<td>220 Delaware St SE, Minneapolis, MN 55455</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Townhomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Bank Townhouses</td>
</tr>
<tr>
<td>520-528 22nd Ave S, Minneapolis, MN 55454</td>
</tr>
</tbody>
</table>

**St. Paul**

St. Paul has one traditional residence hall and one student housing co-op that are considered “On-Campus Student Housing Facilities”
Reporting Fires

Fires should be reported immediately to the Minneapolis or St. Paul Fire Department by contacting 911.

Fires which have been extinguished in all other student housing facilities should be reported to the Residence Director of the appropriate hall for inclusion in the Fire log and Fire Safety Report.

The following phone numbers should only be used to report fires which have already been extinguished.
## On-Campus Student Housing Facility Fire Safety Systems

The charts below summarize each facility’s fire safety system and the number of fire drills held during the 2020 calendar year.

<table>
<thead>
<tr>
<th>Housing Facility</th>
<th>To report an extinguished fire:</th>
</tr>
</thead>
<tbody>
<tr>
<td>17th Ave</td>
<td>612-624-1700</td>
</tr>
<tr>
<td>Bailey Hall</td>
<td>612-624-0700</td>
</tr>
<tr>
<td>Centennial Hall</td>
<td>612-625-4452</td>
</tr>
<tr>
<td>Comstock Hall</td>
<td>612-624-1995</td>
</tr>
<tr>
<td>Frontier Hall</td>
<td>612-624-9999</td>
</tr>
<tr>
<td>Middlebrook Hall</td>
<td>612-625-0536</td>
</tr>
<tr>
<td>Pioneer Hall</td>
<td>612-626-3333</td>
</tr>
<tr>
<td>Sanford Hall</td>
<td>612-624-2526</td>
</tr>
<tr>
<td>Territorial Hall</td>
<td>612-625-0971</td>
</tr>
<tr>
<td>Wilkins Hall</td>
<td>612-624-0044</td>
</tr>
<tr>
<td>Yudof Hall</td>
<td>612-625-8786</td>
</tr>
<tr>
<td>Keeler</td>
<td>612-301-1001</td>
</tr>
<tr>
<td>Radius</td>
<td>612-301-1622</td>
</tr>
<tr>
<td>Commonwealth Terrace</td>
<td>612-624-2994</td>
</tr>
<tr>
<td>West Bank Townhomes</td>
<td>612-624-2994</td>
</tr>
<tr>
<td>Location</td>
<td>Fire Alarm Monitoring</td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Bailey Hall</td>
<td>x</td>
</tr>
<tr>
<td>Commonwealth Terrace</td>
<td>x</td>
</tr>
</tbody>
</table>

Fire Alarm Monitoring indicates if the fire alarms are monitored at a central location.

Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.

Evacuation Plan indicates if a location has evacuation plans for fire evacuation.
Housing Regulations Regarding Portable Electrical Appliances, Smoking, and Open Flames

Student Housing Facilities Operated by Housing & Residential Life

Electrical Appliances
The residence hall rooms are not wired to support the use of large electrical appliances (air conditioners or large fridges). All appliances brought to campus must be in good working order. Please be sure not to overload the electrical outlets with adapters or extension cords (all extension cords must be UL approved).

Residents may use electrical appliances in Residence Halls if the appliance does not have an open heating element, use grease or cooking oil, or have an open flame. Appliances with automatic turn-off timers are highly encouraged.

Items that are not allowed include, but are not limited to: electric grills, hot plates and toaster ovens. Apartment buildings (University Village, Yudof, Keeler, Radius and Wilkins) may use the items listed above in the designated kitchen area only.

Students may bring one (1) refrigerator per residence hall room. The refrigerators must be 4.3 cubic feet or smaller. Students may also bring one (1) microwave oven per room. The microwave must use no more than 700 watts. Extension cords must be UL approved. No other major appliances, including air conditioners or dishwasher units, are permitted in any hall.

Due to potential for fire, concealed extension cords and multiple outlet adapters are also prohibited. Residents may possess multiple strip outlets that are fused with at least 14-gauge wire, are UL approved, and are grounded.

Cooking
Residence hall rooms are not equipped for students to safely and sanitarily cook. For the safety of all students, cooking is NOT permitted in residence hall rooms. Cooking is permitted only in University-designated kitchen areas (e.g., apartment kitchens in Yudof Hall, Wilkins Hall, University Village, Keeler Apartments, Radius Apartments, or residence hall kitchenettes).

Smoking
To create a healthier, cleaner, and more inclusive environment for everyone, smoking any substance or creating smoke is not permitted in resident rooms or apartments. Smoking any substance or creating smoke is also prohibited on apartment patios, apartment balconies, and/or public areas within residence halls and apartments. This includes electronic cigarettes, vaporizers and tobacco. Smoking and tobacco use is not allowed on the University of Minnesota campus.

Hookahs or any smoking paraphernalia that has the potential for an open flame are not allowed in the residence halls or apartment communities.

Open Flames
For the safety of all students living in the halls, it is prohibited to have open flames or other materials that constitute fire hazards on University housing property including candles, candle warmers, incense, or other materials (such as live fresh cut evergreen trees, and wreaths). Any candles or incense found may be confiscated or destroyed. Housing and Residence life staff will not store these items for you. Motorized vehicles (e.g., mopeds, motorcycles, etc.) may not be brought through or stored within the residence halls/apartments or on apartment patios and balconies.
Prohibited Lighting
Due to hazardous materials in various lighting devices, and the potential for fire, and chemical safety hazards, the following items are not allowed: halogen lamps, torchiere lamps, neon lighting, black lights, strobe lights, and lava lamps. Lighting fixtures and devices must be UL listed, in good working condition per original manufacturing, and of no greater than 75 watts.

Commonwealth Terrace Cooperative

Electrical Appliances
Space heaters are not permitted. Space heaters pose a risk of fire and are not permitted to be used or stored in a resident’s unit without Management’s consent. If a resident is having difficulty keeping an apartment at a comfortable temperature, contact Management.

Additional appliances/equipment such as, but not limited to dishwasher, freezer, refrigerator of any size, air conditioner, electric water cooler; require registration and additional monthly energy usage charges. The installation and use of additional appliances must be registered at the Management office, prior to installation, and use.

Smoking
CTC is a smoke-free living environment. There is NO smoking of any substance allowed on the complex. Resident and Resident’s guests are to refrain from smoking any substance or using or inhaling from any device, e-cigarette, or "vaping" that simulates smoking in the Apartment or anywhere in or on the Complex (including while in vehicles or Complex grounds) and to report to Agent any violation of the no smoking policy. This policy is in effect for all residents and their visitors, and guests. If you or your guests violate the policy; a first and final warning with a $50 violation fine will be assessed. Second violation is automatic eviction.

Open Flames
CTC does not have a policy regarding open flames in this facility.

Evacuation in case of a fire
In the event of a building alarm, fire departments cannot begin their job until everyone is out of the building. Failing to leave the building puts others at risk. In compliance with Minnesota State Fire Code and state law, everyone is required to leave the building in the event of a building alarm.

- Upon activation of a fire alarm, immediately proceed to the nearest, safest exit
- Before opening doors, feel the door; if it is hot do not proceed through the door. If the door is cool, open the door slowly and proceed to nearest, safest exit
- If on upper floors of a building, do not use elevators, proceed down stairwells to exit, if heavy smoke or fumes are present, use an alternate exit route
- Exit the building and move a safe distance away from the building
- In locations managed by Housing & Residential Life, Housing staff will assist exiting residents to a nearby safe location
- Do not re-enter the building for any reason. Emergency Responders or Housing and Residential Life Staff will notify residents if and when it is safe to return to the building
Steps to Be Taken in Case of Fire

In a fire emergency:

• Pull the fire alarm if able.
• Call 9-911.
• Remain calm and act quickly.
• Wear protective clothing such as a coat and shoes, and carry a damp towel for use in heavy smoke.
• Close your room door and windows.
• Walk in an orderly manner to the nearest exit. Never use an elevator.
• Move a safe distance away from the building and out of the way of fire department personnel.
• Remain outside until you are told to return by the staff.
• If you think there is a fire in the hallway, feel the door before you open it:
  • If the door does not feel hot, open it slightly, holding your head away and brace the door with your foot.
  • Put your hand across the opening to test the heat of the air.
  • If the door is hot and the hallway unsafe, plug any opening or cracks through which smoke may enter your room using wet towels, sheets, blankets, etc.
• If smoke does enter the room, open the window for ventilation; break it if sealed.
• DO NOT JUMP.
• Make your presence known.
• Wait for rescue

In case of minor fire:

• Pull the fire alarm if able.
• Call 9-911.
• Use a fire extinguisher located in the hallway cabinets or a blanket to smother the fire.
• Never risk your personal safety!

Fire Safety Education & Training

Each September, Housing and Residential Life has special programming regarding fire safety during Safety Week. Each hall operated by Housing and Residential Life has fire safety presentations and residents are provided materials outlining actions to be taken in case of a fire.

Each hall operated by Housing and Residential Life has evacuations procedures on-site. These procedures are covered yearly with residents and are practiced each year in scheduled fire safety drills.

Fire Statistics

<table>
<thead>
<tr>
<th>Minneapolis</th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Traditional Residence Halls</strong></td>
<td>2019</td>
</tr>
<tr>
<td>17th Ave Hall</td>
<td>0</td>
</tr>
<tr>
<td>326 17th Ave SE, Minneapolis, MN 55414</td>
<td></td>
</tr>
<tr>
<td>Centennial</td>
<td>0</td>
</tr>
<tr>
<td>614 Delaware St SE, Minneapolis, MN 55455</td>
<td></td>
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</table>
Comstock
210 Delaware St SE, Minneapolis, MN 55455 0 0 0

Frontier
701 Fulton St SE, Minneapolis, MN 55455 0 0 0

Middlebrook
412 22nd Ave S, Minneapolis, MN 55455 0 0 0

Pioneer*
615 Fulton St SE, Minneapolis, MN 55455 0 0 0

Sanford
1122 University Ave SE, Minneapolis, MN 55455 0 0 0

Territorial
417 Walnut St SE, Minneapolis, MN 55455 0 1 1

<table>
<thead>
<tr>
<th>Apartments</th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Keeler</td>
<td>0</td>
</tr>
<tr>
<td>317 17th Ave SE, Minneapolis, MN 55455</td>
<td></td>
</tr>
<tr>
<td>Radius</td>
<td>1</td>
</tr>
<tr>
<td>701 15th Ave SE, Minneapolis, MN 55414</td>
<td></td>
</tr>
<tr>
<td>University Village*</td>
<td>0</td>
</tr>
<tr>
<td>2601 University Ave SE, Minneapolis, MN 55455</td>
<td></td>
</tr>
<tr>
<td>Roy Wilkins Hall</td>
<td>0</td>
</tr>
<tr>
<td>1212 University Ave SE, Minneapolis, MN 55455</td>
<td></td>
</tr>
<tr>
<td>Mark G. Yudof Hall</td>
<td>0</td>
</tr>
<tr>
<td>220 Delaware St SE, Minneapolis, MN 55455</td>
<td></td>
</tr>
</tbody>
</table>

*University Village was leased by the University of Minnesota until June 30th 2019.

<table>
<thead>
<tr>
<th>Townhomes</th>
<th>Number of Reported Fires</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>West Bank Townhouses</td>
<td>0</td>
</tr>
<tr>
<td>520-528 22nd Ave S, Minneapolis, MN 55454</td>
<td></td>
</tr>
</tbody>
</table>

Fire Details

2021
On 2/14/2021 at Territorial Hall there was an accidental cooking fire. A piece of plastic was left in an oven while it was preheating. The plastic caught fire. There were no injuries or deaths. Damage was estimated at $450.

2020
On 2/16/2020 an arson case was reported in Territorial Hall. It was determined that the contents of a trash can were intentionally lit on fire. There were no injuries or deaths. Damage was estimated between $100-999.
2019
On 7/9/2019 in the Radius apartments a small accidental fire occurred when a hot/smoldering item was thrown down the trash chute. There were no injuries or deaths. Damage was estimated between $0-100.

St. Paul

<table>
<thead>
<tr>
<th>Traditional Residence Hall</th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Bailey Hall</td>
<td>0</td>
</tr>
<tr>
<td>1458 Cleveland Ave, St. Paul, MN 55108</td>
<td></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Student Co-Op</th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commonwealth Terrace Cooperative</td>
<td>2019</td>
</tr>
<tr>
<td>1250 Fifield Ave, Flacon Heights, MN 55108</td>
<td>0</td>
</tr>
</tbody>
</table>

Fire Details
There have been no reported fires within On Campus student housing facilities at the St. Paul Campus. There are no fire-related damages, injuries or deaths to report.

Planned Fire Safety Improvements
Housing & Residential Life works closely with University code officials to review current systems and plan for future improvements. There are currently no plans deemed necessary for improvements in fire safety systems or procedures.

For More Information
To request copies of this report or to request this publication in an alternative format, contact:

University of Minnesota Department of Public Safety
505 Washington Avenue SE
Minneapolis, Minnesota 55455
612-624-COPS (2677)

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.
Message from the President

Campus safety is critical to keeping the University of Minnesota a place where students, faculty, staff, and visitors from throughout Minnesota and around the world can work together to achieve our goals and advance discovery and impact.

Our University of Minnesota Police and Security Departments do an extraordinary job of helping the University of Minnesota remain a safe place to learn, work, and live. Officers patrol our buildings and grounds, get to know our community, and work in conjunction with both campus and metropolitan units committed to safety. This report details their efforts.

We are also working through policy and united action to improve public health on campus. The President’s Initiative to Prevent Sexual Misconduct continues to proceed with its comprehensive public health approach, consistent with research on effective prevention among populations as large and diverse as ours.

We are beginning to work as well in the public health area of student mental health. This is a national crisis that affects many of our own students, and we need our best and brightest minds to focus on this issue. We are clearly positioned to be leaders in the area of student mental health, and as a first step, I have charged three of our senior leaders to complete a systemwide inventory of all activities, resources, and programs related to mental health, so that we know where we stand, where we have gaps, and where to move forward.

Positive culture change is a community effort and shared responsibility. Each of us can contribute to a safer campus by keeping our eyes and ears open, and immediately reporting all crimes and public safety problems or concerns by calling 911.

Thank you for helping to keep our University safe.

Joan T. A. Gabel
President

Message from the Chancellor

Safety and security at the University of Minnesota Crookston is of the utmost importance to us. The University needs your help, cooperation and active participation to create a safe campus environment. Be alert, and if you observe a public safety concern or a possible crime -- report it.

We strive to provide a safe and secure campus environment by protecting and providing assistance for students, faculty, staff, and visitors. Our security officers are present on campus and have strong relationships with the Polk County sheriff’s office and the City of Crookston Police Department.

Thank you for helping us keep our campus safe.

Mary Holz-Clause
Chancellor
University of Minnesota System

The University of Minnesota System comprises five distinct campuses—Crookston, Duluth, Morris, Rochester, and Twin Cities—serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state.

Collectively, the University of Minnesota System is one of the most comprehensive in the nation, with offerings to meet the interests of every student and the changing needs of our society. We’re proud of our land-grant mission of world-class education, groundbreaking research, and community-engaged outreach, and we are unified in our drive to serve Minnesota.

Known for its focus on experiential learning for its campus-based students, the University of Minnesota Crookston is also one of the nation’s pioneers in online and distance education.

The University of Minnesota Duluth is a highly-ranked regional research and liberal arts university with a global reputation for freshwater research.

The University of Minnesota Morris is a nationally ranked undergraduate-focused liberal arts campus with a deep commitment to environmental sustainability and diversity.

The University of Minnesota Rochester prepares health science professionals and maintains unique collaborations with world-renowned medical organizations in the community.

The flagship University of Minnesota Twin Cities is the state’s land-grant university and one of the most prestigious public research universities in the nation.
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Police

Crookston Police Department
Emergency .................................................. 911
Non-Emergency ............................................. 218-281-3111
321 W Robert St, Crookston, MN 56716

Campus Service Offices

University Public Safety
Safe Walk Request ........................................ 218-289-0565
Office .......................................................... 218-281-8530
236 Sargeant Student Center
https://crk.umn.edu/units/public-safety

Title IX Coordinator
Phone .......................................................... 218-281-8424
7 Hill Hall

Residential Life
Phone .......................................................... 218-281-8531
1110 Centennial Hall
https://www.crk.umn.edu/units/residential-life

Health Services
Phone .......................................................... 218-281-8512
145-F Sargeant Student Center
https://www.crk.umn.edu/units/health-services

Counseling Services
Phone .......................................................... 218-281-8571
245 Sargeant Student Center
https://www.crk.umn.edu/units/counseling-services
Preparing the Annual Security Report and Disclosure of Crime Statistics

This report has been prepared in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” (informally known as the “Clery Act”). For more information on the Clery Act visit: https://ope.ed.gov/campussafety/#/

This report includes information for the Duluth campus of the University of Minnesota.

This report is published annually by the University and made available to all current and prospective students, staff, and faculty.

Statistics are compiled by the Clery officer on each campus in cooperation with the local law enforcement agencies with jurisdiction over University of Minnesota Clery Geography. Additional crime information is collected from a wide range of university personnel who have been identified as Campus Security Authorities (CSAs) under the Clery Act.

The Director of Clery Compliance and campus Clery officers review and update the information contained in this report annually.

Crime Statistics reported in this document reflect specific crimes that occurred in specific geographic locations established by federal law and were reported to University of Minnesota Campus Security Authorities. Statistics reflect reports of crime and not criminal charges or convictions.

Definitions of Terms Used in this Report

Campus Security Authorities

Campus Security Authorities are individuals on campus who are required to report any allegations of crimes that they inclusion in the Annual Statistical Disclosure.

The Clery Act defines four categories of Campus Security Authorities as stated below:

- A campus police department or a campus security department of an institution

- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department

- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.

- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.
Clery Geography

Clery Geography is the geographic area for which an institution is responsible for disclosing crime statistics. The following definitions describe the areas that cumulatively account for an institution’s Clery Geography.

**On Campus:** 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. Also, any building or property that is within or reasonably contiguous to the area identified in the first part 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 other retail vendor).

**On Campus- Residential:** any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility

**Non-Campus Property:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

**Personally Identifying Information**

Personally identifying information is defined in Section 40002(a) of the Violence Against Women Act of 1994 as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault or stalking, regardless of whether the information is encoded, encrypted, hashed or otherwise protected, including:

- a first and last name
- a home or other physical address
- contact information (including a postal, e-mail or Internet protocol address, or telephone or facsimile number)
- a social security number, driver’s license number, passport number or student identification number
- any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.
Criminal Offenses

The following definitions of criminal offenses detail the elements of each crime, crimes in the annual statistical disclosure found in this report are categorized according to the below definitions.

**Aggravated Assault**
The 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 aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

**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.

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

**Motor Vehicle Theft**
The theft or attempted theft of a motor vehicle.

**Murder and Non-negligent Manslaughter**
The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence**
The killing of another person through gross negligence.

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

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

**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 because of his/her temporary or permanent mental incapacity.

**Incest**
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape**
Sexual intercourse with a person who is under the statutory age of consent.
Hate Crimes

Hate Crime
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Under the Clery Act the following bias categories are used: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, Disability.

Any criminal offense which also meets the definition of a hate crime will be included in the statistical disclosure in both the criminal offense category and in the hate crime category (i.e. an on-campus aggravated assault motivated by religious bias will be counted in the on-campus aggravated assault category and in the on-campus aggravated assault motivated by religious bias category).

Additional Hate Crime categories: In addition to the criminal offenses listed under the “Criminal Offenses” section, the following crimes are included if it is determined that the crime was motivated by bias

Larceny-Theft
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: constructive possession is defined by Black’s Law Dictionary, sixth ed. as “where one does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.”)

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

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

Destruction/Damage/Vandalism of Property (Except Arson)
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act (VAWA) Offenses

Dating Violence
violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.
Domestic Violence
a felony or misdemeanor crime of violence committed—

• By a current or former spouse or intimate partner of the victim;
• By a person with whom the victim shares a child in common;
• By a person who is cohabitating with, or has cohabited with, the victim as a spouse or intimate partner;
• By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
• By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

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

• Fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition—
  • Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
  • Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
  • Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Unfounded Crimes
Are reported crimes which are thoroughly investigated by sworn or commissioned law enforcement personnel; and found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted.

Arrests and Referrals for Discipline for Weapons, Drug, and Liquor Law Violations

Weapons 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.

Drug Law Violations
The Violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and 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.

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
Reporting an Emergency or Crime

The University of Minnesota encourages the accurate and prompt reporting of all crimes to the University Public Safety Department and the appropriate local law enforcement agency when the victim of a crime elects to or is unable to make such a report. If the victim of a crime is unable to file a report, third parties who have information regarding the crime are encouraged to file a report to ensure that the police are aware of the crime. The prompt and accurate reporting of all crime enables the University Public Safety Department to identify and respond to patterns of crime and when necessary to distribute pertinent crime information to the community, which may help prevent similar occurrences of crime.

Report an Emergency or Crime in Progress

Dial 911
Dialing 911 will connect you with a trained public safety dispatcher. Be prepared to give the dispatcher the following information:

- Type of emergency
- Your name
- Your location and location of the emergency
- Your phone number
- If applicable (e.g., after a crime), a description of individuals involved (gender, clothing description, height, weight, hair color, tattoos, etc.)
- If applicable (e.g., after a car accident), a description of vehicles involved (color, make, model, license plate number)

Please remain on the line until the dispatcher tells you it is okay to hang up.

Based on the information provided, the dispatcher will send the appropriate help to respond to the reported incident.

Report a Non-Emergency

By phone

University Public Safety 236 Sargeant Student Center Office: 218-281-8531
Duty phone: 218-289-0565

Crookston Police Department 321 W Robert St 218-281-3111

When reporting a non-emergency crime an officer will either be sent to your location or will request that you file a report in person. An officer will ask questions to obtain detailed information about what happened. The officer will be able to provide you with information on victim services, next steps and crime prevention information. University Public Safety and can help filing a report with the Crookston Police Department.
When reporting a crime, you will be asked many questions. Be prepared to answer the following questions:

- When the crime happened (date and time)
- Where it happened
- Your name, contact information, State Driver’s License or ID number
- Details of the event
- Other people involved (suspect, if known; witnesses)
- If property was involved, who owns it
- The property owner’s contact information
- For vehicles: Make, Model, Color, License Plate Number, Insurance-company name & policy number, etc.
- Property other than vehicles: Serial Number, Product Name, Manufacturer, Description, condition, etc.

**Walk in**

You may file a report in person at the following locations:

**University Public Safety**

236 Sargeant Student Center

Office: 218-281-8531

Duty phone: 218-289-0565

**Crookston Police Department**

321 W Robert St

218-281-3111

**Online**

Individuals reporting crimes are encouraged to interact directly with University Public Safety, however some individuals may find it more convenient to report online.

To submit an online report, go to: https://publicdocs.maxient.com/reportingform.php?UnivofMNCrookston&layout_id=2

You are not required to provide your name. You can choose to remain anonymous.

**Report a Crime to a Non-Police Campus Security Authority**

The University of Minnesota encourages all reports of crime to be made to the University Public Safety Department and to the appropriate local law enforcement agency; however, crimes may also be reported to individuals on campus who have been identified as Campus Security Authorities. The intent of including non-law enforcement personnel as Campus Security Authorities is to increase accessibility of crime reporting.

Campus Security Authorities include but are not limited to: Residence Hall Directors, Assistant Residence Hall Directors, Community/Resident Advisors, Advisors to student organizations, athletics coaching staff and others who have significant responsibility for student and campus activities.
Campus Security Authorities have been trained to act as a resource for anyone who wishes to report the occurrence of a crime. Crime reports made to Campus Security Authorities are forwarded to the appropriate campus department for inclusion on the Daily Crime Log and to be evaluated for the need to issue a Timely Warning Notification.

While there are many non-police Campus Security Authorities on each campus, the University of Minnesota prefers reports be made to the following non-police CSAs:

<table>
<thead>
<tr>
<th>Title IX Coordinator</th>
<th>7 Hill Hall</th>
<th>218-281-8424</th>
<th><a href="mailto:jtangqui@crk.umn.edu">jtangqui@crk.umn.edu</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Conduct</td>
<td>145-J Sargeant Student Center</td>
<td>218-281-8505</td>
<td><a href="mailto:devog007@crk.umn.edu">devog007@crk.umn.edu</a></td>
</tr>
<tr>
<td>Director for Residential Education</td>
<td>1110 Centennial Hall</td>
<td>218-281-8530</td>
<td></td>
</tr>
</tbody>
</table>

**Voluntary, Confidential Reporting**

If you are the victim of a crime and are unsure if you would like to pursue action through the University disciplinary process or the criminal justice system, you may want to consider speaking with a Campus Security Authority.

Campus Security Authorities can explain the different reporting options available to help you decide which option is best for you.

In many cases, a non-police CSA may be able to assist you in making a confidential report that would not initiate any additional action through the University or the criminal justice system. A confidential report is forwarded directly to the Director of University Clery Compliance, added to the Daily Crime Log, evaluated for the need to issue a Timely Warning Notice and if necessary, included in the Annual Statistical Disclosure.

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and the campus community. With such information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus Clery Geography; determine crime patterns and alert the campus community of potential danger.

All reports of dating violence, domestic violence sexual assault, and stalking that are made to University employees who have an obligation to report the occurrence of such crimes will be forwarded to the Title IX office or its designee. Per University policy, mandated reporters are required to provide the following information to the Title IX office or designee in cases of alleged dating violence, domestic violence, sexual assault and stalking:

- The names of the complainant(s), respondent(s) and possible witnesses;
- The date, time and location of the alleged prohibited conduct; and
- Other relevant details about the alleged prohibited conduct that the University would need to determine what occurred and address the situation.
After receiving a report of alleged dating violence, domestic violence, sexual assault or stalking the Title IX coordinator will contact the complainant to provide resources for personal support and information about the investigation process. In cases involving a student respondent, the campus Title IX office or its designee will only begin investigating the report after receiving written confirmation that the complainant wishes to initiate an investigation.

When a complainant requests that their identity be kept confidential or that the University refrain from investigating, the campus Title IX office or its designee will make an individualized determination of whether to investigate, including consideration of the complainant’s wishes, the University’s responsibility for providing a safe and non-discriminatory campus environment, and whether the University possess other means to obtain relevant evidence. In making this determination, the campus Title IX office or its designee will consider the following factors, among others; whether the respondent is alleged to have used a weapon while committing prohibited conduct; whether the respondent is alleged to have used force while committing prohibited conduct; and whether the respondent has been alleged or found to have committed prohibited conduct against other complainants.

Professional Mental Health Counselors and Pastoral Counselors Exemption

Campus professional mental health counselors and pastoral counselors, when acting in their professional capacity, are not required to report crimes for inclusion in the annual disclosure of crime statistics.

The Clery Act defines a Professional Mental Health Counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.

A Pastoral Counselor as an employee of an institution, who is associated with a religious order or denomination, recognized by that denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Mental Health counselors at the University of Minnesota are encouraged if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual statistical disclosure.

Professional counselors can be found at the following campus location:

*Counseling Services*  
245 Sargeant Student Center  
218-281-8571
University of Minnesota Public Safety Department

University Public Safety

Authority
University Public Safety Officers are not licensed or sworn peace officers and do not have arrest powers. Officers are authorized to make a citizen’s arrest when appropriate.

Jurisdiction
University Public Safety is responsible for providing security and safety services to the University of Minnesota Crookston campus. Security officers provide services in directed, proactive patrol, crime prevention and investigation, law enforcement, and emergency response. University Public Safety patrols the Crookston campus by squad car and foot.

Relationship with other Law Enforcement Agencies
University Public Safety works closely with the Crookston Police Department and other applicable local, state and federal law enforcement agencies in providing security and law enforcement services to the University of Minnesota Crookston campus.

UMC has a Memorandum of Understanding (MOU) with the Crookston Police Department for the investigation of crimes of sexual violence.

Monitoring of Noncampus Locations
University Public Safety works cooperatively with the Crookston Police Department and other area law enforcement agencies to share information about criminal activity that occurs off-campus but may affect members of the UMC community. This information includes that pertaining to officially recognized UMC student organizations that have non-campus residential sites unaffiliated with UMC Residential Life. Students accused of criminal misconduct may additionally be subject to the University student conduct process. This process neither substitutes nor interferes with the outside legal processes. The Student Code of Conduct outlines the jurisdiction the University has to apply disciplinary action in these cases.

Response to Reported Crime or Emergencies
Crimes reported to University Public Safety and other Campus Security Authorities will be considered for the need to issue a Timely Warning Notification, documented on University Public Safety Daily Crime Log, and all applicable crimes will be included in the annual statistical disclosure. These public disclosures will not include any personally identifying information of any reporting parties, witnesses or victims.

Students accused of criminal misconduct may additionally be subject to the University student conduct process; this process neither substitutes nor interferes with the outside legal processes. The major objective of the disciplinary system at the University of Minnesota is to maintain standards of conduct and order commensurate with the educational goals of the institution.
Daily Crime Log

University Public Safety maintains a Daily Crime log, the log is maintained at 236 Sargeant Student Center and is available for public review during regular business hours Monday- Friday. The Daily Crime Log is also available online on the University Public Safety webpage, here.

The daily crime log includes information for crimes which have been reported to University Public Safety.

The Daily Crime Log includes case number, nature of the offense, the date and time the offense occurred, the date the incident was reported to University Public Safety, a general description of the location in which the incident occurred, as well as the disposition of the case, if known.

Entries in the Daily Crime Log do not include personally identifying information of the victim, witnesses or reporting party.

Timely Warning Notification

The University of Minnesota Crookston issues Timely Warning Notifications to the campus community for reported Clery Act crimes that occur within the University of Minnesota Crookston Clery Geography and are believed to pose a serious or continuing threat to the University community. Timely Warning Notifications are designed to give the University community information which may aid in the prevention of similar crimes.

When Public Safety is informed of a Clery crime, information about the crime will be sent to the Chancellor or Officer of the Day. The Chancellor or Officer of the Day will evaluate reported Clery crimes on a case-by-case basis to determine if the reported crime poses a serious or continuing threat to the campus community. When the Chancellor or Officer of the Day determines that a Timely Warning Notification is warranted, the Director of Communications & Marketing will compose and distribute the message.

Timely Warning Notifications will be electronically distributed to all students, staff and faculty at the Crookston campus via the University of Minnesota email system.

Timely Warning Notifications may include the following details (if available):

- Date and time of the incident
- Location
- Type of crime
- Description of the incident
- Physical description of suspect
- Apparent connection to previous incidents, if applicable
- Pertinent crime prevention tips

Personally Identifying Information of victims and reporting parties will not be disclosed in a timely warning. Except in instances where the information is relevant to the crime— for example, in crimes which are motivated by Bias the victim’s inclusion in a protected class may be released if this information is not determined to be explicitly personally identifiable.

While there is no specific agreement between UMC and local law enforcement agencies, UMC has a close relationship with local law enforcement agencies who routinely inform UMC if a reported crime may warrant a timely warning notification.
Emergency Response, Notification & Testing

Emergency Response

Emergency response operations include coordination of campus and community resources to save lives, protect property, and provide for the continuity of University operations.

The University uses the National Incident Management System (NIMS) as its standard for responding to incidents. University Public Safety officers and supervisors and University administrators who have responsibility during an incident have been trained in NIMS.

When an incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually from University Public Safety. Depending on the incident, other University departments and/or other local or federal agencies may be involved in responding.

While there is no specific agreement between UMC and local law enforcement agencies, UMC has a close relationship with local law enforcement agencies who routinely inform UMC if there has been an incident which may require an emergency response.

Emergency Notification Systems

The University of Minnesota Crookston has several methods for communicating important safety information quickly in the event of a significant emergency or dangerous situation that poses an immediate threat to the health and safety of the campus community. The situation will dictate which notification methods are used, in some situations multiple notification systems will be used.

SAFE-U
SAFE-U is the University’s emergency mass notification system. SAFE-U is used specifically to notify University students and employees of emergencies or dangerous situations which are likely to impact campus as a whole or impact University operations. SAFE-U enables the University to quickly send communications via email, text message, and/or phone messages. Students, faculty, and staff who have provided contact information are automatically registered to receive SAFE-U communications. Only University of Minnesota students, faculty, staff and those with a legitimate need are registered for SAFE-U.

Campus Email
In an emergency situation, campus email may be utilized to communicate important safety information.

Campus-Wide Emergency Alert System (CWEAS)
CWEAS is the University of Minnesota’s outdoor emergency notification system. CWEAS is not a tornado siren; it is an outdoor warning system that can convey both an alert tone and voice messages. If you hear the outdoor warning system, it means go inside and seek more information.

Tone Alert Radio
The University uses Tone Alert Radios strategically placed throughout campus to add another layer of alert coverage. The University of Minnesota Public Safety Emergency Communications Center (PSECC) will activate the radios when there is urgent information that needs to be transmitted (e.g., severe weather, building evacuation). Tone Alert Radios also provide emergency notification that can be received in areas that are out of cellular service.
Social Media
Emergency information may also be communicated on University social media feeds.

Digital Signs
UMC has installed LCD monitors throughout high traffic areas within buildings and dining services to help communicate campus programs and activities. This system will also be utilized to pass along details of any current health or safety/emergency issues.

Web Announcements
Weather-related closings and other emergency information may be announced on the University of Minnesota Crookston website.

On-Scene Emergency Personnel
On-scene emergency personnel may be able to provide valuable emergency communication depending upon the emergency situation.

Activation of Emergency Notification Systems

Prior to issuing an emergency notification, the Chancellor or Officer of the Day will confirm the existence of an emergency or dangerous situation via University Public Safety, Dean of Student Engagement, Director of Facilities or emergency professionals on the scene, video monitoring, or notification from the National Weather Service. Information obtained from these sources is used to determine the scope and content of the notification.

Upon confirmation of an emergency or dangerous situation the Chancellor or Officer of the Day will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the appropriate notification system(s).

Notification may be delayed if issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The primary method of emergency notification is the SAFE-U system. When SAFE-U is activated, it will deliver emergency messaging to all students and employees. The activation of other emergency notification systems such as CWEAS and Tone Alert Radios, which can be activated by the Public Safety Emergency Communications Center (PSECC), may be activated to supplement notifications delivered via SAFE-U.

SAFE-U notifications will consist of basic information about the type of emergency or dangerous situation and information on how to avoid danger. Updated information will be disseminated as it becomes available and as time allows or when the immediate threat has been mitigated.

While there is no specific agreement between UMC and local law enforcement agencies, UMC has a close relationship with local law enforcement agencies who routinely inform UMC if there is a situation which may require an emergency response.

Dissemination of emergency information to the larger community (i.e., parents and residents from surrounding neighborhoods) will take place as time allows. Depending on the nature of the incident, the University could utilize such avenues as the University internet homepage or the media. The first concern of the University will be to disseminate information to those people directly affected by the emergency.
Emergency Response Testing

The University Department of Emergency Management, in conjunction with University Public Safety, conducts an exercise to test the emergency response and evacuation procedures of the Crookston campus at least once annually. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. Tests of the emergency procedures may be announced or unannounced.

The Department of Emergency Management is responsible for documenting and analyzing the effectiveness of each test. The Department of Emergency Management retains documentation of each test including a description of the test, the date and time of the test, and whether the test was announced or unannounced.

A campus wide test was conducted on December 14, 2021. During this test, members of the University's Department of Emergency Management and University Administrators with responsibility for emergency response participated in an exercise related to responding to a fire on campus.

The next campus wide test will be conducted in late Fall of 2022.

Emergency and Evacuation Plans

The Department of Emergency Management coordinates the development of emergency plans.

There are three levels of emergency plans at the University of Minnesota:

Building Emergency Plans - Each building on campus has a Building Emergency Plan. The plan outlines evacuation procedures, assigns specific tasks to building personnel to facilitate building evacuation, designates areas of refuge for those who are unable to safely navigate stairways and assigns a building evacuation assembly point.

Continuity of Operations Plans - Continuity of Operations Plans (COOP) outline the steps critical operating units must take to keep their department running in the event of an emergency. Departments that are deemed "critical operating units" must complete a Continuity of Operations Plan, per the University's Policy.

Emergency Operations Plan - The campus Emergency Operations Plan is the overall plan that guides University administrators in the event of an emergency. The University is required by the state Homeland Security and Emergency Management agency to have an Emergency Operations Plan.

The Department of Emergency Management tasks each area of the University to develop and maintain emergency procedures and guidelines for their buildings and employees. The following are general evacuation procedures, for building specific evacuation procedures, consult that building's Building Emergency Plan.

General Building Evacuation Procedure

At the sound of the emergency alarm, it is the responsibility of all building occupants to evacuate immediately and proceed to predetermined assembly points, away from the building.
Building occupants are also responsible for ensuring that their visitors, customers, and contractors in their department follow the evacuation procedure described herein and leave the building along with all other occupants.

Faculty and instructors are responsible for dismissing their classes and directing students to leave the building by the nearest building exit upon hearing the building alarm or being notified of an emergency.

Designated essential personnel needed to continue or shut down critical operations, while an evacuation is underway, are responsible for recognizing and/or determining when to abandon the operation and evacuate themselves.

**Evacuation Instructions**

Whenever you hear the building alarm or are informed of a building emergency:

- Do not panic.
- Do not ignore the alarm.
- Leave the building immediately, in an orderly fashion.
- Do not use elevators.
- Classes and meetings in session must be dismissed and students directed to leave.
- Follow quickest evacuation route from where you are (see posted floor evacuation diagram/map).
- Do not go back to your office area for any reason.
- Proceed to the designated emergency assembly point for your area. If the designated assembly point/area is unsafe or blocked due to the emergency, proceed to the alternate assembly point.
- Report to your Building/Work Area Rep at the assembly point to be checked off as having evacuated safely; also report any knowledge you may have of missing persons or those located in an Area of Refuge.
- Return to the building only after emergency officials or building coordinator give the all-clear signal. Silencing the Alarm does not mean the emergency is over.

**Chemical Spill Lab Evacuation instructions**

In the event of the release of hazardous chemical substances which threaten human health, and the immediate lab needs to evacuate, but other building occupants are safe, please follow the steps below:

- Notify other lab occupants in immediate area
- Everyone who can safely leave, should leave lab away from spill
- While exiting, close double doors leading into other labs
- A lab occupant leaving the lab should immediately call 911 (or head to area of refuge button (near freight elevator on each floor) if applicable)
- Notify operator of spill and location
- Operator can remotely activate fire alarm (for some buildings) and send emergency personnel
- Evacuate building according to general evacuation procedures

**Building Emergency Instructions**

In the event of a loss of power, water leak or flood, elevator failure or other building emergency:
• Call the FM Call Center (FMCC) at 624-2900 to notify them of the emergency. Call 911 for emergencies with injuries.
• Notify staff that is located near the emergency so they may take appropriate precautions.
• Follow evacuation instructions, if evacuation is necessary.

Shelter Emergency Instructions

In the event of notification of severe weather, safely discontinue work and go to the nearest designated safe shelter location.

Active Threat Instructions: Run, Hide, Fight

The guidelines below should be considered during this type of emergency, but your specific situation may require deviation from these suggestions.

Run
• Have an escape route and plan in mind.
• Leave your belongings behind.
• Keep your hands visible.
• Run to a place of refuge, well beyond the norm.

Hide
• If running is not possible, hide.
• Lock and barricade doors; shut off lights.
• Remain silent, yet vigilant.
• Avoid huddling together.

Fight
• Fighting is a last resort, use only when your life is in imminent danger.
• Use improvised weapons, i.e. chair, fire extinguisher.
• Attempt to incapacitate the active threat.
• There is strength in numbers; work together against the active threat.

Call 9-1-1
• Call ONLY if safe and with information about the active threat.
• Clarify you are on the University of Minnesota campus and where you are.
• Give the location of the active threat(s).
• Provide physical description of active threat(s).
• Describe type of weapons held by the active threat(s).
• Notify the dispatcher of victims and their location.

How to React When Law Enforcement Arrives:
• Remain calm; follow officers’ instructions.
• Keep your hands up and out in front of you, assuring your hands are empty.
• Keep hands visible at all times.
- Avoid making quick movements towards officers such as attempting to hold on to them for safety.
- Avoid pointing, screaming and/or yelling.
- Move quickly towards the nearest exit or where directed to by police.
- Do not stop to ask officers for help or directions when evacuating.

**Once in a Safe Place**

Once you are in a safe place, DO NOT LEAVE. Emergency responders need to account for everyone. As the event unfolds and is better understood, law enforcement will provide additional instructions as to where you should be or when you will be able to leave. Please be patient. Your safety is our most important concern.

**Crime Statistics**

**Criminal Offenses**

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Bias Crimes

2021
There were no reported Hate Crimes occurring on UMC Clery Geography.

2020
There was one bias motivated crime of intimidation in an on-campus residence, motivated by race bias.

2019
There was one bias motivated crime of simple assault on campus, motivated by race bias.

Violence Against Women Act (VAWA) Offenses

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## Arrests and Referrals for Disciplinary Action

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<td>Weapons: Carrying, Possessing, Etc.</td>
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### 2019 Crookston

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<th>Non-campus</th>
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### Unfounded Crimes

A reported crime is only considered unfounded if sworn or commissioned law enforcement personnel, investigate the reported crime and make a formal determination that the report is false or baseless.

**2021**
No unfounded crimes

**2020**
No unfounded crimes

**2019**
No unfounded crimes
Security of and access to campus facilities

Access to Campus Facilities

There are three distinct levels of access to buildings, public hours, university hours and restricted hours. Building hours vary according to building use.

Public Hours
During Public Hours, buildings will remain open to everyone in the University community and to the general public. Public Hours will generally coincide with the standard business day of 7 a.m. to 5 p.m. For classroom buildings, Public Hours will generally be 7 a.m. to 7 p.m. to accommodate evening classes. Libraries, museums, galleries, and the like will have public hours that match their business hours.

University Hours
University Hours are the hours just before and just after Public Hours in the morning and the evenings. As an example, University Hours in a classroom building would typically be 6 a.m. to 7 a.m., and 7 p.m. to 10 p.m. During University Hours, a U Card will be required to enter the building.

Restricted Hours
During Restricted Hours, buildings are closed to the general public and to the general University community. Only people who have been previously granted permission to enter the building are allowed to do so. Typically, the people granted access during Restricted Hours are the people who would logically have permission to enter a building when it is locked, for example, faculty who teach or staff who work in a specific building. Again using a classroom building as an example, the Restricted Hours would be between 10 p.m. and 6 a.m.

Security of Campus Facilities

The University controls and monitors access to its space by using traditional key systems, electronic card reader systems, and intrusion alarm systems. Exterior doors of newer University buildings are equipped with electronic card access control systems. Many older buildings are being retrofitted with such systems.

Campuses, departments and units are required to manage all keys and access control devices held by their employees. Each campus, department or unit has a Department Facilities Representative to enforce this policy at the local level.

Individuals are prohibited from unauthorized possession, use, duplication and changes to keys or access control devices. Individuals are also prohibited from bracing open doors equipped with access control devices. Violators of this policy will be subject to disciplinary actions for the University or criminal charges where appropriate.

Students, faculty and staff are required to carry their University issued UCard when in University buildings outside of public hours. The UCard must be presented upon request by law enforcement or security personnel, or by a University employee acting within the purview of their job responsibilities. Anyone in a University building that is unable to present their UCard outside of public hours may be asked to leave. Additional restrictions may apply to areas deemed to have a higher security standard.
Access & Security in Student Housing Facilities

The University of Minnesota Crookston has two traditional halls, two apartment facilities and one suite-style living facility.

During the academic year Skyberg, Evergreen and Heritage lobby doors are open from 8am-8pm Monday-Friday. Lobby doors in these buildings are locked on the weekend beginning at 8pm Friday through 8am Monday. Centennial Hall (Main office of Residential Life) lobby doors are open 8am-11:30pm, Monday-Friday and are open 2pm-11:30pm on Saturday and 2pm-10pm on Sunday.

All residence halls are fob/card access. Guests and visitors may access residence hall living areas only when escorted by a resident of that hall.

The information desk in Centennial Hall is staffed 8 a.m. - 4:30 PM, Monday through Friday by office assistants during the academic year. In addition, there are security cameras in the lobbies and residential access points as well in other remote areas of the buildings.

During the academic year, each hall has a community advisor on duty each night. Security guards are on site and do rounds of the building between 8 p.m. and 7 a.m. Security guards, and on-duty community advisors work together to ensure that safety and security needs are met during the evening and night hours.

Security Considerations used in the maintenance of campus facilities

Public Safety routinely inspects exterior lighting, campus telephones, and building security hardware including doors, locking mechanisms, and electronic security device to ensure they are functioning properly. Anyone who is aware of a building or facility issue should contact facilities & operations immediately to ensure that the issue is addressed promptly.

To report a building or facility issue contact:

Facilities & Operations
2 Kiser Building
218-281-8483

Crime Prevention and Safety Programming

The following units offer annual programming to inform the campus community about campus security procedures and practices, to encourage the campus community to be responsible for their own security and the security of others, and to inform students and employees about methods of crime prevention.

University Public Safety

University Public Safety will periodically send out informational emails in order to remind members of the campus community of valuable crime prevention tips.
Residential Life

Each fall, during the first floor meeting, students residing in University housing will discuss safety and security related policies and procedures as well as discuss crime prevention techniques which are geared toward the needs of students living on campus.

University Policy on Drugs and Alcohol

The University is committed to providing a healthy learning and working environment for all students and employees and strives to meet this commitment through prevention and awareness programs. Alcohol abuse and illegal drug use endangers the health and safety of all students and employees.

Students, faculty, and staff are prohibited from engaging in:

- the illegal possession, use, or distribution of alcohol, drugs, and drug paraphernalia on all University premises, in University-supplied vehicles, and as part of University activities and business; and
- the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on all University premises, in University-supplied vehicles, and as part of University activities and business.

University students, employees, and others who conduct research and teaching activities with controlled substances must comply with Administrative Policy: Using Controlled Substances for Research in order to ensure that they follow all applicable regulations and safely handle and prevent diversion of controlled substances.

University community members are expected to refer suspected illegal situations to University police or local law enforcement agencies for criminal investigation leading to possible prosecution.

On the Twin Cities campus, the University of Minnesota Police Department is responsible for enforcing state laws related to underage drinking and state and federal law regulating the possession, use and sale of illegal drugs.

For more information on the University of Minnesota Drug Free University policy visit:
https://policy.umn.edu/operations/drugfree

Health Risks

To make informed choices about drug and alcohol use, students and employees should educate themselves about the serious health consequences of the use, misuse, and abuse of alcohol and other drugs as described in the Drug and Alcohol Health Risks Chart below.

Alcohol

Alcohol is a depressant that slows down a person’s central nervous system, including breathing and heart rates. Short-term risks of alcohol use include: impaired judgment, poor motor coordination, emotional instability, and increased aggression. Long-term risks include: irreversible damage to brain, liver, pancreas, kidneys; memory problems and nutritional deficiencies; and high risk of fetal damage if used during pregnancy.

Centers for Disease Control and Prevention alcohol fact sheets
Marijuana
Marijuana is an illegal drug that can cause changes in the way people think and feel. Marijuana use can make it harder for students and employees to function in school and work-related activities. It slows reflexes and impairs visual perceptions.

National Institute on Drug Abuse marijuana information

Cocaine
Cocaine is an illegal drug that is a strong central nervous system stimulant. It is a powerfully addictive drug.

National Institute on Drug Abuse health effects of commonly abused drugs

Club Drugs
Club drugs, such as MDMA (Ecstasy), Rohypnol, GHB, and Ketamine sometimes are used in a nightclub, bar, or rave drug scene. They have varying effects and can cause changes to critical parts of the brain.

National Institute on Drug Abuse club drugs information

Legal Sanctions
Students and employees also should be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment or loss of federal financial student aid for conviction of alcohol and drug-related offenses as described in the Drug and Alcohol Legal Sanctions Chart below. These legal sanctions are in addition to disciplinary sanctions by the University.

Students—Disciplinary Sanctions
Students who violate the prohibitions of the Drug Free policy are subject to progressive disciplinary procedures as described in the Student Conduct Code: warning; probation; required compliance; confiscation of goods; restitution; restriction of privileges; University housing suspension or expulsion; suspension or expulsion; withholding of diploma or degree; and revocation of admission or degree.

Employees—Disciplinary Sanctions
Employees who violate the prohibitions of the Drug Free policy are subject to discipline ranging from an oral warning, written warning, or unpaid suspension up to termination consistent with policies, rules, and contracts governing the terms and conditions of their employment. Supervisors also may require an employee to provide documentation of satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

Employees who are convicted of any criminal drug statute violation in the workplace must report it to a supervisor within five days of the conviction. Supervisors, department heads, and principal investigators who are aware of any drug crime convictions of individuals (students or employees) who work on sponsored projects for violations that occurred in the workplace must report them to the Office of the Associate Vice President for Sponsored Projects Administration (SPA) within three calendar days of their notice of the conviction.
Medical Amnesty

Medical Amnesty to ensure that minors at medical risk as a result of alcohol intoxication receive prompt and appropriate medical attention, Minnesota law provides immunity from prosecution for minors under certain circumstances. Refer to Minnesota Statutes 340A.503 subd. 8 for further details.

The University of Minnesota maintains the discretion to refer these individual(s) for appropriate educational intervention(s).

Relevant Laws and Related Civil and Criminal Sanctions

In addition to disciplinary sanctions by the University, students and employees who violate the administrative policy: Drug Free University may be subject to criminal prosecution under federal, state, and local laws that specify imprisonment, fines, and loss of federal benefits for conviction of alcohol and drug-related offenses. To ensure students and employees are aware of these legal sanctions, this appendix briefly describes some relevant laws with sanctions and provides links to more information.

Federal Laws and Sanctions

Controlled substance convictions under federal laws carry penalties ranging from up to one year imprisonment and a minimum fine of $1,000 for simple possession to up to life imprisonment and a minimum fine of $2,000,000 for an individual engaging in a continuing criminal enterprise. Federal controlled substance convictions also can lead to forfeiture of both real and personal property; the denial of federal benefits, such as grants and student loans; and the denial of federally-provided or supported professional and commercial licensures. The seriousness of the offense and the penalty imposed generally depends on the type and amount of the drugs involved.

Provisions of the federal Controlled Substances Act, 21 U.S.C. 801 et al

Federal trafficking penalties

Minnesota Laws and Sanctions

Controlled substance convictions under Minnesota laws carry penalties including a prison sentence for not more than 30 years and a maximum fine of $1,000,000 for sales and possession crimes. Subsequent controlled substance convictions result in commitment to the commissioner of corrections for four to 40 years and a maximum fine of $1,000,000.

Minnesota controlled substances laws and sanctions

The misuse of alcohol also can result in criminal penalties under Minnesota laws. Anyone under 21 years of age is guilty of a misdemeanor and subject to a minimum fine of $100 if convicted of purchase, possession, or consumption of alcohol or misrepresentation of age in order to purchase alcohol. Anyone who provides alcohol to individuals under 21 years of age also is subject to criminal sanctions.

Minnesota law – underage alcohol offenses

Minnesota law – violations and penalties related to liquor laws
In addition, Minnesota state law imposes stiff penalties on individuals who are convicted of driving under the influence of alcohol, a controlled substance, or a hazardous substance. For example, a felony conviction of first-degree driving while impaired carries penalties of imprisonment for not more than seven years and a minimum fine of $14,000. Administrative penalties for driving under the influence convictions include driver’s license suspension, revocation, cancellation, denial, or disqualification.

**Minnesota law – driving while impaired, including underage drinking and driving**

**Drug and Alcohol Abuse Education Programs**

The University demonstrates its commitment to maintaining a safe and healthy campus environment by offering a variety of drug and alcohol abuse prevention and education services for students and employees, including confidential diagnosis and assessment, short-term counseling, referral, and access to community support groups.

UMCs Alcohol, Tobacco and Other Drugs (ATOD) Program is an educational program tasked with educating students about the potential negative consequences of drug and alcohol use and/or abuse. The ATOD Program offers counseling, peer support groups, and other resources.

For more information, go to [https://www.crk.umn.edu/units/alcohol-tobacco-and-other-drugs](https://www.crk.umn.edu/units/alcohol-tobacco-and-other-drugs)

**AlcoholEDU**

All incoming first-year undergraduate students and transfer undergraduate students under age 21 must complete AlcoholEdu, an online, interactive, evidence-based prevention course. This course covers the effects of alcohol, cannabis, and e-cigarettes with emphasis on the substance’s effects on decision-making and bystander intervention.

This course covers the following topics:

- Standard Drink Definition
- Risk Factors and Choices
- How Choices Affect Goals
- Factors that Influence Drinking Decisions
- BAC Basics
- Sexual Assault and Understanding Consent
- Creating an Action Plan
- Laws & Policies
- How to Take Care of Yourself and Others

**Alcohol Awareness**

Alcohol Awareness by Everfi an evidence-based, personalized, online prevention resource offered to all students. The campus Conduct Office utilizes this resource in conjunction with minor first offense alcohol violations.

**Learn to Live**

All UMN students have access to Learn to Live, a website that offers cognitive behavioral therapy modules for mental health and well-being. Learn to Live offers live and on-demand webinars including a recurring and recorded webinar “When Substance Use Becomes a Concern.”
University of Minnesota Resources

Counseling Services
Counseling Services provides free personal, crisis, and developmental counseling services to students. All new clients are screened for substance use using the Alcohol Use Disorders Identification Test (AUDIT) and the Counseling Center Assessment of Psychological Symptoms (CCAPS) which includes 4 or 6 questions on substance use (depending on which version is administered).

Counseling Services maintains strong campus-community partnerships with Northwest Mental Health Center and Riverview Recovery Center for referral and outreach needs.

Health Services
Health Services is staffed by a Registered Nurse during business hours. Students are able to see health care providers (nurse practitioners) at no cost on Tuesday and Thursday afternoons. Students coming in for healthcare appointments are screened for alcohol and tobacco use as a standard part of establishing care.

Care Team
Faculty and staff can refer students to the Care Team for multidisciplinary case staffing and referral planning for students needing additional support

Employee Assistance Program
The Employee Assistance Program (EAP) provides free professional consultation and referral services for University employees and faculty who are experiencing work or personal-related difficulties. Spouses, partners, and immediate family members are also eligible for EAP services.

Confidential consultation:
- Work productivity
- Interpersonal relationships
- Work relationships
- Family
- Supervisory challenges
- Loss and bereavement
- Conflict resolution
- Alcohol/substance abuse
- Mental health

For more information, go to https://humanresources.umn.edu/benefits/employee-assistance

Dating Violence, Domestic Violence, Sexual Assault and Stalking
The University of Minnesota prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as those crimes are defined by the Clery Act. The University of Minnesota issues this statement of policy to inform
the community of its comprehensive plan to address the crimes of dating violence, domestic violence, sexual assault and stalking. This section includes information on University of Minnesota primary and on-going prevention and awareness programs, important information for victim/survivors of these crimes and the relevant procedures pertaining to the University's response to reports of these crimes.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or having participated in an investigation of dating violence, domestic violence, sexual assault and stalking. Retaliation against any individual for reporting under this policy is prohibited and may result in disciplinary action. Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled.

Definitions

VAWA Crime Definitions
For the purpose of classifying incidents for inclusion in the Annual Statistical Disclosure, the following definitions are used.

Dating Violence
The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and; the existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic Violence
The term “domestic violence” means

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; (iv) 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.

Sexual Assault
Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is generally defined as sexual contact directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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

**Fondling**
the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

**Incest**
nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape**
nonforcible sexual intercourse with a person who is under the statutory age of consent.

**Stalking**
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

fear for the person’s safety or the safety of others; or suffer substantial emotional distress.

For the purposes of this definition—

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

**Minnesota State law definitions of VAWA Crimes and Terms**
The following definitions are for the purpose of educating readers regarding jurisdictional crime definitions. Legal citations are given to enable the reader to access information on where the applicable definitions can be referenced under Minnesota law. Some terms are not explicitly defined under Minnesota law; in these instances information is given to help readers situate VAWA terms in Minnesota State law.

**Consent**
MN 609.341 Subd. 4.

“Consent” means words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the complainant or that the complainant failed to resist a particular sexual act.

A person who is mentally incapacitated or physically helpless as defined by this section cannot consent to a sexual act.

Corroboration of the victim’s testimony is not required to show lack of consent.

**Dating Violence**

Minnesota law does not define dating violence.

**Domestic Violence**

MN 518B.01 Subd. 2

“Domestic abuse” means the following, if committed against a family or household member by a family or household member:

- physical harm, bodily injury, or assault;
- the infliction of fear of imminent physical harm, bodily injury, or assault; or
- terroristic threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call within the meaning of section 609.78, subdivision 2.

“Family or household members” means:

- spouses and former spouses;
- parents and children;
- persons related by blood;
- persons who are presently residing together or who have resided together in the past;
- persons who have a child in common regardless of whether they have been married or have lived together at any time;
- a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
- persons involved in a significant romantic or sexual relationship.

**Additional Information**

Minnesota State Statute 609.2242 DOMESTIC ASSAULT: [https://www.revisor.mn.gov/statutes/?id=609.2242](https://www.revisor.mn.gov/statutes/?id=609.2242)

Minnesota State Statute 518B.01 DOMESTIC ABUSE ACT: [https://www.revisor.mn.gov/statutes/?id=518b.01](https://www.revisor.mn.gov/statutes/?id=518b.01)

**Sexual Assault**

The term sexual assault is not defined by Minnesota Law. The comparable crimes of rape, fondling, statutory rape, and incest are generally coded as criminal sexual conduct in the state of Minnesota.
“Minnesota law classifies the crime of criminal sexual conduct into five categories: first- through fifth-degree criminal sexual conduct, with first-degree carrying the most severe penalties and fifth-degree the least. Minn. Stat. §§ 609.342 to 609.3451.”

“Generally speaking, the first-degree and third-degree crimes apply to sexual conduct involving sexual penetration of the victim; the second-, fourth-, and fifth-degree crimes apply to sexual conduct involving sexual contact with the victim without sexual penetration.”

“Criminal sexual conduct in the first and second degree typically apply to conduct involving personal injury to the victim; the use or threatened use of force, violence, or a dangerous weapon; or victims who are extremely young.”

“Criminal sexual conduct in the third, fourth, and fifth degree typically address less aggravated conduct and apply to other situations in which the victim either did not consent to the sexual conduct, was relatively young, or was incapable of voluntarily consenting to the sexual conduct due to a particular vulnerability or due to the special relationship between the offender and the victim.”

The above information is from the following source: http://www.house.leg.state.mn.us/hrd/pubs/ss/ssovrcsc.pdf

Stalking
MN 609.749 Subd. 1

“stalking” means to engage in conduct which the actor knows or has reason to know would cause the victim under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the victim regardless of the relationship between the actor and victim.

Affirmative Consent as defined by University of Minnesota Policy
Board of Regents Policy: Sexual Harassment, Sexual Assault, Stalking and Relationship Violence defines Affirmative consent as freely and affirmatively communicated words or actions given by an informed individual that a sober reasonable person under the circumstances would believe communicate a willingness to participate in the sexual contact.

The following factors will be considered when determining whether affirmative consent was given.

- Each individual who wishes to engage in sexual contact is responsible for obtaining consent from the other individual or individuals who intend to be involved in the sexual contact.
- A lack of protest, the absence of resistance, and silence do not by themselves indicate consent.
- The existence of a present or past sexual, dating, or other romantic relationship between the individuals involved does not by itself imply consent to sexual contact.
- Consent must be present throughout the sexual contact and may be given and withdrawn at any time.
- When consent is withdrawn, all sexual contact must stop. Where there is confusion about the state of consent, sexual contact must stop until the individuals have verified the affirmative consent of all individuals involved.
- Consent to one form of sexual contact does not by itself constitute consent to another form of sexual contact.

Consent is not obtained where:

- An individual is compelled to engage in unwanted sexual contact through the use of coercion. Coercion may consist of physical force, intimidation, threats, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact.
• An individual involved in sexual contact is incapacitated due to the influence of drugs or alcohol, and a reasonable person would know of this incapacitation. Incapacitation due to the influence of drugs or alcohol is a state beyond mere intoxication or impaired judgment. Some indicators of incapacitation due to the influence of drugs or alcohol may include:
  o A lack of control over one’s physical movement (for example, an inability to walk or stand without stumbling or assistance).
  o An inability to effectively communicate (for example, where one’s speech is heavily slurred, incomprehensible, or nonsensical).
  o A lack of awareness of one’s circumstances or surroundings (for example, a lack of awareness of where one is, how one got there, who one is with, and how or why one became engaged in sexual contact).
• An individual involved in sexual contact is unable to communicate or understand the nature or extent of the sexual situation because of a physical or mental condition.
• An individual involved in sexual contact is asleep, unconscious or involuntarily physically restrained.
• Sexual intercourse occurs with an individual who is not of legal age to give consent pursuant to Minnesota state law.
• Sexual intercourse occurs between parties who are related to each other within the degrees wherein marriage is prohibited by Minnesota state law.

Education and Prevention Programs
All incoming students and all employees are required to complete an educational module on issues related to sexual misconduct and to attend an orientation session titled “The C word” about issues surrounding dating and sex on a college campus.

The University engages in and is in the process of developing additional 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; and

Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary Prevention and Awareness Programming
The University utilizes online educational primary prevention and awareness programs for all employees and incoming students. Incoming students must complete the Haven or HavenPlus module. Employees must complete a training developed by EverFi for the University of Minnesota titled “Preventing and Responding to Sexual
Misconduct.” Each of these trainings were developed to be compliant with the requirements of the Clery Act and to educate individuals about the following topics:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Use definitions provided both by the Department of Education as well as state law to define what behavior constitutes dating violence, domestic violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Minnesota and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent;
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.
- Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victim/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

More information on Haven can be found at [http://www.everfi.com/haven](http://www.everfi.com/haven).

In addition to the online educational module, students attend an orientation session that examines issues surrounding like mutual consent, safe words, bystander intervention, characteristics of healthy relationships, difficult breakups, true friendships, sexual orientation, and more. The goal of this program is to encourage mindfulness, inclusivity, a culture of consent, and mature decision-making in an exciting, humorous, and challenging way.

**Ongoing Prevention & Awareness Education**

**The Office for Equal Opportunity and Affirmative Action (EOAA)**

EOAA delivers three workshops that include training and information on Sexual Misconduct:

- Sexual Harassment: Awareness, Prevention and Response,
- Responding to Sexual Misconduct and Sexual Assault and the
- EOAA Supervisor’s Toolkit.
- Speak Up: Understanding and Preventing Sexual Violence

**Student Affairs Bystander Intervention Programming and Marketing Campaign**

University of Minnesota Crookston regularly provides bystander intervention training focused on educating the campus community of safe and positive options of bystander intervention through student affairs programs. To support the culture of empowering bystanders to take action, UMC has initiated a poster campaign promoting the ideals of bystander intervention.

Annually, Student Affairs partners with various community services to host the “Clothesline project.” The Clothesline Project is a national art project started by women in Massachusetts as a memorial to the victims and survivors of domestic violence. The project involves designing shirts to remember the women and children murdered as a result of domestic violence and child abuse. The shirts then are hung on a clothesline and displayed
in a public location. The purpose is to create a visual memorial to the casualties and survivors of the war against women.

Counseling Services
Counseling Services provides outreach and guest speaking in UMC 1200: Introduction to University Life courses. During these sessions students are informed of available services on campus and in the community for survivors.

Safe and Positive Options for Bystander Intervention

“Bystander intervention” means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:
- recognizing situations of potential harm
- understanding institutional structures and cultural conditions that facilitate violence
- overcoming barriers to intervening
- identifying safe and effective intervention options
- taking action to intervene

Active bystanders recognize emergency situations and non-emergency situations and have the skills to intervene directly or indirectly.

How Can I Prevent Violence?

Be a good bystander. If you recognize an emergency or non-emergency situation happening, use the “3 Ds” to determine how to act.

Direct
- If you feel safe, confront the situation directly
- Be calm, confident and respectful - the main goal is to stop the behavior
- Ask if the involved parties are okay, seek to help

Distract
- Diffuse the situation-interject humor
- Change the subject- ask the parties involved about a class assignment or current event
- Interrupt the flow of the behavior- spill a drink, create noise, any action which will interrupt the negative behavior

Delegate
- Ask others for help when you don’t feel safe or comfortable approaching the situation alone
- There is strength in numbers, enlist the help of friends
- Call 911

Risk Reduction
The following represent simple steps to reduce risk for becoming a victim of crime

Walking
- Keep your eyes up and ears open, be alert and aware of your surroundings.
- Walk with purpose and confidence.
- Walk with others.
Driving

- Keep car doors locked and windows rolled up most of the way.
- Reduce distractions, be alert and aware of your surroundings including other motorists, bicyclists, and pedestrians.
- If someone tries to break into your car while you are in it, honk the horn in repeated short blasts.
- If you are being followed, do not go home. Call 911 and drive to the nearest safe place with people visibly present.
- Do not pick up hitchhikers or interact with panhandlers on the street.
- Park your car in well-lighted parking areas and lock all doors. Store valuables in a locked trunk or make sure they are hidden from plain view.

At Home

- Make sure your doors have dead bolts, security chains, and peepholes.
- Change old locks when you move into a new residence.
- Lock your doors and windows anytime you leave, even if it is just for a few minutes.
- If you will be away, use variable light timers to make it appear as though someone is home.
- Do not hide spare keys outside.
- Never prop exterior doors to apartment buildings, if you see doors propped remove the prop and contact building management.

When you go out

- Plan ahead! Know where you are going, who you are going with, where you will be staying the night and how you will be getting there safely.
- Communicate the plan with your friend group.
- If you are uncomfortable with the plan, speak up.
- Stay with your planned friend group and do not deviate from the plan without first communicating with your friend group.
- Drink only from pre-packaged containers or drinks you make yourself, so you know the alcohol.
Most sexual assaults involving college-aged people occur between people who know each other, and many assaults occur while one or both people involved are under the influence of alcohol or other drugs. Here are some tips to help keep you and your friends safe:

**Reduce the Risk of Sexual Assault**

- Physical force is sometimes used to commit an assault, however, in college sexual assaults each of the following tactics are more commonly employed. Manipulation (encouraging someone to drink more to lower their inhibitions), Coercion (trying to talk someone into an activity they are reluctant to participate in), Threats (saying you will tell others something about the person)
- Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a “mixed message” ask for clarification.
- Obtain clear consent for each activity. Consent for one activity does not imply consent for all.
- If someone seems uncomfortable, is not engaged, or is not reciprocating, stop and check in with them.
- Communicate with your partner directly. It is okay to say yes to some activities and no to others. You are the only one who knows your intentions, preferences and limits.

**Advocacy Support, Safety, Medical Assistance & Evidence Preservation**

**Advocacy**

Polk County Coordinated Victim Services works in partnership with several organizations offering 24 hour victim advocacy, safe shelter and safety planning services. Visit https://www.co.polk.mn.us/494/Crime-Victim-Resources to learn more about available resources.

**Safety**

To ensure your safety, call 911. Even if you do not want to file a report, police will arrive on scene, ensure your safety and provide you with additional resources and can transport you to the hospital to seek medical attention, if requested. Officers can complete a police report if you would like.

**Medical Assistance**
After an incident of sexual assault and/or domestic violence, the victim/survivor should consider seeking medical attention as soon as possible. Health care providers can treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease, even if victim/survivors do not opt for forensic evidence collection.

Victim/survivors are encouraged to seek treatment at a medical facility of their choice.

In Crookston victim/survivors can be treated at:

**RiverView Health Emergency Room**
323 S Minnesota Street
Crookston, MN 56719

**Medical Forensic Exam**
Victim/survivors of sexual assault whose assault occurred within the last 7 days are eligible for a medical-forensic exam. To obtain an exam, visit any hospital emergency department and tell them that you have been sexually assaulted. You do not need to report the assault to law enforcement in order to receive an exam. You have the right to a sexual violence advocate during your exam. The hospital will contact them on your behalf once you reach the hospital, but you may also contact them. The medical-forensic exam ensures that a specially trained nurse who is sensitive to the victim/survivor’s needs will treat the victim/survivor. It also ensures the proper collection of forensic evidence and protects the chain of custody of that evidence should a case be brought to trial. The medical-forensic examinations are paid for by the county per Minnesota Statute 609.35.

**Evidence Preservation**
Trained investigators may look for evidence at locations that are relevant to the case, such as the scene where the assault took place. In order to preserve evidence it is important to not wash or clean the bed/linens/area and clothing worn when the sexual assault occurred.

DNA evidence can be collected from blood, saliva, sweat, urine, skin tissue, and semen. That’s why it’s important to try to avoid bathing, cleaning your fingernails, or urinating until after a sexual assault forensic exam has been performed.

Victim/survivors of dating violence, domestic violence, sexual assault and stalking are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents. These documents can be helpful in proving the alleged crime and are helpful in obtaining court orders for protection.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.
Reporting Options

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to report the incident promptly to local law enforcement or Title IX office. While all University employees are required by University policy to forward reports of dating violence, domestic violence, sexual assault, or stalking of which they are made aware to the campus Title IX office; victim/survivors are encouraged to report directly to the Title IX office. The campus Title IX office is the best location on campus for victim/survivors to directly report crime information and obtain appropriate resources and support.

Victims have the right to:

- Notify proper law enforcement authorities; including on-campus and local police
- Be assisted by campus authorities in notifying law enforcement, if the victim chooses
- Decline making a report to law enforcement

Police

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to file a report with the Crookston Police Department

Crookston Police Department 321 W Robert St 218-281-3111

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement it is the victim/survivor’s choice whether or not to make such a report to law enforcement, and victims have the right to decline involvement with the police.

If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. Timely reporting and a medical examination within 168 hours (7 days) is critical in preserving evidence of sexual assault and enhances the effectiveness of an investigation. While timely reporting aids the University of Minnesota in responding to crimes of sexual assault, dating violence, domestic violence, and stalking an individual can report an incident at any time.

University Public Safety

University Public Safety will assist any victim/survivor with notifying local police where appropriate upon the request of the victim/survivor.

University Public Safety 236 Sargeant Student Center Office: 218-281-8531
Duty phone: 218-289-0565
Title IX Coordinator
Victim/survivors of dating violence, domestic violence, sexual assault, or stalking who are interested in pursuing action through the University should report the incident promptly to the Title IX coordinator.

Title IX Coordinator
7 Hill Hall
218-281-8424
jtangqui@crk.umn.edu

Making a report to this office will allow the complainant the opportunity to receive resources, the option to request supportive measures, and the opportunity to learn more about the option of initiating a University and/or police investigation.

UReport (Anonymous reporting)
Reporting incidents of dating violence, domestic violence, sexual assault and stalking can be difficult. You can make an anonymous report through UReport, a resource that was established by the University of Minnesota for reporting such matters in a way that is protective of your concerns and identity.

When utilizing UReport, you are not required to provide your name or other information that might identify you. However, if you choose to remain anonymous, the University will be limited in the scope of its investigation and response. The reporting website will not track the identity of the computer you use.

If you do provide your name, or if your identity becomes known during an investigation, the University might become obligated to use your identity in the process of investigating any alleged misconduct. However, the University forbids retaliation against people who make good faith reports of violations of law or University policy. Therefore, if you experience retaliation or other negative consequences as the result of providing information through UReport or having your identity revealed in the process, you should report it. Information you provide will be used to help determine whether there has been a violation of law or policy.

Information may be shared with persons within the University if they have a need to know. Other persons, organizations, or agencies may obtain access to this information if they have statutory or judicial authority to do so.

For more information or to make a report, go to: https://compliance.umn.edu/report

Do not use the UReport site to report immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please call 911.

Public Reporting and Disclosures and Personally Identifying Information
Crimes reported to Campus Security Authorities at the University of Minnesota are recorded on a publicly available crime log and if applicable are included in the campus annual statistical disclosure. If it is determined that the alleged incident presents a serious and/or continued threat to the campus community, a SAFE-U Notification may be distributed according to policy. However, information included in these public disclosures will not include any personally identifiable information of the survivor or witnesses, unless it is relevant to the case (particularly for bias motivated crimes).
Supportive Measures and Accommodations

The University will provide supportive measures designed to restore or preserve equal access to the University’s programs and activities, protect the safety of all parties or the educational environment, and/or deter prohibited conduct. Supportive measures are non-disciplinary, non-punitive individualized services provided to a party that do not unreasonably burden another party. They are offered to individuals as appropriate and reasonably available. Supportive measures may include the following:

- counseling and support services;
- academic or course-related adjustments, such as extensions of deadlines;
- modifications of work or class schedules;
- campus escort services;
- restrictions on contact between the parties;
- changes in work or housing locations;
- leaves of absence;
- increased security and monitoring of certain areas of campus; and
- assistance in making a report to law enforcement or obtaining a protective order.

Supportive measures may be implemented because an individual has requested them, the campus Title IX office has recommended them, or a local unit or department has identified a need for them. Supportive measures are available regardless of whether a complainant files a formal complaint with the campus Title IX office or pursues any related process.

Complainants and respondents may seek these supportive measures by contacting the campus Title IX office, which is responsible for coordinating the effective implementation of supportive measures. Campus or local victim-survivor advocacy offices may also be able to assist complainants in requesting supportive measures. Alternatively, complainants and respondents may seek supportive measures directly from the departments or individuals with the ability to provide the requested supportive measures, such as the campus housing and residential life office or the appropriate faculty member, supervisor or human resources representative.

The departments or individuals with the ability to provide the requested supportive measures will determine which supportive measures to take depending on the circumstances of each case and can seek assistance from the campus Title IX office.

The University will maintain the confidentiality of any supportive measures to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The campus Title IX office staff are also available to meet with University members to address questions or concerns about the provision of accommodations or protective measures.

Requests for accommodations can be made at:

**Title IX Coordinator**
7 Hill Hall
218-281-8424
jtangqui@crk.umn.edu
University Process for Resolving Sexual Assault, Dating Violence, Domestic Violence, and Stalking Complaints

This section describes the University of Minnesota process for resolving complaints of Sexual Assault, Dating Violence, Domestic Violence, and Stalking. This section gives an overview of the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence Administrative Policy. The entire policy can be found here.

Filing a report with the campus Title IX Office

A complainant may file a formal complaint to request a grievance process.

A complainant files a formal complaint by submitting a document to the campus Title IX office that: 1) alleges that an individual engaged in prohibited conduct toward the complainant; and 2) requests that the University investigate the allegation of prohibited conduct. The document must contain the complainant’s physical or digital signature or otherwise indicate that the complainant is the individual filing the formal complaint.

The formal complaint may be filed with the campus Title IX office in person, by mail, by e-mail, or online.

Title IX Coordinator
7 Hill Hall
218-281-8424
jtangqui@crk.umn.edu

Rights and Options

When the campus Title IX office learns about alleged dating violence, domestic violence, sexual assault or stalking it will promptly contact the complainant to:

Provide information about available supportive measures, including:

- information about supportive measures and counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid resources within the institution and in the community that are available with or without the filing of a formal complaint, including
- information about how to request supportive measures, including changes to academic, living, transportation and working situations,
- information about the University’s services related to no-contact orders, orders for protection, or other similar lawful orders,
- information about how the University will maintain the confidentiality of supportive measures provided to the complainant, and
- an invitation to the complainant to discuss supportive measures and share their wishes with respect to supportive measures with the campus Title IX office;
- Where applicable, provide information about the various processes offered by the University to address prohibited conduct;
- Where applicable, explain the process for filing a formal complaint or requesting an informal problem-solving process;
- Provide information about how the University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant;
- Provide written notification about the importance of preserving evidence that may assist in a legal or campus disciplinary proceeding or may be helpful in obtaining a protective order;
• Provide information about the complainant’s right to seek medical treatment, as appropriate; and
• Provide written information to the complainant about their right to contact law enforcement, to decline to contact law enforcement, to be assisted by campus representatives in contacting law enforcement, and to seek a protective order, as appropriate.

When a complainant does not respond to the communication from the campus Title IX office providing the information described above, the campus Title IX office will generally presume that the complainant does not want to initiate a grievance process or an informal problem-solving process.

Confidentiality
The University is committed to protecting the privacy of all individuals involved in an informal problem-solving process or grievance process to the greatest extent legally permissible. In order to carry out an informal problem-solving or grievance process and/or to otherwise to comply with legal obligations, it is often necessary for the University to share the identities of the parties and/or witnesses, as well as information provided by the parties and/or witnesses, with the parties and other participants in the process. The identities of these individuals and the information provided during these processes also may be included in an investigation report or other document relating to the case, which may be provided to others as appropriate.

The University will keep private the identity of complainants, respondents, witnesses, and third-party reporters in cases involving Title IX-based prohibited conduct except when necessary to: 1) carry out an informal problem-solving or grievance process; 2) disclose data as required by the Minnesota Government Data Practices Act (MGDPA); or 3) otherwise comply with legal obligations.

The University does not restrict the ability of complainants or respondents to discuss allegations that have been reported or to gather and present relevant evidence. At the same time, the University and the participants in the grievance process have a compelling interest in protecting the integrity of the grievance process, protecting the privacy of parties and witnesses, and protecting parties and witnesses from harassment, intimidation, or retaliation during a grievance process. To further these goals, witnesses and parties are encouraged to limit their sharing of information about a matter (including the allegations, the identities of the parties and witnesses, and the questions asked in interviews) while the grievance process is ongoing. Parties and witnesses are also cautioned not to discuss the allegations in a manner that constitutes retaliation or unlawful conduct. Further, parties and their advisors are not permitted to disseminate the evidence provided to them.

Training
Individuals responsible for resolving complaints of dating violence, domestic violence, sexual assault and stalking receive training in the following areas:

• the definitions of prohibited conduct, including the definitions of Title IX-based prohibited conduct;
• the scope of the University’s education programs and activities;
• how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, where applicable;
• how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
• technology to be used at a live hearing, where applicable;
• issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant; and
- issues of relevance to create an investigative report that fairly summarizes relevant evidence, where applicable.
- Individuals who conduct the University’s grievance process (including Title IX Coordinators, investigators, hearing panel members, University Authorities, Appellate Officers, and any person who facilitates an informal resolution process) will also be trained annually on issues related to prohibited conduct and on how to conduct a grievance process that protects the safety of victims and promotes accountability.

Upon receiving a report of sexual misconduct, the campus Title IX Office takes one of the following three actions:

**Take no further action beyond offering supportive measures**
In certain cases where a complainant does not want an informal problem-solving or grievance process, or when the campus Title IX office does not have sufficient information to effectively initiate such a process, the campus Title IX office may decide not to take any action beyond offering supportive measures to the complainant.

**Initiate an informal problem-solving process**
The campus Title IX office may initiate an informal problem-solving process when a grievance process has not been initiated or has been dismissed. In an informal problem-solving process, the campus Title IX office does not determine whether a respondent has violated University policy. However, the campus Title IX office may provide resources to help address the concerns raised and make recommendations for responsive action, including actions aimed at preventing misconduct from occurring.

For example, informal problem-solving processes may include:

- gathering additional information about the alleged prohibited conduct to determine how to most effectively respond to the alleged prohibited conduct or to provide relevant information to the individuals involved;
- notifying a respondent about the concerns raised, and about any reported impact of the concerns on a complainant or community;
- providing education or coaching to a respondent or complainant;
- providing recommendations that are aimed at preventing further concerns from arising to an appropriate individual who oversees a respondent or complainant; and/or
- establishing a plan to monitor for future misconduct.

Even if the campus Title IX office originally initiates an informal problem-solving process, the Title IX Coordinator may decide, after the campus Title IX office has gathered additional information about the alleged prohibited conduct, that it is appropriate to sign a formal complaint and initiate a grievance process.

**Initiate a grievance process**
The campus Title IX office will initiate a grievance process when the complainant has filed a formal complaint requesting that the University investigate alleged prohibited conduct or when the Title IX Coordinator has signed a formal complaint. The grievance process includes an investigation, opportunity for a live hearing, and opportunity for an appeal. In certain cases, the parties may also be offered an informal resolution option and/or an administrative resolution option after the investigation is complete.
The University is committed to providing all parties with robust procedural fairness protections in the grievance process, including notice of the report and investigation, the opportunity to present evidence and identify witnesses, and an impartial and unbiased investigation and adjudication process.

The University’s grievance process applies the preponderance of the evidence standard when determining whether sexual misconduct occurred in violation of University policy. “Preponderance of the evidence” means that it is more likely than not that a policy violation has occurred.

Complainants and respondents may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice; and/or 2) a support person, who cannot be a fact witness in the case. When a party does not have an advisor at a live hearing, the University provides an advisor at no cost to make opening and closing statements, and to conduct direct and cross-examination on behalf of that party.

Grievance Process
The grievance process is guided by following principles:

• Title IX Coordinators, campus Title IX office staff who conduct investigations, decision-makers and individuals designated to facilitate informal resolution processes (where available) who: 1) do not have a conflict of interest or bias for or against complainants or respondents generally or individual complainants or respondents specifically; and 2) are trained in accordance with the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence administrative policy and applicable laws.
• A burden of proof that rests on the University.
• A burden of gathering evidence sufficient to reach a decision on responsibility and disciplinary sanctions, if any, that rests on the University.
• An equal opportunity for the parties to present witnesses.
• A presumption that a respondent is not responsible for the alleged prohibited conduct until a decision on responsibility and disciplinary sanctions, if any, is made at the conclusion of the grievance process.
• An objective evaluation of all relevant evidence.
• Relevant evidence is information pertinent to proving whether facts material to the allegations are more or less likely to be true.
• Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not considered relevant, unless such questions and evidence: 1) are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or 2) concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
• No consideration of information protected under a legally recognized privilege, or questions seeking disclosure of this information, unless the person holding the privilege waives it.
• No access to or consideration of a party’s records that were made or maintained by a physician, psychiatrist, psychologist, or other professional in connection with the provision of treatment to the party, unless that party provides voluntary, written consent.
• Credibility determinations, where applicable, that are not based on an individual’s status as a complainant, respondent, or witness.
Investigation

Investigations into formal complaints will be conducted by the campus Title IX office, except that investigations into stalking and relationship violence of a non-sexual nature will be conducted: 1) for student respondents, by the campus office or official that investigates non-sexual Student Conduct Code complaints; 2) for employee respondents, by a human resources representative or a supervisor; and 3) for other University members, by the University official who retains or oversees their participation in University programs or activities. If a prohibited conduct investigation reveals possible misconduct other than prohibited conduct under this policy, the campus Title IX office will forward this information to the campus office, human resources representative, or supervisor responsible for investigating that possible misconduct. However, amnesty is provided for certain drug and alcohol related offenses that come to light during a prohibited conduct investigation.

Written notice to the parties

Upon receipt of a formal complaint that alleges prohibited conduct in violation of this policy, the campus Title IX office will provide written notice to the parties who are known. The written notice will provide the parties with sufficient time to prepare a response before any initial interview, and will include:

- Notice that a grievance process is being initiated.
- Information about the grievance process.
- Notice of the allegations of prohibited conduct, including the identities of the parties involved in the incident, if known, the alleged prohibited conduct, and the date and location of the alleged prohibited conduct, if known.
- Notice of the decision on whether the reported conduct will be designated as Title IX prohibited conduct, the reasons for this decision, and the parties’ right to appeal this decision;
- A statement that the respondent is presumed not responsible for the alleged prohibited conduct and that a decision on responsibility and on disciplinary sanctions, if any, is made at the conclusion of the grievance process.
- Notice that the parties may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice who may be, but is not required to be, an attorney, and who may inspect and review evidence and 2) a support person who cannot be a fact witness in the case.
- Information about applicable supportive measures and advisor resources, and an opportunity to discuss them with the campus Title IX office.
- Notice that this policy prohibits knowingly or intentionally filing a false formal complaint or providing false or misleading information during a grievance process.

If, during the course of an investigation, the campus Title IX office decides to investigate additional allegations of prohibited conduct, the campus Title IX office will provide notice of those additional allegations to the parties whose identities are known.
Investigation process

The nature and scope of an investigation will be determined based on the formal complaint and any additional information gathered during the investigation, and will include the following elements:

- Written notice to the parties
- One or more requested interviews of a complainant, where the complainant will have the opportunity to describe the allegations giving rise to the formal complaint, provide evidence, and identify witnesses.
- One or more requested interviews of a respondent, where the respondent will have the opportunity to respond to the allegations, provide evidence, and identify witnesses.
- Gathering of other evidence, such as through witness interviews, if other evidence exists.
- An equal opportunity for the parties and their advisors to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint
- Provision of a final investigation report to each party, the party’s advisor, if any, that fairly summarizes the relevant evidence, provides an analysis of the evidence, and a recommended decision on responsibility.

The campus Title IX office strives to complete investigations within 90 business days. However, depending on the complexity of the investigation, the number of witnesses, the availability of evidence and other factors, some investigations may take additional time. When an investigation will not be completed within 90 business days, the campus Title IX office will notify the parties and provide the reason for the extended timeline in writing.

Post-Investigation Informal Resolution Process

Based on the final investigation report, the parties may be provided with a proposed informal resolution. If both parties agree in writing to the proposed informal resolution, the grievance process ends. If either party does not agree to the proposed informal resolution, the matter will proceed to a hearing or administrative resolution.

Administrative Resolution Process

In all cases except those that involve a student complainant and a non-student employee respondent, the parties will be offered the opportunity to agree to resolve the case after the investigation through an administrative resolution process. In an administrative resolution process, a hearing chair will make the decision on responsibility based on the investigative report, the parties’ written responses to the investigative report (if any), and the evidence gathered by the campus Title IX office as part of its investigation of the formal complaint.

Hearing

If there is no post-investigation informal resolution or administrative resolution, the parties will be provided a live hearing. The parties will be permitted to submit a written response to the final investigation report to the hearing panel.

Hearing format. The University may conduct live hearings with all parties physically present in the same geographic location or with any or all parties, witnesses, and other participants appearing virtually, with technology enabling participants to simultaneously see and hear each other. At the request of any party, the parties will be located in separate rooms during the hearing with technology enabling the hearing panel members and parties to simultaneously see and hear the party or the witness answering questions.

Access to evidence at the hearing. The University will make all evidence directly related to the allegations available to the parties at any hearing.
Advisor and support person. Each party may be accompanied to the hearing by one advisor of their choice. Advisors are permitted to make opening and closing statements, and conduct direct and cross-examination during the hearing. If a party does not have an advisor present at the hearing, the University will provide that party, free of charge, with an advisor of the University’s choice, to conduct cross-examination on behalf of that party. A party’s advisor may appear and conduct cross-examination even when the party whom they are advising does not appear. Each party may also be accompanied at the hearing by a support person, who participates in the hearing in a non-speaking capacity. A support person cannot be a fact witness in the case.

Cross-examination. Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party’s advisor and never by a party personally. Each party’s advisor is permitted to ask the other party and any witnesses all relevant questions.

Failure to submit to cross-examination. If a party or witness does not submit to cross-examination at the live hearing, the hearing panel and Appellate Officer (where applicable) will not rely on any statement of that party or witness in reaching a decision on responsibility. The hearing panel and Appellate Officer (where applicable) will not draw an inference about the decision on responsibility, if any, based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.

Recording or transcript. The University will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

Decision on responsibility and disciplinary sanctions

Both parties will be simultaneously provided with the hearing panel’s (or in the case of an administrative resolution, the hearing chair’s) written decision on responsibility and the written decision on disciplinary sanctions, if any. Together, these written decisions on responsibility and disciplinary sanctions will constitute the “Written Determination” that may then be appealed by either party.

The Written Determination will include:

- the allegations of prohibited conduct;
- a description of the procedural steps taken by the University from its receipt of the formal complaint through the Written Determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
- findings of fact supporting the decisions on responsibility and disciplinary sanctions;
- conclusions regarding the application of this policy to the facts;
- a statement of, and rationale for, the decisions on responsibility and disciplinary sanctions;
- a statement of the decision on whether the University will provide remedies to the complainant; and
- the University’s procedures and permissible bases for the parties to appeal the decisions on responsibility and disciplinary sanctions.

If an appeal is not filed, the Written Determination becomes final on the date on which an appeal would no longer be considered.
Informal Resolution Processes

The University may offer informal resolution processes to parties at any time after a formal complaint is filed and before a final decision on responsibility and on disciplinary sanctions is made. Except, the University will not offer informal resolution processes to resolve allegations that an employee engaged in Title IX-based prohibited conduct toward a student.

Before initiating an informal resolution process, the University will provide the parties with a written notice disclosing:

- the allegations in the formal complaint;
- the requirements of the informal resolution process;
- the circumstances under which the informal resolution process precludes the parties from resuming the grievance process arising from the formal complaint;
- the parties’ right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and
- any privacy-related and recordkeeping-related consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

In addition, before initiating an informal resolution process, the University must obtain the parties’ voluntary, written consent to the informal resolution process.

Disciplinary Sanctions, Remedies and other Responsive Actions

Responsive action is intended to eliminate prohibited conduct, prevent its recurrence, and promote accountability while supporting the University’s educational mission and legal obligations. Responsive action may include disciplinary, rehabilitative (including educational), restorative, and monitoring components.

Possible disciplinary sanctions in cases with student respondents include the following:

- an oral or written warning;
- probation;
- required compliance with work assignments, community service assignments, or other discretionary assignments;
- restitution;
- restriction of privileges;
- University housing suspension or expulsion;
- suspension or expulsion from the University;
- withholding of a diploma or degree; and
- revocation of admission or a degree.

Possible disciplinary sanctions and other responsive actions in cases with employee respondents (including student employees) may include one or a combination of the following:

- coaching or education;
- mentoring;
- changes to work duties or locations;
- monitoring to ensure that prohibited conduct is not occurring;
- probation;
- removal of administrative appointment;
- salary reduction;
- demotion;
- oral or written reprimand;
- suspension; and
- termination of employment.
For labor-represented employees, the disciplinary sanctions that may be imposed are those set forth in their union contract.

Possible disciplinary sanctions or other responsive actions in cases with third-party respondents may include restrictions on a third-party respondent’s: 1) participation in University programs or activities; 2) attendance at University events; or 3) ability to enter campus spaces, among other things.

**Remedies**

Where a decision has been made that a respondent is responsible for prohibited conduct, the University will provide remedies to a complainant that are designed to restore or preserve the complainant’s equal access to the University’s education programs and activities. Such remedies may include supportive measures, as well as measures that prevent the respondent from having contact with the complainant, and other measures. The campus Title IX office is responsible for effective implementation of any remedies.

**Appeals**

Either party may initiate the appeal process.

 Appeals are not intended to allow for a second review of the same information provided during the investigation, and the Appellate Officer will not substitute their judgment for that of the hearing panel, or that of the hearing chair in the case of an administrative resolution. Appeals are limited to the grounds set forth below.

- Procedural irregularity that affected the outcome.
- New evidence that was not reasonably available at the time of the Written Determination that could have affected the outcome.
- A sanction that is grossly disproportionate to the offense.
- A decision on responsibility that is not based on substantial information. Substantial information means relevant information that a reasonable person might accept as adequate to support a conclusion. The Appellate Officer must respect the credibility determinations of the hearing panel (or of the hearing chair in the case of an administrative resolution) and must not substitute the Appellate Officer’s judgment for that of the hearing panel or chair.
- The Title IX Coordinator, investigator, hearing panel members, and/or University Authority had a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent that affected the outcome.

The Appellate Officer will issue a written decision that 1) affirms, in whole or in part, the decision on responsibility, 2) overturns, in whole or in part, the decision on responsibility, 3) affirms, overturns, or adjusts the decision on disciplinary sanctions, or 4) remands the matter to remedy procedural errors or consider new evidence.

The decision of the Appellate Officer is the final University decision.
Orders for Protection, Harassment Restraining Orders and Enforcement

The University of Minnesota complies with Minnesota law in recognizing Orders for Protection and Harassment Restraining Orders. Any person who obtains an order should provide a copy of the order to University Public Safety or should have a copy of the order present when calling to enforce the order.

A person who wishes to obtain an Order for Protection or Harassment Restraining Order can seek assistance from, from the campus Title IX Office, Polk County Victim Services, or may choose to petition the court independently. Information on how to file a petition with the court can be found at [mncourts.gov](http://mncourts.gov).

A person may file a petition in the district court of the county where the complainant (person experiencing harassment) lives, the respondent (the person doing the harassing) lives, or where the harassment occurred.

Any person who witnesses a violation of an Order for Protection or Harassment Restraining Orders should immediately call 911 for police response.

Resources

On-Campus Resources

<table>
<thead>
<tr>
<th>Title IX Coordinator</th>
<th>7 Hill Hall</th>
<th>218-281-8423</th>
<th><a href="mailto:jtangqui@crk.umn.edu">jtangqui@crk.umn.edu</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>University Public Safety</td>
<td>236 Sargeant Student Center</td>
<td>218-281-8531</td>
<td>Office: 218-281-8531</td>
</tr>
<tr>
<td>Duty phone: 218-289-0565</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residential Life</td>
<td>1110 Centennial Hall</td>
<td>218-281-8531</td>
<td></td>
</tr>
<tr>
<td>UMC Counseling Center</td>
<td>245 Sargeant Student Center</td>
<td>218-281-8571</td>
<td></td>
</tr>
<tr>
<td>Campus Nurse</td>
<td>145F Sargeant Student Center</td>
<td>218-281-8512</td>
<td></td>
</tr>
</tbody>
</table>
Off Campus Resources

**Polk County Coordinated Victim Services**  
Victim advocacy, support, legal  
218-281-1554  
Crisis:  
877-625-8092

**RiverView Health**  
Health Care, forensic evidence collection  
218-281-9200

**Sexual Violence Center**  
Advocacy, Counseling, Support  
Web: [www.sexualviolencecenter.org](http://www.sexualviolencecenter.org)  
612-871-5100  
Crisis:  
612-871-5111

**MNCASA (Minnesota Coalition Against Sexual Assault)**  
Education, Policy, Prevention  
Web: [www.mncasa.org](http://www.mncasa.org)  
Business:  
651-209-9993

**Rape, Abuse, and Incest National Network (RAINN)**  
[http://www.rainn.org](http://www.rainn.org)

Note: Resources are listed only for your information. The University of Minnesota does not endorse any off-campus programs.

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**Sexual Offender Registration**

Certain felony level sex and other predatory offenders are required by law to keep law enforcement agencies apprised of their current residence, employment, and school address, as well as any changes to that information. Some of these offenders have demonstrated by their past behavior that they are part of a group who pose the greatest risk to the public when released. This does not mean that they will commit a new crime, just that they are part of a group of persons who might.

State and federal law requires UMC to inform the campus community that a registration list of sex offenders is available at the following link: [https://coms.doc.state.mn.us/publicregistrantsearch](https://coms.doc.state.mn.us/publicregistrantsearch)

These individuals are not wanted by law enforcement at this time and have served the sentence imposed upon them by the court. The use of this information to threaten, harass, or intimidate such individuals may be a crime and will not be tolerated.

**Release disciplinary outcome to victims of crimes of violence or non-forcible sex offenses**

The University of Minnesota will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense (incest or statutory rape), the results of any disciplinary proceeding conducted by the University of Minnesota against a student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of such of the offense, the next of kin of the victim is permitted to make the request.
Residential Life Missing Person Policy

The Residential Life Missing Person Policy establishes procedures for the University of Minnesota Crookston’s response to reports of missing students. This policy applies to students who reside in University owned housing facilities.

Under the policy, a student may be considered a “missing person” if the person’s absence is suspiciously different from his/her usual pattern of behavior and/or unusual circumstances may have caused the absence.

Procedures for Student Designation of Emergency Contact Information

Students age 18 and above and emancipated minors—Student residents will be given the opportunity to designate an individual or individuals to be contacted by the University no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. The designation will remain in effect until changed or revoked by the student or at the time the student is no longer a resident of University housing (or under the age of 18).

Students under the age of 18—Student residents under the age of 18 who are not emancipated are required to provide contact information for a custodial parent. The University is required to notify a custodial parent or guardian no more than 24 hours after a student is determined to be missing in accordance with the procedures set forth below. The custodial parent or guardian contact information will remain in effect until the student reaches the age of 18 or is no longer a resident of University housing.

This contact information will be registered confidentially, and will be accessible only to authorized campus officials. This information will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

To Report a Missing Student

In the case of a missing student, individuals should notify University Public Safety or Housing & Residential Life staff members.

**Residential Life**  
1110 Centennial Hall  
218-281-8531

**University Public Safety**  
236 Sargeant Student Center  
Office: 218-281-8531  
Duty phone: 218-289-0565

Official notification procedures for missing persons:
Any individual on campus who has information that a University housing student may be a missing person must notify the University Public Safety as soon as possible.

If a report of a possible missing person is made to a Residential Life staff member, the staff member will:

- Conduct a life safety/wellness check on the resident,
- Attempt to make contact via cellular phone, email, or other means,
- Contact other students who may be aware of the missing person’s whereabouts (e.g., roommate, friends, classmates).
If the missing person cannot be found within 24 hours, University staff will contact Crookston Police Department to report a possible missing person.

University Public Safety will gather all essential information about the University housing student from the reporting person(s) and from the student’s acquaintances (description, clothes last worn, where student might be, who student might be with, vehicle description, information about the physical/mental well-being of the student, an up-to-date photograph, class schedule, card access logs, dining records, video surveillance, etc.). Appropriate campus staff, such as Residential Life staff, may be notified to aid in the search for the student.

No later than 24 hours after determining that a University housing student is missing, the Director of Residential Life or designee will notify the emergency contact (for students 18 and over) or the parent/guardian (for students under the age of 18) that the student is believed to be missing.

---

**Fire Safety Report**

**On Campus Student Housing Facilities**

The University of Minnesota Crookston has 4 on campus facilities for student housing, one traditional residence hall, two are apartment-style residence halls and one suite style living facility.

<table>
<thead>
<tr>
<th>Traditional Residence Halls</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skyberg Hall 2900 University Ave, Crookston, MN 56716</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Apartments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centennial Hall 2900 University Ave, Crookston, MN 56716</td>
</tr>
<tr>
<td>Evergreen Hall 2900 University Ave, Crookston, MN 56716</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Suite Style Living</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heritage Hall 2900 University Ave, Crookston, MN 56716</td>
</tr>
</tbody>
</table>

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**Reporting Fires**
Fires should be reported immediately to the Crookston Fire Department by contacting 911.

The following phone numbers should only be used to report fires which have already been extinguished.

<table>
<thead>
<tr>
<th>Residential Life</th>
<th>1110 Centennial Hall</th>
<th>218-281-8531</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Public Safety</td>
<td>236 Sargeant Hall</td>
<td>Office:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>218-281-8531</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Duty phone:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>218-289-0565</td>
</tr>
</tbody>
</table>

On-Campus Student Housing Facility Fire Safety Systems

The charts below summarize each facility’s fire safety system and the number of fire drills held during the 2020 calendar year.

<table>
<thead>
<tr>
<th>Crookston On-Campus Student Housing Facilities</th>
<th>Fire Alarm Monitoring</th>
<th>Full Sprinkler System</th>
<th>Smoke Detection</th>
<th>Fire Extinguisher Devices</th>
<th>Evacuation Plans/ Placards</th>
<th>Number of Drills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skyberg Hall</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>2</td>
</tr>
<tr>
<td>Centennial Hall</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>2</td>
</tr>
<tr>
<td>Evergreen Hall</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>2</td>
</tr>
<tr>
<td>Heritage Hall</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
<td>2</td>
</tr>
</tbody>
</table>

Fire Alarm Monitoring indicates if the fire alarms are monitored at a central location.
Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.
Evacuation Plan indicates if a location has evacuation plans for fire evacuation.

Housing Regulations Regarding Portable Electrical Appliances, Smoking, and Open Flames

Electrical Appliances
The residence hall rooms are not wired to support the use of large electrical appliances (air conditioners or large fridges). All appliances brought to campus must be in good working order. Please be sure not to overload the electrical outlets with adapters or extension cords (all extension cords must be UL approved).

Residents may use electrical appliances in Residence Halls if the appliance does not have an open heating element, use grease or cooking oil, or have an open flame. Appliances with automatic turn-off timers are highly encouraged.

Items that are not allowed include, but are not limited to: electric grills, hot plates and toaster ovens. Apartment buildings may use the items listed above in the designated kitchen area only.

Students may bring one (1) refrigerator per residence hall room. The refrigerators must be 4.3 cubic feet or smaller. Students may also bring one (1) microwave oven per room. The microwave must use no more than 700 watts. Extension cords must be UL approved. No other major appliances, including air conditioners or dishwasher units, are permitted in any hall.
Due to potential for fire, concealed extension cords and multiple outlet adapters are also prohibited. Residents may possess multiple strip outlets that are fused with at least 14-gauge wire, are UL approved, and are grounded.

**Cooking**
Residence hall rooms are not equipped for students to safely and sanitarily cook. For the safety of all students, cooking is NOT permitted in residence hall rooms. Cooking is permitted only in University-designated kitchen areas.

**Smoking**
To create a healthier, cleaner, and more inclusive environment for everyone, smoking any substance or creating smoke is not permitted in resident rooms or apartments. Smoking any substance or creating smoke is also prohibited on apartment patios, apartment balconies, and/or public areas within residence halls and apartments. This includes electronic cigarettes, vaporizers and tobacco. Smoking and tobacco use is not allowed on the University of Minnesota campus.

Hookahs or any smoking paraphernalia that has the potential for an open flame are not allowed in the residence halls or apartment communities.

**Open Flames**
For the safety of all students living in the halls, it is prohibited to have open flames or other materials that constitute fire hazards on University housing property including candles, candle warmers, incense, or other materials (such as live fresh cut evergreen trees, and wreaths). Any candles or incense found may be confiscated or destroyed. Housing and Residence life staff will not store these items for you. Motorized vehicles (e.g., mopeds, motorcycles, etc.) may not be brought through or stored within the residence halls/apartments or on apartment patios and balconies.

**Prohibited Lighting**
Due to hazardous materials in various lighting devices, and the potential for fire, and chemical safety hazards, the following items are not allowed: halogen lamps, torchiere lamps, neon lighting, black lights, strobe lights, and lava lamps. Lighting fixtures and devices must be UL listed, in good working condition per original manufacturing, and of no greater than 75 watts.

**Evacuation in case of a fire**
In the event of a building alarm, fire departments cannot begin their job until everyone is out of the building. Failing to leave the building puts others at risk. In compliance with Minnesota State Fire Code and state law, everyone is required to leave the building in the event of a building alarm.

- Upon activation of a fire alarm, immediately proceed to the nearest, safest exit
- Before opening doors, feel the door; if it is hot do not proceed through the door. If the door is cool, open the door slowly and proceed to nearest, safest exit
- If on upper floors of a building, do not use elevators, proceed down stairwells to exit, if heavy smoke or fumes are present, use an alternate exit route
- Exit the building and move a safe distance away from the building
- In locations managed by Housing & Residential Life, Housing staff will assist exiting residents to a nearby safe location
- **Do not re-enter the building for any reason. Emergency Responders or Housing and Residential Life Staff will notify residents if and when it is safe to return to the building**

**Steps to Be Taken in Case of Fire**
In a fire emergency:

- Pull the fire alarm if able.
- Call 9-911.
- Remain calm and act quickly.
- Wear protective clothing such as a coat and shoes, and carry a damp towel for use in heavy smoke.
- Close your room door and windows.
- Walk in an orderly manner to the nearest exit. Never use an elevator.
- Move a safe distance away from the building and out of the way of fire department personnel.
- Remain outside until you are told to return by the staff.
- If you think there is a fire in the hallway, feel the door before you open it:
  - If the door does not feel hot, open it slightly, holding your head away and brace the door with your foot.
  - Put your hand across the opening to test the heat of the air.
  - If the door is hot and the hallway unsafe, plug any opening or cracks through which smoke may enter your room using wet towels, sheets, blankets, etc.
- If smoke does enter the room, open the window for ventilation; break it if sealed.
- DO NOT JUMP.
- Make your presence known.
- Wait for rescue

In case of minor fire:

- Pull the fire alarm if able.
- Call 9-911.
- Use a fire extinguisher located in the hallway cabinets or a blanket to smother the fire.
- Never risk your personal safety!

**Fire Safety Education & Training**

Each hall has fire safety presentations and residents are provided materials outlining actions to be taken in case of a fire.

Each hall operated Residential Life has evacuations procedures on-site. These procedures are covered yearly with residents and are practiced each year in scheduled fire safety drills.

**Fire Statistics**

<table>
<thead>
<tr>
<th></th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional Residence Halls</td>
<td>2019</td>
</tr>
<tr>
<td>Skyberg Hall</td>
<td>0</td>
</tr>
</tbody>
</table>
Fire Details

2021
There were no reported fires in 2021.

2020
There were no reported fires in 2020.

2019
There were no reported fires in 2019.

Planned Fire Safety Improvements

Residential Life works closely with University code officials to review current systems and plan for future improvements. There are currently no plans deemed necessary for improvements in fire safety systems or procedures.

For More Information

To request copies of this report or to request this publication in an alternative format, contact:

Dean of Student Engagement
145-J Sargeant Student Center
218-281-8505
devog007@crk.umn.edu

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.
ANNUAL SECURITY & FIRE SAFETY REPORT

2022

University of Minnesota Duluth
Message from the President

Campus safety is critical to keeping the University of Minnesota a place where students, faculty, staff, and visitors from throughout Minnesota and around the world can work together to achieve our goals and advance discovery and impact.

Our University of Minnesota Police and Security Departments do an extraordinary job of helping the University of Minnesota remain a safe place to learn, work, and live. Officers patrol our buildings and grounds, get to know our community, and work in conjunction with both campus and metropolitan units committed to safety. This report details their efforts.

We are also working through policy and united action to improve public health on campus. The President’s Initiative to Prevent Sexual Misconduct continues to proceed with its comprehensive public health approach, consistent with research on effective prevention among populations as large and diverse as ours.

We are beginning to work as well in the public health area of student mental health. This is a national crisis that affects many of our own students, and we need our best and brightest minds to focus on this issue. We are clearly positioned to be leaders in the area of student mental health, and as a first step, I have charged three of our senior leaders to complete a systemwide inventory of all activities, resources, and programs related to mental health, so that we know where we stand, where we have gaps, and where to move forward.

Positive culture change is a community effort and shared responsibility. Each of us can contribute to a safer campus by keeping our eyes and ears open, and immediately reporting all crimes and public safety problems or concerns by calling 911.

Thank you for helping to keep our University safe.

Joan T. A. Gabel
President

Message from the Chancellor

The health, wellness and safety of our students, staff and faculty here at the University of Minnesota Duluth are a critical and top priority. Whether you work, study, or live at UMD, the University needs your cooperation and active participation to create a safe campus. Be alert, and if you observe a public health or safety problem or a possible crime, please report it immediately by calling 911.

Our staff is available to serve you 24-hours a day, seven days a week. We strive to provide a safe and secure campus environment by protecting and providing assistance for students, staff, faculty and visitors.

Thank you for joining us as we keep our campus safe and healthy.

David J. McMillan
Interim Chancellor
University of Minnesota System

The University of Minnesota System comprises five distinct campuses: Crookston, Duluth, Morris, Rochester, and Twin Cities, serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state.

Collectively, the University of Minnesota System is one of the most comprehensive in the nation, with offerings to meet the interests of every student and the changing needs of our society. We’re proud of our land-grant mission of world-class education, groundbreaking research, and community-engaged outreach, and we are unified in our drive to serve Minnesota.

Known for its focus on experiential learning for its campus-based students, the University of Minnesota Crookston is also one of the nation’s pioneers in online and distance education.

The University of Minnesota Duluth is a highly ranked regional research and liberal arts university with a global reputation for freshwater research.

The University of Minnesota Morris is a nationally ranked undergraduate-focused liberal arts campus with a deep commitment to environmental sustainability and diversity.

The University of Minnesota Rochester prepares health science professionals and maintains unique collaborations with world-renowned medical organizations in the community.

The flagship University of Minnesota Twin Cities is the state’s land grant university and one of the most prestigious public research universities in the nation.
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Quick Contact Guide: Duluth

Police
University of Minnesota Duluth Police Department
Emergency....................................................911
Non-Emergency...........................................218-726-7000
287 Darland Administration Building
1049 University Drive
http://www.d.umn.edu/police-department/

Duluth Police Department
Emergency....................................................911
Non-Emergency...........................................218-730-5400
2030 North Arlington Avenue
Duluth, MN 55811
http://www.duluthmn.gov/police/

Campus Service Offices
Safe Walk Program
Safe Walk Request.................................218-726-6100

Title IX Office (EOAA)
Phone ........................................612-624-9547
eoaa@umn.edu
http://eoaa.umn.edu/

Women’s Resource & Action Center (WRAC)
Phone ..............................................................218-726-6292
266 Kirby Student Center
1120 Kirby Drive
http://d.umn.edu/wrac

Office of Student Conduct & Conflict Resolution
Phone ..............................................................218-726-7255
245 Kirby Plaza
1208 Kirby Drive
d.umn.edu/conduct

Housing & Residence Life
Phone ..............................................................218-726-8178
149 Lake Superior Hall
513 Niagara Court
http://d.umn.edu/housing-and-residence-life

Health Services
UMD Health Services
Phone ..............................................................218-726-8155
615 Niagara Court

Community Resources
Program for Aid to Victims of Sexual Assault
(PAVSA)
Administrative ........................................218-726-1442
24-Hour Crisis Line........................................218-726-1931
32 East 1st Street Suite 200
Duluth, MN 55802
https://www.pavsa.org/
Preventing the Annual Security Report and Disclosure of Crime Statistics

This report has been prepared in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” (informally known as the “Clery Act”). For more information on the Clery Act visit: https://ope.ed.gov/campussafety/

This report includes information for the Duluth campus of the University of Minnesota.

This report is published annually by the University and made available to all current and prospective students, staff, and faculty.

Statistics are compiled by the Clery officer on each campus in cooperation with the local law enforcement agencies with jurisdiction over University of Minnesota Clery Geography. Additional crime information is collected from a wide range of university personnel who have been identified as Campus Security Authorities (CSAs) under the Clery Act.

The Director of Clery Compliance and campus Clery officers review and update the information contained in this report annually.

Crime Statistics reported in this document reflect specific crimes that occurred in specific geographic locations established by federal law and were reported to University of Minnesota Campus Security Authorities. Statistics reflect reports of crime and not criminal charges or convictions.

Definitions of Terms Used in this Report

**Campus Security Authorities:** Individuals on campus who are required to report any allegations of crimes that they receive for inclusion in the Annual Statistical Disclosure.

The Clery Act defines four categories of Campus Security Authorities:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

**Clery Geography:** The geographic area for which an institution is responsible for disclosing crime statistics. The following definitions describe the areas that cumulatively account for an institution’s Clery Geography.
On Campus: 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. Also, any building or property that is within or reasonably contiguous to the area identified in the first part 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 other retail vendor).

On Campus-Residential: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-Campus Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or: 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.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

Personally Identifying Information: Defined in Section 40002(a) of the Violence Against Women Act of 1994 as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault or stalking, regardless of whether the information is encoded, encrypted, hashed or otherwise protected, including:

- a first and last name
- a home or other physical address
- contact information (including a postal, e-mail or Internet protocol address, or telephone or facsimile number)
- a social security number, driver’s license number, passport number or student identification number
- any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

Criminal Offenses

The following definitions of criminal offenses detail the elements of each crime. Crimes in the annual statistical disclosure found in this report are categorized according to the below definitions.

Aggravated Assault
The 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 aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

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

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned— including joyriding.)

Murder and Non-Negligent Manslaughter
The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence
The killing of another person through gross negligence.

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

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

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 because of his/her temporary or permanent mental incapacity.

Incest
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape
Sexual intercourse with a person who is under the statutory age of consent.

Hate Crimes

Hate Crime
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Under the Clery Act the following bias categories are used: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, and Disability.

Any criminal offense which also meets the definition of a hate crime will be included in the statistical disclosure in both the criminal offense category and in the hate crime category (i.e. an on-campus aggravated assault motivated by religious bias will be counted in the on-campus aggravated assault category and in the on-campus aggravated assault motivated by religious bias category).

Additional Hate Crime Categories
In addition to the criminal offenses listed under the “Criminal Offenses” section, the following crimes are included if it is determined that the crime was motivated by bias

**Larceny/Theft**
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: “constructive possession” is defined by Black’s Law Dictionary, sixth ed. as: “Where one does not have physical custody or possession but is in a position to exercise dominion or control over a thing.”)

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

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

**Destruction/Damage/Vandalism of Property (Except Arson)**
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**Violence Against Women (VAWA) Offenses**

**Dating Violence**
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence**
A felony or misdemeanor crime of violence committed:

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

**Stalking**
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
• Fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition—
• Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
• Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
• Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Unfounded Crimes
Are reported crimes which are thoroughly investigated by sworn or commissioned law enforcement personnel; and found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted.

Arrests and Referrals for Discipline for Weapons, Drug, and Liquor Law Violations

Weapons 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.

Drug Law Violations
The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and 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.

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Reporting an Emergency or Crime

The University of Minnesota encourages the accurate and prompt reporting of all crimes to the University of Minnesota Duluth Police Department or appropriate local law enforcement agency when the victim of a crime elects to or is unable to make such a report. If the victim of a crime is unable to file a report, third parties who have information regarding the crime are encouraged to file a report. The prompt and accurate reporting of all crime enables the police department to identify and respond to patterns of crime and when necessary to distribute pertinent crime information to the community, which may help prevent similar occurrences of crime.
**Dial 911**

Dialing 911 will connect you with a trained public safety dispatcher. Be prepared to give the dispatcher the following information:

- Type of emergency
- Your name
- Your location and location of the emergency
- Your phone number
- If applicable (e.g., after a crime), a description of individuals involved (gender, clothing description, height, weight, hair color, tattoos, etc.)
- If applicable (e.g., after a car accident), a description of vehicles involved (color, make, model, license plate number)

Please remain on the line until the dispatcher tells you it is OK to hang up.

Based on the information provided, the dispatcher will send the appropriate help to respond to the reported incident.

**Report a Non-Emergency to the Police**

**By Phone**

*University of Minnesota* 1049 University Dr. 911
*Duluth Police Department* 287 Darland Administration Building

The University of Minnesota Duluth Police Department is part of the St. Louis County emergency communications system, which includes 911 service. UMDPD does not dispatch its officers or other public safety personnel through calls to its administrative phone numbers. Situations that require police response, even non-emergency matters, should be reported via a 911 call.

When reporting a non-emergency to the police, an officer may be sent to your location or contact you by telephone. An officer will ask questions to obtain detailed information about what happened. The officer will be able to provide you with information on victim services, next steps, and crime prevention information.

When reporting a crime, you will be asked many questions. Be prepared to answer the following questions:

- When the crime happened (date and time)
- Where it happened
- Your name, contact information, State Driver’s License or ID number
- Details of the event
- Other people involved (suspect, if known; witnesses)
- If property was involved, who owns it
- The property owner's contact information
- For vehicles: Make, Model, Color, License Plate Number, Insurance Company name and policy number, etc.
- Property other than vehicles: Serial Number, Product Name, Manufacturer, Description, Condition, etc.
Walk-In
You may file a police report in person at the following location:

University of Minnesota
Duluth Police Department
1049 University Dr.
287 Darland Administration Building

Report a Crime to a Non-Police Campus Security Authority

The University of Minnesota encourages all reports of crime to be made to the University of Minnesota Police Department or appropriate local law enforcement agency; however, crimes may also be reported to individuals on campus who have been identified as Campus Security Authorities under the Clery Act. The intent of including non-law enforcement personnel as Campus Security Authorities is to increase accessibility of crime reporting.

Campus Security Authorities include but are not limited to: Residence Hall Directors, Assistant Residence Hall Directors, Community/Resident Advisors, Advisors to student organizations, athletics coaching staff, and others who have significant responsibility for student and campus activities.

Campus Security Authorities have been trained to act as a resource for anyone who wishes to report the occurrence of a crime. Crime reports made to Campus Security Authorities are forwarded to the appropriate campus department for inclusion on the Daily Crime Log and to be evaluated for the need to issue a Timely Warning Notification.

While there are many non-police Campus Security Authorities on each campus, the University of Minnesota prefers reports be made to the following non-police CSAs:

- **Student Conduct and Conflict Resolution**
  - 245 Kirby Plaza
  - Office D211A
  - 218-726-8969

- **Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator**
  - 274 McNamara Alumni Center 200
  - Oak St SE
  - 612-624-9547
  - eoaa@umn.edu

Voluntary, Confidential Reporting

If you are the victim of a crime and are unsure of reporting options, you may consider speaking with a Campus Security Authority. Campus Security Authorities can explain the different reporting options available to help you decide which option is best for you.

Police reports are public records under state law. UMDPD cannot hold reports of crime in confidence.

In many cases, a non-police CSA may be able to assist you in making a confidential report that would not initiate any additional action through the University or the criminal justice system. A confidential report is forwarded directly to the University of Minnesota Duluth Police Department to be added to the Daily Crime Log, evaluated for the need to issue a Timely Warning Notice, and for inclusion in the Annual Statistical Disclosure. The purpose of a confidential
report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and the campus community.

With this information, the University of Minnesota Duluth can keep an accurate record of the number of incidents occurring within its Clery Geography; determine crime patterns and alert the campus community of potential danger.

All reports of dating violence, domestic violence sexual assault, and stalking that are made to University employees who have an obligation to report the occurrence of such crimes will be forwarded to the Title IX office or its designee. Per University policy mandated reporters are required to provide the following information to the Title IX office or designee in cases of alleged dating violence, domestic violence, sexual assault, and stalking:

- The names of the complainant(s), respondent(s) and possible witnesses:
- The date, time, and location of the alleged prohibited conduct; and
- Other relevant details about the alleged prohibited conduct that the University would need to determine what occurred and address the situation.

After receiving a report of alleged dating violence, domestic violence, sexual assault or stalking the Title IX coordinator or designee will contact the complainant to provide resources for personal support and information about the investigation process. In cases involving a student respondent, the campus Title IX office or its designee will only begin investigating the report after receiving verbal or written confirmation that the complainant wishes to initiate an investigation.

When a complainant requests that their identity be kept confidential or that the University refrain from investigating, the campus Title IX office or its designee will make an individualized determination of whether to conduct an investigation, including consideration of the complainant’s wishes, the University’s responsibility for providing a safe and non-discriminatory campus environment, and whether the University possess other means to obtain relevant evidence. In making this determination, the campus Title IX office or its designee will consider the following factors, among others; whether the respondent is alleged to have used a weapon while committing prohibited conduct; whether the respondent is alleged to have used force while committing prohibited conduct; and whether the respondent has been alleged or found to have committed prohibited conduct against other complainants.

**Professional Mental Health Counselors and Pastoral Counselors Exemption**

Campus professional mental health counselors and pastoral counselors, when acting in their professional capacity, are not required to report crimes for inclusion in the annual disclosure of crime statistics.

The Clery Act defines a Professional Mental Health Counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.

A Pastoral Counselor as an employee of an institution, who is associated with a religious order or denomination, recognized by that denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
Professional Mental Health counselors at the University of Minnesota are encouraged if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual statistical disclosure.

Professional counselors can be found at the following campus location:

**UMD Health Services:**
*Counseling Services*
615 Niagara Court
Duluth, MN 55812
218-726-7913

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**University of Minnesota Police Department**

**University of Minnesota Duluth Police Department (UMDPD)**

**Authority**

University police are licensed as peace officers by the State of Minnesota. Minnesota State Statute 629.40 gives peace officers statewide arrest powers while acting in the course and scope of employment.

The UMDPD is also staffed by a full-time Associate Administrator. UMDPD may at times employ up to two Community Service Officers and two student employees, all on part-time basis. These employees do not have arrest powers.

Community Service Officers may aid the public as well as our officers and staff in matters that do not require full police powers. Student employees may assist officers and staff with administrative and clerical tasks.

**Jurisdiction**

The University of Minnesota Duluth Police Department (UMDPD) is responsible for policing and investigating crimes that occur on property owned, leased, or operated by the University of Minnesota Duluth. UMDPD officers provide services in directed, proactive patrol, crime prevention and investigation, law enforcement, and emergency response.

**Relationship with other Law Enforcement Agencies**

The UMDPD has mutual aid agreements with the Duluth Police Department, St. Louis County Sheriff’s Office, Minnesota State Patrol, the Hermantown Police Department, and most other law enforcement agencies in the Duluth area. When the department receives information about an off-campus crime that requires investigation, it forwards the information to the proper law enforcement agency. UMDPD officers may also assist in off-campus investigations that fall under the primary scope of the agency responsible for law enforcement in that area.

UMDPD may also enlist the aid of other law enforcement agencies in its own investigations. UMDPD does not currently have a Memorandum of Understanding (MOU) in place with any law enforcement agency for the investigation of alleged criminal offenses.

**Monitoring of Non-Campus Locations**

The UMD Police Department and the UMD Office of Student Conduct and Conflict Resolution (OSCCR) work cooperatively with the Duluth Police Department and other area law enforcement agencies to share information about criminal activity that occurs off-campus but may affect members of the UMD community. This information includes that pertaining to officially recognized UMD student organizations that may have non-campus residential sites unaffiliated with UMD Housing. This shared information enhances the welfare and safety of our campus.
Response to Reported Crime or Emergencies

Crimes reported to the University of Minnesota Duluth Police Department and non-police CSAs will be considered for the need to issue a Timely Warning Notification, documented on the University of Minnesota Duluth Police Department’s Daily Crime Log, and all applicable crimes will be included in the annual statistical disclosure. These public disclosures will not include any personally identifying information of any reporting parties, witnesses or victims.

UMDPD will investigate all criminal allegations reported to the police. These investigations may be done in conjunction other law enforcement agencies involved in the matter.

Students accused of criminal misconduct may additionally be subject to the University student conduct process; this process neither substitutes nor interferes with any outside legal processes. The major objective of the disciplinary system at the University of Minnesota is to maintain standards of conduct and order commensurate with the educational goals of the institution.

Daily Crime Log

UMDPD maintains a Daily Crime Log available for public viewing at the UMD Police Department, located at 287 Darland Administration Building, during University non-holiday business hours (Monday through Friday from 8:00am to 4:30pm).

Additionally, the log is available online:  http://www.d.umn.edu/police

The daily crime log includes crime information for crimes which have been reported directly to UMDPD, to UMDPD by non-police Campus Security Authorities, the Duluth Police Department, and other applicable law enforcement agencies, which occurred within the University of Minnesota Duluth Clery geography.

The Daily Crime Log includes:

- case number;
- nature of the offense;
- the time and date the offense occurred;
- the date the incident was reported to UMDPD;
- a general description of the location in which the incident occurred;
- disposition of the case, if known.

For the purposes of the Daily Crime Log, crimes that were initially reported to non-police CSAs are classified according to Clery crime definitions, while crimes reported directly to the police are classified according to Minnesota State Code.

Entries in the Daily Crime Log do not include personally identifying information of the victim, witnesses or reporting party.
Timely Warning Notification

The University of Minnesota Duluth issues Timely Warning Notifications to the campus community for reported Clery Act crimes that occur within the University of Minnesota Duluth Clery Geography and are believed to pose a serious or continuing threat to the University community.

Timely Warning Notifications are designed to give the University community information which may aid in the prevention of similar crimes.

When the Chief Law Enforcement Officer or designee determines that a reported crime poses a serious or continuing threat and a Timely Warning Notification is warranted, UMDPD will work with UMD Marketing and Public Relations to draft the Timely Warning Notification and forward the draft to the Office of the Vice Chancellor for Finance and Operations for distribution approval. Upon approval from the Office of the Vice Chancellor for Finance and Operations, UMD University Marketing and Public Relations will distribute the Timely Warning Notifications to all UMD students, staff, and faculty via UMD email.

Timely Warning Notifications are posted on the UMD Police Department website and archived there for approximately one year.

Timely Warning Notifications may include the following details (if available):

- Description of the incident
- Physical description of the suspect, including gender and race
- Composite drawing of the suspect or actual photos and video footage
- Apparent connection to previous incidents, if applicable
- Protected class status of the victim, if there was an apparent bias motive
- Sex of the victim, if relevant
- Injury sustained by the victim
- Date and time the campus crime alert was released
- Pertinent crime prevention tips

Personally Identifying Information of victims and reporting parties will not be disclosed in a timely warning. In instances where the information is relevant to the crime - for example, crimes that are motivated by bias - the victim’s inclusion in a protected class may be released if this information is not determined to be explicitly personally identifiable.

While there is no specific agreement between UMDPD and local law enforcement agencies, UMDPD has a close relationship with local law enforcement agencies who routinely inform UMDPD if there has been a crime that may warrant a Timely Warning Notification.

Emergency Response, Notification & Testing

Emergency Response

The Chancellor, or in the Chancellor’s absence, a Chancellor’s Cabinet member identified as Officer of the Day, has the responsibility and authority to implement UMD’s Emergency Operations Plan, and to provide overall policy direction of UMD resources during an emergency. Emergency operations include coordination of campus and community resources to save lives, protect property, and provide for the continuity of UMD operations. The Chief
Law Enforcement Officer (or designee) and the Vice Chancellor for Student Life are lead personnel in campus crisis response. When an emergency occurs that impacts the campus community, these administrators, in consultation with the Chancellor, identify a crisis response team (typically four to six people) to coordinate a campus crisis response. Specific team members will vary to meet the needs of the situation at hand.

The Chancellor/Officer of the Day, in conjunction with emergency response personnel, will direct the need for emergency communications. Except in the event of imminent threat, UMD Marketing and Public Relations and UMD Information Technology Systems and Services (ITSS) will coordinate on the communication approach taken.

Emergency Notification Systems

The University of Minnesota Duluth has several methods for communicating important safety information quickly in the event of a significant emergency or dangerous situation that poses an immediate threat to the health and safety of the campus community. The situation will dictate which notification methods are used, in some situations multiple notification systems may be used.

SAFE-U
SAFE-U is the University’s emergency mass notification system. SAFE-U is used specifically to notify University students and employees of emergencies or dangerous situations and information on how to remain safe. SAFE-U enables the University to send communications via email, text message, and/or phone messages. Students, faculty, and staff who have provided contact information are automatically registered to receive SAFE-U communications. Only University of Minnesota students, faculty, staff and those with a legitimate need are registered for SAFE-U.

Campus Email
In an emergency, campus email may be utilized to communicate important safety information.

Campus-Wide Emergency Alert System (CWEAS)
CWEAS is the University of Minnesota’s outdoor emergency notification system. CWEAS is not a tornado siren; it is an outdoor warning system that can convey both an alert tone and voice messages. If you hear the outdoor warning system, it means go inside and seek more information.

Tone Alert Radio
The University uses Tone Alert Radios strategically placed throughout campus to add another layer of alert coverage. The University of Minnesota PSECC will activate the radios when there is urgent information that needs to be transmitted (e.g., severe weather, building evacuation). Tone Alert Radios also provide emergency notification that can be received in areas that are out of cellular service.

Fire Panel Annunciation
DEM has worked to install in some buildings an annunciation capability that can be set off by the PSECC in case of an emergency. The annunciation system allows the fire alert system to communicate the source of the emergency, which will allow for a quicker and more efficient response. The panels in use at the University also help control emergency communications systems where they are installed. As existing systems reach the end of their lifecycle, additional capacity in this area is being added.
Social Media
Emergency information may also be communicated on UMD Facebook and Twitter accounts.

Digital Signs
Most digital signs on campus can be updated quickly to include emergency messaging.

Web Announcements
Weather-related closings and other emergencies may be announced by placing an announcement on the UMD homepage (www.d.umn.edu).

On-Scene Emergency Personnel
On-scene emergency personnel may be able to provide valuable emergency communication depending upon the emergency.

Activation of Emergency Notification Systems
Prior to issuing emergency communications, the existence of an emergency or dangerous situation will be confirmed via dispatched officers or other emergency professionals on the scene, video monitoring, or notification from the National Weather Service. Information obtained from these responders will be used to determine the scope and content of the notification.

Upon confirmation of an emergency or dangerous situation, on-scene or on-duty UMDPD officers will notify the Chief Law Enforcement Officer or Designee. The Chief Law Enforcement Officer or designee will then notify the Chancellor or Officer of the Day who will work with UMD University Marketing and Public Relations and UMDPD to determine the content of the notification and initiate the appropriate notification system(s).

In the event of a potential emergency or dangerous situation, that poses an imminent threat to the campus community, the Chief Law Enforcement Officer or Designee has the authority to work with UMD University Marketing and Public Relations to determine the content of the notification and initiate the appropriate notification system(s) immediately.

Notification may be delayed if issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The primary method of emergency notification is the SAFE-U system. When SAFE-U is activated, it will deliver emergency messaging to all students and employees. The activation of other emergency notification systems such as CWEAS and Tone Alert Radios, which can be activated by the Public Safety Emergency Communications Center (PSECC), may be activated to supplement notifications delivered via SAFE-U.

SAFE-U notifications will consist of basic information about the type of emergency or dangerous situation and information on how to avoid danger. Updated information will be disseminated as it becomes available and as time allows or when the immediate threat has been mitigated.

SAFE-U notifications can be authorized by the following individuals: Chancellor or UMD Officer of the Day, Chief Law Enforcement Officer or Designee or UMD University Marketing and Public Relations, and Public Safety Emergency Communication Center.
While there is no specific agreement between UMDPD and local law enforcement agencies, UMDPD has a close relationship with local law enforcement agencies who routinely inform UMDPD if there is a situation which may require an emergency response.

Dissemination of emergency information to the larger community (i.e.: parents/families, the Duluth community, etc.) will take place at the discretion of the Chancellor/Officer of the Day or Emergency Response Team, as appropriate and as time allows. The UMD Police Department will work with these entities to determine which information is appropriate to disseminate, and when it will be disseminated. Depending on the nature of the incident, the University could utilize such avenues as the UMD homepage or local media. The top priority of the University will be to disseminate information to those people directly affected by the emergency.

Emergency Response Testing

The University Department of Emergency Management conducts an exercise to test the emergency response and evacuation procedures of the Duluth campus at least once annually. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. Tests of the emergency procedures may be announced or unannounced.

The Department of Emergency Management is responsible for documenting and analyzing the effectiveness of each test. The Department of Emergency Management retains documentation of each test including a description of the test, the date and time of the test, and whether the test was announced or unannounced.

A campus wide test of UMD’s Emergency Response and Evacuation procedures was performed on November 16, 2021. This test consisted of a tabletop exercise to test how UMD would be evacuated in the event of an emergency and how UMD would respond to the emergency through coordinated efforts with local public safety agencies.

The next campus wide test will be conducted in the late Fall of 2022.

Emergency and Evacuation Plans

The Department of Emergency Management coordinates the development of emergency plans.

There are three levels of emergency plans at the University of Minnesota:

**Building Emergency Plans:** Each building on campus has a Building Emergency Plan. The plan outlines evacuation procedures and other emergency instructions.

**Continuity of Operations Plans:** Continuity of Operations Plans (COOP) outline the steps critical operating units must take to keep their department running in the event of an emergency. Departments that are deemed "critical operating units" must complete a Continuity of Operations Plan, per the University's Policy.

**Emergency Operations Plan:** The campus Emergency Operations Plan is the overall plan that guides University administrators in the event of an emergency. The University is required by the state Homeland Security and Emergency Management agency to have an Emergency Operations Plan.

The Department of Emergency Management tasks each area of the University to develop and maintain emergency procedures and guidelines for their buildings and employees. The following are general evacuation procedures, for building specific evacuation procedures, consult that building’s Building Emergency Plan.
General Building Evacuation Procedure

At the sound of the emergency alarm, it is the responsibility of all building occupants to evacuate immediately and proceed to predetermined assembly points, away from the building.

Building occupants are also responsible for ensuring that their visitors, customers, and contractors in their department follow the evacuation procedure described herein and leave the building along with all other occupants.

Faculty and instructors are responsible for dismissing their classes and directing students to leave the building by the nearest building exit upon hearing the building alarm or being notified of an emergency.

Designated essential personnel needed to continue or shut down critical operations, while an evacuation is underway, are responsible for recognizing and/or determining when to abandon the operation and evacuate themselves.

Evacuation Instructions
Whenever you hear the building alarm or are informed of a building emergency:

- Do not panic.
- Do not ignore the alarm.
- Leave the building immediately, in an orderly fashion.
- Do not use elevators.
- Classes and meetings in session must be dismissed and students directed to leave.
- Follow quickest evacuation route from where you are (see posted floor evacuation diagram/map).
- Do not go back to your office area for any reason.
- Proceed to the designated emergency assembly point for your area. If the designated assembly point/area is unsafe or blocked due to the emergency, proceed to the alternate assembly point.
- Report to your Work Area Rep at the assembly point to be checked off as having evacuated safely; also report any knowledge you may have of missing persons or those located in an Area of Refuge.
- Return to the building only after emergency officials or building coordinator give the all-clear signal. Silencing the Alarm does not mean the emergency is over.

Chemical Spill Lab Evacuation Instructions

In the event of the release of hazardous chemical substances which threaten human health, and the immediate lab needs to evacuate, but other building occupants are safe, please follow the steps below:

- Notify other lab occupants in immediate area.
- Everyone who can safely leave, should leave lab away from spill.
- While exiting, close double doors leading into other labs.
- A lab occupant leaving the lab should immediately call 911 (or head to area of refuge button [near freight elevator on each floor] if applicable).
- Notify operator of spill and location.
- Operator can remotely activate fire alarm (for some buildings) and send emergency personnel.
- Evacuate building according to general evacuation procedures.
Building Emergency Instructions

In the event of a loss of power, water leak or flood, elevator failure or other building emergency:

- Call the Facilities Management at 218-726-8262 to notify them of the emergency. Call 911 for emergencies with injuries.
- Notify staff that is located near the emergency so they may take appropriate precautions.
- Follow evacuation instructions, if evacuation is necessary.

Shelter Emergency Instructions

In the event of notification of severe weather, safely discontinue work and go to the nearest designated safe shelter location.

Active Threat Instructions: Run, Hide, Fight

The guidelines below should be considered during this type of emergency, but your specific situation may require deviation from these suggestions.

Run

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible
- Run to a place of refuge, well beyond the norm

Hide

- If running is not possible, hide
- Lock and barricade doors; shut off lights
- Remain silent, yet vigilant
- Avoid huddling together

Fight

- Fighting is a last resort, use only when your life is in imminent danger
- Use improvised weapons, i.e. chair, fire extinguisher
- Attempt to incapacitate the active threat
- There is strength in numbers; work together against the active threat

Call 9-1-1

- Call ONLY if safe and with information about the active threat
- Clarify you are on the University of Minnesota Duluth campus and where you are
- Give the location of the active threat(s)
- Provide physical description of active threat(s)
- Describe type of weapons held by the active threat(s)
- Notify the dispatcher of victims and their location
How to React When Law Enforcement Arrives:

- Remain calm
- Follow officers’ instructions
- Keep your hands up and out in front of you, assuring your hands are empty
- Keep hands visible at all times
- Avoid making quick movements towards officers such as attempting to hold on to them for safety
- Avoid pointing, screaming and/or yelling
- Move quickly towards the nearest exit or as directed by police
- Do not stop to ask officers for help or directions when evacuating

Once in a Safe Place

Once you are in a safe place, DO NOT LEAVE. Emergency responders need to account for everyone. As the event unfolds and is better understood, law enforcement will provide additional instructions as to where you should be or when you will be able to leave. Please be patient. Your safety is our most important concern.
## Crime Statistics

### Criminal Offenses

<table>
<thead>
<tr>
<th>2021 Duluth</th>
<th>On campus (Total)</th>
<th>On campus (Residential only)</th>
<th>Non–campus</th>
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<td>2019</td>
<td>2018</td>
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<td>Arson</td>
<td>3</td>
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</tbody>
</table>

**Hate Crimes**

**2021**  
There were no reported hate crimes for 2021.

**2020**  
One case of intimidation occurring on campus, motivated by race and disability bias.
There were no reported hate crimes for 2019.

Violence Against Women Act (VAWA) Offenses

<table>
<thead>
<tr>
<th></th>
<th>2021 Duluth</th>
<th>2020 Duluth</th>
<th>2019 Duluth</th>
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<td></td>
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<tr>
<td>Stalking</td>
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Arrests and Referrals for Disciplinary Action

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<th>2021 Duluth</th>
<th>2020 Duluth</th>
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<tbody>
<tr>
<td></td>
<td>On campus (Total)</td>
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<td>Liquor Law Violations</td>
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<td>Violation Type</td>
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<td>Referral</td>
<td>Drug Abuse Violations</td>
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<tr>
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<td>Weapons: Carrying, Possessing, etc.</td>
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<td>0</td>
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</table>
## Unfounded Crimes

A reported crime is only considered unfounded if sworn or commissioned law enforcement personnel, investigate the reported crime and make a formal determination that the report is false or baseless.

### 2021
No unfounded crimes

### 2020
One unfounded crime

### 2019
No unfounded crimes

## Security of and Access to Campus Facilities

### Access to Campus Facilities

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<thead>
<tr>
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<tr>
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### Drug Abuse Violations

<table>
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<td>34</td>
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### Weapons: Carrying, Possessing, etc.

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180
There are three distinct levels of access to buildings, public hours, university hours and restricted hours. Building hours vary according to building use.

**Public Hours**
During Public Hours, buildings will remain open to everyone in the University community and to the general public. Public Hours will generally coincide with the standard business day of 7 a.m. to 5 p.m. For classroom buildings, Public Hours will generally be 7 a.m. to 7 p.m. to accommodate evening classes. Libraries, museums, galleries, and the like will have public hours that match their business hours.

**University Hours**
University Hours are the hours just before and just after Public Hours in the morning and the evenings. As an example, University Hours in a classroom building would typically be 6 a.m. to 7 a.m., and 7 p.m. to 10 p.m. During University Hours, a U Card will be required to enter the building.

**Restricted Hours**
During Restricted Hours, buildings are closed to the general public and to the general University community. Only people who have been previously granted permission to enter the building are allowed to do so. Typically, the people granted access during Restricted Hours are the people who would logically have permission to enter a building when it is locked, for example, faculty who teach or staff who work in a specific building. Again using a classroom building as an example, the Restricted Hours would be between 10 p.m. and 6 a.m.

**Security of Campus Facilities**
The University controls and monitors access to its space by using traditional key systems, electronic card reader systems, and intrusion alarm systems. Exterior doors of all University buildings are equipped with electronic card access control systems.

Campuses, departments, and units are required to manage all keys and access control devices held by their employees. Each campus, department or unit has a Department Facilities Representative to enforce this policy at the local level.

Individuals are prohibited from unauthorized possession, use, duplication and changes to keys or access control devices. Individuals are also prohibited from bracing open doors equipped with access control devices. Violators of this policy will be subject to disciplinary actions for the University or criminal charges where appropriate.

Students, faculty and staff are required to carry their University-issued U Card when in University buildings outside of public hours. The U Card must be presented upon request by law enforcement or security personnel, or by a University employee acting within the purview of their job responsibilities. Anyone in a University building that is unable to present their U Card outside of public hours may be asked to leave. Additional restrictions may apply to areas deemed to have a higher security standard.

**Access & Security in Student Housing Facilities**
UMD Housing has nine on-campus residential facilities for students.

The exterior doors of all apartment-style student residential facilities are secured 24-hours a day.
The exterior doors of most traditional dormitory residential facilities are secured by 9:30pm and unlocked by 7:30am each day with the exception of Lake Superior Hall. Lake Superior Hall doors are secured at 12:00am and unlocked at 6:00am each day.

Within the traditional dormitory residential facilities interior doors control access to living areas and remain locked 24 hours a day.

During break periods, additional measures are taken to secure our facilities. All exterior doors will be locked 24/7.

Housing & Residence Life reserves the right to modify this door locking schedule if safety concerns arise or if significant campus events require a higher level of security for our facilities.

Campus visitors will only be allowed in the Residence Halls when they are guests of, and accompanied by, a resident of that building. Residents are encouraged to disallow access to anyone other than their guests.

Staff members work closely with the UMD Police Department in maintaining security in all residence halls and apartment buildings, and in resolving situations that affect the safety of residents. There is a Residential Adviser on duty in each student residential facility each night.

Security Considerations Used in the Maintenance of Campus Facilities

University of Minnesota Duluth Facilities Management is responsible for the maintenance of campus facilities and grounds. Facilities Management has departmental standard procedures and practices that are aligned with the Board of Regents Policy “Health and Safety” to address security considerations used in the maintenance of campus facilities. Facilities Management employees regularly fix problems with lighting, doors, locking mechanisms, access control hardware, intrusion alarms, and video security systems.

The Grounds unit ensures safe and accessible exterior environments through regular ground maintenance, snow removal, and cleanliness. Grounds has also incorporated Crime Prevention Through Environmental Design principles in the design and maintenance of campus landscaping.

To report a building or land care issue contact UMD Facilities Management:

Facilities Management 218-726-8262

Call this number to request assistance with:

- facility-related emergencies
- lighting issues
- maintenance work
- repairs
- custodial
- snow removal
- landscaping
- pest control
- temperature issues

Crime Prevention and Safety Programming

The following units offer annual programming to inform the campus community about campus security procedures and practices, to encourage the campus community to be responsible for their own security and the security of others, and to inform students and employees about methods of crime prevention.
University of Minnesota Duluth Police Department

During orientation in August, students are informed of services offered by the UMD Police Department. The presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on campus and in surrounding neighborhoods. Similar information is available to new employees.

UMD Police Department personnel, often in conjunction with other UMD departments, facilitate programs for students, families, faculty, staff, resident advisors and directors, student organizations, and community organizations multiple times each semester. They provide a variety of educational strategies and tips on crime prevention and personal safety. Topics such as self-defense, alcohol and drug awareness, school and workplace violence, sexual assault, relationship/dating violence, stalking, security of residence and personal property, and internet safety may be covered.

Housing & Residence Life

University Housing staff receives training on security measures and emergency/crisis management. Residence hall staff members inform residents of safety and security information via handbooks, floor meetings, and programming in the halls.

University Policy on Drugs and Alcohol

The University is committed to providing a healthy learning and working environment for all students and employees and strives to meet this commitment through prevention and awareness programs. Alcohol abuse and illegal drug use endangers the health and safety of all students and employees.

Students, faculty, and staff are prohibited from engaging in:

- the illegal possession, use, or distribution of alcohol, drugs, and drug paraphernalia on all University premises, in University-supplied vehicles, and as part of University activities and business; and
- the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on all University premises, in University-supplied vehicles, and as part of University activities and business.

University students, employees, and others who conduct research and teaching activities with controlled substances must comply with Administrative Policy: Using Controlled Substances for Research in order to ensure that they follow all applicable regulations and safely handle and prevent diversion of controlled substances.

University community members are expected to refer suspected illegal situations to University police or local law enforcement agencies for criminal investigation leading to possible prosecution.

At UMD, the University of Minnesota Duluth Police Department is responsible for enforcing state laws related to underage consumption of alcohol and state and federal law regulating the possession, use and sale of illegal drugs.

For more information on the University of Minnesota Drug Free University policy visit: https://policy.umn.edu/operations/drugfree

Health Risks
To make informed choices about drug and alcohol use, students and employees should educate themselves about the serious health consequences of the use, misuse, and abuse of alcohol and other drugs as described in the Drug and Alcohol Health Risks Chart below.

**Alcohol**
Alcohol is a depressant that slows down a person’s central nervous system, including breathing and heart rates. Short-term risks of alcohol use include: impaired judgment, poor motor coordination, emotional instability, and increased aggression. Long-term risks include: irreversible damage to brain, liver, pancreas, kidneys; memory problems and nutritional deficiencies; and high risk of fetal damage if used during pregnancy.

[Centers for Disease Control and Prevention alcohol fact sheets](#)

**Marijuana**
Marijuana is an illegal drug that can cause changes in the way people think and feel. Marijuana use can make it harder for students and employees to function in school and work-related activities. It slows reflexes and impairs visual perceptions.

[National Institute on Drug Abuse marijuana information](#)

**Cocaine**
Cocaine is an illegal drug that is a strong central nervous system stimulant. It is a powerfully addictive drug.

[National Institute on Drug Abuse health effects of commonly abused drugs](#)

**Club Drugs**
Club drugs, such as MDMA (Ecstasy), Rohypnol, GHB, and Ketamine sometimes are used in a nightclub, bar, or rave drug scene. They have varying effects and can cause changes to critical parts of the brain.

[National Institute on Drug Abuse club drugs information](#)

**Legal Sanctions**

Students and employees also should be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment or loss of federal financial student aid for conviction of alcohol and drug-related offenses as described in the Drug and Alcohol Legal Sanctions Chart below. These legal sanctions are in addition to disciplinary sanctions by the University.

**Student Disciplinary Sanctions**

Students who violate the prohibitions of the Drug Free policy are subject to progressive disciplinary procedures as described in the Student Conduct Code: warning; probation; required compliance; confiscation of goods; restitution; restriction of privileges; University housing suspension or expulsion; suspension or expulsion; withholding of diploma or degree; and revocation of admission or degree.

**Employee Disciplinary Sanctions**
Employees who violate the prohibitions of the Drug Free policy are subject to discipline ranging from an oral warning, written warning, or unpaid suspension up to termination consistent with policies, rules, and contracts governing the terms and conditions of their employment. Supervisors also may require an employee to provide documentation of satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

Employees who are convicted of any criminal drug statute violation in the workplace must report it to a supervisor within five days of the conviction. Supervisors, department heads, and principal investigators who are aware of any drug crime convictions of individuals (students or employees) who work on sponsored projects for violations that occurred in the workplace must report them to the Office of the Associate Vice President for Sponsored Projects Administration (SPA) within three calendar days of their notice of the conviction.

**Medical Amnesty**

Medical Amnesty to ensure that minors at medical risk as a result of alcohol intoxication receive prompt and appropriate medical attention, Minnesota law provides immunity from prosecution for minors under certain circumstances. Refer to Minnesota Statutes 340A.503 subd. 8 for further details.

The University of Minnesota maintains the discretion to refer these individual(s) for appropriate educational intervention(s).

**Relevant Laws and Related Civil and Criminal Sanctions**

In addition to disciplinary sanctions by the University, students and employees who violate the administrative policy Drug Free University may be subject to criminal prosecution under federal, state, and local laws that specify imprisonment, fines, and loss of federal benefits for conviction of alcohol and drug-related offenses. To ensure students and employees are aware of these legal sanctions, this appendix briefly describes some relevant laws with sanctions and provides links to more information.

**Federal Laws and Sanctions**

Controlled substance convictions under federal laws carry penalties ranging from up to one year imprisonment and a minimum fine of $1,000 for simple possession to up to life imprisonment and a minimum fine of $2,000,000 for an individual engaging in a continuing criminal enterprise. Federal controlled substance convictions also can lead to forfeiture of both real and personal property; the denial of federal benefits, such as grants and student loans; and the denial of federally provided or supported professional and commercial licensures. The seriousness of the offense and the penalty imposed generally depends on the type and amount of the drugs involved.

*Provisions of the federal Controlled Substances Act, 21 U.S.C. 801 et al*

*Federal trafficking penalties*

**Minnesota Laws and Sanctions**

Controlled substance convictions under Minnesota laws carry penalties including a prison sentence for not more than 30 years and a maximum fine of $1,000,000 for sales and possession crimes. Subsequent controlled substance convictions result in commitment to the commissioner of corrections for four to 40 years and a maximum fine of $1,000,000.

*Minnesota Controlled Substances Laws and Sanctions*
The misuse of alcohol also can result in criminal penalties under Minnesota laws. Anyone under 21 years of age is guilty of a misdemeanor and subject to a minimum fine of $100 if convicted of purchase, possession, or consumption of alcohol or misrepresentation of age in order to purchase alcohol. Anyone who provides alcohol to individuals under 21 years of age also is subject to criminal sanctions.

**Minnesota Law – Underage Alcohol Offenses**

**Minnesota Law – Violations and Penalties Related to Liquor Laws**

In addition, Minnesota state law imposes stiff penalties on individuals who are convicted of driving under the influence of alcohol, a controlled substance, or a hazardous substance. For example, a felony conviction of first-degree driving while impaired carries penalties of imprisonment for not more than seven years and a minimum fine of $14,000. Administrative penalties for driving under the influence convictions include driver’s license suspension, revocation, cancellation, denial, or disqualification.

**Minnesota Law – Driving While Impaired, including Underage Drinking and Driving**

**Drug and Alcohol Abuse Education Programs**

The University demonstrates its commitment to maintaining a safe and healthy campus environment by offering a variety of drug and alcohol abuse prevention and education services for students and employees, including confidential diagnosis and assessment, short-term counseling, referral, and support groups.

Supervisors who are concerned that employees may have alcohol or drug-related problems should consult with the Employee Assistance Programs. Disciplinary sanctions will not be taken against students for seeking assistance from student health services or against employees for seeking assistance from the Employee Assistance Programs.

Each campus is expected to provide information to students, faculty, and staff regarding available educational and treatment programs and related services. For more information about available drug and alcohol abuse resources check out [UMD Health Services](#).

**AlcoholEdu**

Before they begin their studies at UMD, every student is required to complete AlcoholEdu for College, a 2-3 hour online course that uses the latest prevention techniques and research to educate students about the impact of alcohol on the mind and body. Whether or not the student drinks alcohol, AlcoholEdu for College will empower the student to make well-informed decisions about alcohol and help them better cope with the drinking practices of peers. For more information:

[PDF AlcoholEdu Overview](#)

**University of Minnesota Duluth Resources**

**UMD Health Services**

**Online Self-Assessment Tools**

- **E chug**: informal on-line alcohol assessment
- **E toke**: informal on-line marijuana assessment

**Alcohol & Drug Counseling**
Currently enrolled students are eligible for full services offered through UMD Health Services, including one on one alcohol and drug counseling. To get more information or schedule an appointment call UMD Health Services at 218-726-8155 or stop by the clinic located at 615 Niagara Court.

Recovery & Support Programs
Alcoholics Anonymous
Meetings are held weekly on campus during the academic year, Contact the Kirby Info Desk at 218-726-7163 for meeting times and locations

Peer Health Educators
The Peer Health Educators is a student organization composed of two main groups working to promote healthy lifestyle choices. Members meet weekly for one hour to discuss current issues, to meet with guest speakers, and to plan presentations and events accordingly. Peer Health educators are also given the opportunity to volunteer additional time on special projects throughout the year.

Alcohol Peer Educators
Alcohol Peer Educators is geared towards educating their peers on alcohol harm reduction. The alcohol peer educators cover these topics:

- Recognizing and responding to the Signs of Alcohol Overdose
- Risk Reduction (i.e. metabolism, serving size)
- Predatory drugs
- Biphasic response
- Phases of drinking
- Bystander intervention
- Medical Amnesty
- Physiology
- Blackouts
- Impact on academics and sleep

If you are interested in having the Peer Health Educators in your classroom or housing unit, please contact Lauretta Perry imperry@d.umn.edu.

Dating Violence, Domestic Violence, Sexual Assault, and Stalking

The University of Minnesota prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as those crimes are defined by the Clery Act. The University of Minnesota issues this statement of policy to inform the community of its comprehensive plan to address the crimes of dating violence, domestic violence, sexual assault and stalking. This section includes information on University of Minnesota primary and on-going prevention and awareness programs, important information for victim/survivors of these crimes and the relevant procedures pertaining to the University’s response to reports of these crimes.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or having participated in an investigation of dating violence, domestic violence, sexual assault, and stalking. Retaliation against any individual for reporting under this policy is prohibited and may result in disciplinary action. Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled.
Definitions

Clery Act VAWA Crime Definitions
For the purpose of classifying incidents for inclusion in the Annual Statistical Disclosure, the following definitions are used.

Dating Violence
The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and the existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:
Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic Violence
The term “domestic violence” means:

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.

Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Sexual Assault
Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is generally defined as sexual contact directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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

Fondling
The touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest
Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Statutory Rape
Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Stalking
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress.

For the purposes of this definition:

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

Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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**Minnesota State law definitions of VAWA Crimes and Terms**

The following definitions are for the purpose of educating readers regarding jurisdictional crime definitions. Legal citations are given to enable the reader to access information on where the applicable definitions can be referenced under Minnesota law. Some terms are not explicitly defined under Minnesota law; in these instances, information is given to help readers situate VAWA terms in Minnesota State law.

**Consent**

MN 609.341 Subd. 4.

“Consent” means words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the complainant or that the complainant failed to resist a particular sexual act.

A person who is mentally incapacitated or physically helpless as defined by this section cannot consent to a sexual act.

Corroboration of the victim’s testimony is not required to show lack of consent.

**Dating Violence**

Minnesota law does not define dating violence.

**Domestic Violence**
“Domestic abuse” means the following, if committed against a family or household member by a family or household member:

- physical harm, bodily injury, or assault;
- the infliction of fear of imminent physical harm, bodily injury, or assault; or
- terroristic threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call within the meaning of section 609.78, subdivision 2.

“Family or household members” means:

- spouses and former spouses;
- parents and children;
- persons related by blood;
- persons who are presently residing together or who have resided together in the past;
- persons who have a child in common regardless of whether they have been married or have lived together at any time;
- a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
- persons involved in a significant romantic or sexual relationship.

Additional Information

Minnesota State Statute 609.2242 DOMESTIC ASSAULT: https://www.revisor.mn.gov/statutes/?id=609.2242

Minnesota State Statute 518B.01 DOMESTIC ABUSE ACT: https://www.revisor.mn.gov/statutes/?id=518b.01

Sexual Assault

The term sexual assault is not defined by Minnesota Law. The comparable crimes of rape, fondling, statutory rape, and incest are generally coded as criminal sexual conduct in the state of Minnesota.

“Minnesota law classifies the crime of criminal sexual conduct into five categories: first- through fifth-degree criminal sexual conduct, with first-degree carrying the most severe penalties and fifth-degree the least. Minn. Stat. §§ 609.342 to 609.3451.”

“Generally speaking, the first-degree and third-degree crimes apply to sexual conduct involving sexual penetration of the victim; the second-, fourth-, and fifth-degree crimes apply to sexual conduct involving sexual contact with the victim without sexual penetration.”

“Criminal sexual conduct in the first and second degree typically apply to conduct involving personal injury to the victim; the use or threatened use of force, violence, or a dangerous weapon; or victims who are extremely young.”

“Criminal sexual conduct in the third, fourth, and fifth degree typically address less aggravated conduct and apply to other situations in which the victim either did not consent to the sexual conduct, was relatively young, or was incapable of voluntarily consenting to the sexual conduct due to a particular vulnerability or due to the special relationship between the offender and the victim.”

The above information is from the following source: http://www.house.leg.state.mn.us/hrd/pubs/ss/ssovrcsc.pdf

Stalking

MN 609.749 Subd. 1
“Stalking” means to engage in conduct which the actor knows or has reason to know would cause the victim under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the victim regardless of the relationship between the actor and victim.

**Affirmative Consent as Defined by University of Minnesota Policy**

Board of Regents Policy: *Sexual Harassment, Sexual Assault, Stalking and Relationship Violence* defines Affirmative consent as freely and affirmatively communicated words or actions given by an informed individual that a sober reasonable person under the circumstances would believe communicate a willingness to participate in the sexual contact.

The following factors will be considered when determining whether affirmative consent was given.

- Each individual who wishes to engage in sexual contact is responsible for obtaining consent from the other individual or individuals who intend to be involved in the sexual contact.
- A lack of protest, the absence of resistance, and silence do not by themselves indicate consent.
- The existence of a present or past sexual, dating, or other romantic relationship between the individuals involved does not by itself imply consent to sexual contact.
- Consent must be present throughout the sexual contact and may be given and withdrawn at any time.
- When consent is withdrawn, all sexual contact must stop. Where there is confusion about the state of consent, sexual contact must stop until the individuals have verified the affirmative consent of all individuals involved.
- Consent to one form of sexual contact does not by itself constitute consent to another form of sexual contact.

Consent is not obtained where:

- An individual is compelled to engage in unwanted sexual contact through the use of coercion. Coercion may consist of physical force, intimidation, threats, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact.
- An individual involved in sexual contact is incapacitated due to the influence of drugs or alcohol, and a reasonable person would know of this incapacitation. Incapacitation due to the influence of drugs or alcohol is a state beyond mere intoxication or impaired judgment. Some indicators of incapacitation due to the influence of drugs or alcohol may include:
  - A lack of control over one’s physical movement (for example, an inability to walk or stand without stumbling or assistance).
  - An inability to effectively communicate (for example, where one’s speech is heavily slurred, incomprehensible, or nonsensical).
  - A lack of awareness of one’s circumstances or surroundings (for example, a lack of awareness of where one is, how one got there, who one is with, and how or why one became engaged in sexual contact).
- An individual involved in sexual contact is unable to communicate or understand the nature or extent of the sexual situation because of a physical or mental condition.
- An individual involved in sexual contact is asleep, unconscious or involuntarily physically restrained.
- Sexual intercourse occurs with an individual who is not of legal age to give consent pursuant to Minnesota state law.
- Sexual intercourse occurs between parties who are related to each other within the degrees wherein marriage is prohibited by Minnesota state law.
Education and Prevention Programs

All incoming students and all employees are required to complete an educational module on issues related to sexual misconduct.

The University engages in and is in the process of developing additional 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; and

Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary Prevention and Awareness Programming

The University utilizes online educational primary prevention and awareness programs, developed by EverFi, for all employees and incoming students. All incoming first year and transfer undergraduate students, including incoming international students and study abroad arrivals, Post-Secondary Enrollment Options (PSEO) students, and graduate and professional students must complete a sexual assault prevention course. Students take one of the following, depending on their status: “Sexual Assault Prevention for Undergraduates,” “Sexual Assault Prevention for Graduate Students,” or “Sexual Assault Prevention for Adult Learners.” Employees must complete a training titled “Preventing and Responding to Sexual Misconduct.” Each of these trainings were developed to be compliant with the requirements of the Clery Act and to educate individuals about the following topics:

- Values, Identities, and Relationships
- Gender Identities and Stereotypes
- Sexual Harassment and Stalking
- Consent, Coercion, and Stepping In
- Reporting Options and Responding to a Survivor

Additionally, these courses cover:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Use definitions provided both by the Department of Education as well as state law to define what behavior constitutes dating violence, domestic violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Minnesota and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.
- Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victim/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Bulldog Beginnings: “It’s On Us”
In addition to the online primary prevention training course, all incoming undergraduates attend a 75-minute hybrid presentation (“It’s On Us”) during Bulldog Beginnings that focuses on affirmative consent, on campus resources for support, and bystander intervention skills. This interactive program allows students to learn the steps to bystander intervention and apply them to real-life situations in ways that feel safe and accessible to them.

This programming is a collaboration between staff from ODI, OSCCR, Health Services, UMDPD, EOAA, and Kirby Student Center.

**Ongoing Prevention & Awareness Education**

**Women’s Resource and Action Center (WRAC)**

The Women’s Resource & Action Center (WRAC) offers films, workshops, and speakers during Sexual Assault Awareness Month and Domestic Violence Awareness Month and does presentations to classes and student groups when requested.

Other events include Take Back the Night, Consent Week, Self Defense Workshops, Virtual Exhibit “What You Were Wearing” Campaign, and the Mock Rape Trial.

WRAC publishes a weekly newsletter and provides information to the community through social media. Posters with resources and information for students, faculty & staff are posted in every UMD restroom.

**Student Life and Human Resources**

Student Life partners with Human Resources and Equal Opportunity to offer sexual misconduct awareness and prevention workshops to UMD employees. Online and in-person options are available. Contact the Office of the Vice Chancellor for Student Life for more information.

**Safe and Positive Options for Bystander Intervention**

“Bystander intervention” means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:

- recognizing situations of potential harm
- understanding institutional structures and cultural conditions that facilitate violence
- overcoming barriers to intervening
- identifying safe and effective intervention options
- taking action to intervene

Active bystanders recognize emergency situations (sexual assault, alcohol abuse, safety) and non-emergency situations (noticing a friend is depressed, gambling, academic problems) and have the skills to intervene directly or indirectly.

**How Can I prevent Violence?**

Be a good bystander. If you recognize an emergency or non-emergency situation happening, use the “3 Ds” to determine how to act.
**Risk Reduction**
The following represent simple steps to reduce risk for becoming a victim of crime

<table>
<thead>
<tr>
<th>Direct</th>
<th>Distract</th>
<th>Delegate</th>
</tr>
</thead>
<tbody>
<tr>
<td>• If you feel safe, confront the situation directly</td>
<td>• Diffuse the situation- interject humor</td>
<td>• Ask others for help when you don’t feel safe or comfortable approaching the situation alone</td>
</tr>
<tr>
<td>• Be calm, confident and respectful- the main goal is to stop the behavior</td>
<td>• Change the subject- ask the parties involved about a class assignment or current event</td>
<td>• There is strength in numbers, enlist the help of friends</td>
</tr>
<tr>
<td>• Ask if the involved parties are okay, seek to help</td>
<td>• Interrupt the flow of the behavior- spill a drink, create noise, any action which will interrupt the negative behavior</td>
<td>• Call 911</td>
</tr>
</tbody>
</table>

### Walking
- Keep your eyes up and ears open, be alert and aware of your surroundings.
- Walk with purpose and confidence.
- Walk with others.
- Walk well-illuminated and heavily traveled routes populated by others.
- Keep valuables and money out of public view- carry money or wallets in an inside or front pocket. Wear purses or bags across the body instead of over one shoulder, turn any flaps, zippers, or pockets toward your body.
- Cross the street if you see anything on your side that makes you nervous.
- Call 911 if you witness a crime in progress or if you observe suspicious activity that makes you feel unsafe.

### Driving
- Keep car doors locked and windows rolled up most of the way.
- Reduce distractions, be alert and aware of your surroundings including other motorists, bicyclists, and pedestrians.
- If someone tries to break into your car while you are in it, honk the horn in repeated short blasts.
- If you are being followed, do not go home. Call 911 and drive to the nearest safe place with people visibly present.
- Do not pick up hitchhikers or interact with panhandlers on the street.
- Park your car in well-lighted parking areas and lock all doors. Store valuables in a locked trunk or make sure they are hidden from plain view.
Most sexual assaults involving college-aged people occur between people who know each other, and many assaults occur while one or both people involved are under the influence of alcohol or other drugs. Here are some tips to help keep you and your friends safe:

**Reduce the Risk of Sexual Assault**

- Physical force is sometimes used to commit an assault, however, in college sexual assaults each of the following tactics are more commonly employed. Manipulation (encouraging someone to drink more to lower their inhibitions), Coercion (trying to talk someone into an activity they are reluctant to participate in), Threats (saying you will tell others something about the person)
- Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a “mixed message” ask for clarification.
• Obtain clear consent for each activity. Consent for one activity does not imply consent for all.
• If someone seems uncomfortable, is not engaged, or is not reciprocating, stop and check in with them.
• Communicate with your partner directly. It is okay to say yes to some activities and no to others. You are the only one who knows your intentions, preferences and limits.

Advocacy Support, Safety, Medical Assistance & Evidence Preservation

Advocacy
To obtain assistance and support from a victim’s advocate, contact the 24 hour PAVSA crisis line at 218-726-1931. Advocates can offer support, resources on and off campus, safety planning, assist in filing a police report and answer questions you may have regarding next steps.

Women’s Resource and Action Center (WRAC)
Kirby Student Center 266
1120 Kirby Drive
Advocates available
M-F 8:30 AM - 4:30 PM
218-726-6292
218-726-1931
800-627-3529 (24-Hour Crisis Line)

Safety
If the crime of dating violence, domestic violence, sexual assault or stalking has occurred on University of Minnesota Duluth property, contact the University of Minnesota Duluth Police Department by calling 911. Even if you do not want to file a report, police will arrive on scene, ensure your safety, and provide you with additional resources and can transport you to the hospital to seek medical attention, if requested. Officers can complete a police report if you would like.

Medical Assistance
After an incident of sexual assault and domestic violence, the victim/survivor should consider seeking medical attention as soon as possible. Health care providers can treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease, even if victim/survivors do not opt for forensic evidence collection.

Victim/survivors are encouraged to seek treatment at a medical facility of their choice.

Medical Forensic Exam
In Minnesota, victim/survivors can elect to have evidence collected even if they chose not to make a report to law enforcement. In Duluth, victims can go to Essentia-St. Mary’s Medical Center or St. Luke’s Hospital. Both medical facilities employ Sexual Assault Nurse Examiners (SANE).

Victims/survivors may opt to make an anonymous report to law enforcement through a sexual assault nurse examiner. In this case, an Incident Criminal Report (ICR) number will be assigned. Evidence collected will be turned over to law enforcement marked only with the ICR number – no identifying information will be shared. Should the victim/survivor decide to pursue a criminal investigation, evidence may be used by law enforcement at that time.

Evidence Preservation
Trained investigators may look for evidence at locations that are relevant to the case, such as the scene where the assault took place. In order to preserve evidence, it is important to not wash or clean the bed/linens/area and clothing worn when the sexual assault occurred.
DNA evidence can be collected from blood, saliva, sweat, urine, skin tissue, and semen. That’s why it’s important to try to avoid bathing, cleaning your fingernails, or urinating until after a sexual assault forensic exam has been performed.

Victim/survivors of dating violence, domestic violence, sexual assault and stalking are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents. These documents can be helpful in proving the alleged crime and are helpful in obtaining court orders for protection.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

**Reporting Options**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to report the incident promptly to the University of Minnesota Police Department or Title IX office. While all University employees are required by University policy to forward reports of dating violence, domestic violence, sexual assault, or stalking of which they are made aware to the Title IX office; victim/survivors are encouraged to report directly to the Title IX office. The University of Minnesota Police Department and Title IX office are the best locations on campus for victim/survivors to directly report crime information and obtain appropriate resources and support.

**Victims have the right to:**

- Notify proper law enforcement authorities, including on-campus and local police
- Be assisted by campus authorities in notifying law enforcement, if the victim chooses
- Decline making a report to law enforcement

**Police**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to file a report with the University of Minnesota Duluth Police Department.

*University of Minnesota*  
*Duluth Police Department*  
1049 University Dr.  
287 Darland Administration Building  
911

UMDPD will assist any victim/survivor with notifying local police, when appropriate, upon the request of the victim/survivor.

After contacting UMDPD an officer will meet with you to learn more about what occurred. The officer will inform you about what your next steps could be. If you choose to report the incident to us, the officer will ask you about what happened in order to make a report.
If evidence needs to be collected, such as bedding or clothing, the officer may make arrangements for that to occur. In addition, the officer will help you evaluate whether you need to go to a hospital to meet with a specially trained Sexual Assault Nurse Examiner (SANE). This will assist us in obtaining forensic evidence as well as assure you are provided with proper care and treatment. Officers will not be present during the exam, but you are welcome to bring someone of your choosing.

Once the initial report is completed and any evidence is gathered your case will be assigned to a specific UMDPD officer/investigator and they will contact you for follow-up. The officer/investigator will obtain any necessary additional information as well as provide you with information on the potential next steps in the investigation, which could include further investigation by our department and the eventual submission of the case to a prosecutor’s office for review.

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement it is the victim/survivor’s choice whether or not to make such a report to law enforcement, and victims have the right to decline involvement with the police.

If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence if the victim changes her/his mind at a later date. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. Timely reporting and a medical examination within 168 hours (7 days) is critical in preserving evidence of sexual assault and enhances the effectiveness of an investigation. While timely reporting aids the University of Minnesota in responding to crimes of sexual assault, dating violence, domestic violence, and stalking an individual can report an incident at any time.

Reports of all domestic violence, dating violence, sexual assault, and stalking made to the University of Minnesota Duluth Police Department will automatically be referred to the Title IX Coordinator for review and appropriate action, regardless of if the complainant chooses to pursue criminal charges.

**Title IX Coordinator**
Victim/survivors of dating violence, domestic violence, sexual assault, or stalking who are interested in pursuing action through the University should report the incident promptly to the appropriate Title IX resources.

**Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator**
274 McNamara Alumni Center 200 Oak St. SE
Minneapolis, MN 55455
612-624-9547
eoaa@umn.edu

Making a report to this office will allow the complainant the opportunity to receive resources, the option to request supportive measures, and the opportunity to learn more about the option of initiating a University and/or police investigation.

**UReport (Anonymous Reporting)**
Reporting incidents of dating violence, domestic violence, sexual assault, and stalking can be difficult. You may make an anonymous report through UReport, a resource that was established by the University of Minnesota for reporting such matters in a way that is protective of your concerns and identity.
When utilizing UReport, you are not required to provide your name or other information that might identify you. However, if you choose to remain anonymous, the University will be limited in the scope of its investigation and response. The reporting website will not track the identity of the computer you use.

If you do provide your name, or if your identity becomes known during an investigation, the University might become obligated to use your identity in the process of investigating any alleged misconduct. However, the University forbids retaliation against people who make good faith reports of violations of law or University policy. Therefore, if you experience retaliation or other negative consequences as the result of providing information through UReport or having your identity revealed in the process, you should report it. Information you provide will be used to help determine whether there has been a violation of law or policy.

Information may be shared with persons within the University if they have a need to know. Other persons, organizations, or agencies may obtain access to this information if they have statutory or judicial authority to do so.

For more information or to make a report, go to: https://compliance.umn.edu/report

Do not use the UReport site to report immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please call 911.

Confidential Reporting
If you are the victim of a crime of dating violence, domestic violence, sexual assault or stalking and you do not want to pursue action through the University disciplinary process or the criminal justice system, you may still want to consider making a confidential report to an advocate at WRAC. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus; determine crime patterns and alert the campus community to potential danger.

Reports filed in this manner are counted and disclosed in the annual statistical disclosure, considered for the need to issue a Timely Warning, and are included on the University of Minnesota Duluth Police Department’s Daily crime log. These public disclosures will not include any personally identifying information of any reporting parties, witnesses, or victims.

Public Reporting and Disclosures and Personally Identifying Information
Crimes reported to Campus Security Authorities at the University of Minnesota are recorded on a publicly available crime log and if applicable are included in the campus annual statistical disclosure. If it is determined that the alleged incident presents a serious and/or continued threat to the campus community, a Timely Warning Notice may be released according to policy. However, information included in these public disclosures will not include any personally identifiable information of the survivor or witnesses, unless it relevant to the case (particularly for bias motivated crimes).

Supportive Measures and Accommodations
The University will provide supportive measures designed to restore or preserve equal access to the University’s programs and activities, protect the safety of all parties or the educational environment, and/or deter prohibited conduct. Supportive measures are non-disciplinary, non-punitive individualized services provided to a party that do not unreasonably burden another party. They are offered to individuals as appropriate and reasonably available. Supportive measures may include the following:

- counseling and support services;
- academic or course-related adjustments, such as extensions of deadlines;
- modifications of work or class schedules;
• campus escort services;
• restrictions on contact between the parties;
• changes in work or housing locations;
• leaves of absence;
• increased security and monitoring of certain areas of campus; and
• assistance in making a report to law enforcement or obtaining a protective order.

Supportive measures may be implemented because an individual has requested them, the campus Title IX office has recommended them, or a local unit or department has identified a need for them. Supportive measures are available regardless of whether a complainant files a formal complaint with the campus Title IX office or pursues any related process.

Complainants and respondents may seek these supportive measures by contacting the campus Title IX office, which is responsible for coordinating the effective implementation of supportive measures. Campus or local victim-survivor advocacy offices may also be able to assist complainants in requesting supportive measures. Alternatively, complainants and respondents may seek supportive measures directly from the departments or individuals with the ability to provide the requested supportive measures, such as the campus housing and residential life office or the appropriate faculty member, supervisor, or human resources representative.

The departments or individuals with the ability to provide the requested supportive measures will determine which supportive measures to take depending on the circumstances of each case and can seek assistance from the campus Title IX office.

The University will maintain the confidentiality of any supportive measures to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The campus Title IX office staff are also available to meet with University members to address questions or concerns about the provision of accommodations or protective measures.

Requests for accommodations can be made at:

Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator
274 McNamara Alumni Center 200 Oak St. SE
Minneapolis, MN 55455
612-624-9547 eoaa@umn.edu

Any accommodations or protective orders will be maintained as confidential to the extent that maintaining such confidentiality will not impair the ability of the University to provide the accommodations or protective measures. In some cases, some personally identifying information must be released to a third party with a need to know the information in order to arrange for accommodations. Aurora Center advocates will obtain the victim/survivors consent in releasing this information and will inform the victim/survivor what information will be shared, with whom the information will be shared, and why the information must be shared.

University Process for Resolving Sexual Assault,Dating Violence, Domestic Violence, and Stalking Complaints

This section describes the University of Minnesota process for resolving complaints of Sexual Assault, Dating Violence, Domestic Violence and Stalking. This section gives an overview of the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence Administrative Policy. The entire policy can be found [here](#).
Filing a report with the campus Title IX Office
A complainant may file a formal complaint to request a grievance process.

A complainant files a formal complaint by submitting a document to the campus Title IX office that: 1) alleges that an individual engaged in prohibited conduct toward the complainant; and 2) requests that the University investigate the allegation of prohibited conduct. The document must contain the complainant’s physical or digital signature or otherwise indicate that the complainant is the individual filing the formal complaint.

The formal complaint may be filed with the campus Title IX office in person, via email, or online.

Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator
274 McNamara Alumni Center 200 Oak St. SE
Minneapolis, MN 55455
612-624-9547
eoaa@umn.edu

Rights and Options
When the campus Title IX office learns about alleged dating violence, domestic violence, sexual assault or stalking it will promptly contact the complainant to:

Provide information about available supportive measures, including:

- information about supportive measures and counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid resources within the institution and in the community that are available with or without the filing of a formal complaint, including
- information about how to request supportive measures, including changes to academic, living, transportation and working situations,
- information about the University’s services related to no-contact orders, orders for protection, or other similar lawful orders,
- information about how the University will maintain the confidentiality of supportive measures provided to the complainant, and
- an invitation to the complainant to discuss supportive measures and share their wishes with respect to supportive measures with the campus Title IX office;
- Where applicable, provide information about the various processes offered by the University to address prohibited conduct;
- Where applicable, explain the process for filing a formal complaint or requesting an informal problem-solving process;
- Provide information about how the University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant;
- Provide written notification about the importance of preserving evidence that may assist in a legal or campus disciplinary proceeding or may be helpful in obtaining a protective order;
- Provide information about the complainant’s right to seek medical treatment, as appropriate; and
• Provide written information to the complainant about their right to contact law enforcement, to decline to contact law enforcement, to be assisted by campus representatives in contacting law enforcement, and to seek a protective order, as appropriate.

When a complainant does not respond to the communication from the campus Title IX office providing the information described above, the campus Title IX office will generally presume that the complainant does not want to initiate a grievance process or an informal problem-solving process.

**Confidentiality**
The University is committed to protecting the privacy of all individuals involved in an informal problem-solving process or grievance process to the greatest extent legally permissible. In order to carry out an informal problem-solving or grievance process and/or to otherwise to comply with legal obligations, it is often necessary for the University to share the identities of the parties and/or witnesses, as well as information provided by the parties and/or witnesses, with the parties and other participants in the process. The identities of these individuals and the information provided during these processes also may be included in an investigation report or other document relating to the case, which may be provided to others as appropriate.

The University will keep private the identity of complainants, respondents, witnesses, and third-party reporters in cases involving Title IX-based prohibited conduct except when necessary to: 1) carry out an informal problem-solving or grievance process; 2) disclose data as required by the Minnesota Government Data Practices Act (MGDPA); or 3) otherwise comply with legal obligations.

The University does not restrict the ability of complainants or respondents to discuss allegations that have been reported or to gather and present relevant evidence. At the same time, the University and the participants in the grievance process have a compelling interest in protecting the integrity of the grievance process, protecting the privacy of parties and witnesses, and protecting parties and witnesses from harassment, intimidation, or retaliation during a grievance process. To further these goals, witnesses and parties are encouraged to limit their sharing of information about a matter (including the allegations, the identities of the parties and witnesses, and the questions asked in interviews) while the grievance process is ongoing. Parties and witnesses are also cautioned not to discuss the allegations in a manner that constitutes retaliation or unlawful conduct. Further, parties and their advisors are not permitted to disseminate the evidence provided to them.

**Training**
Individuals responsible for resolving complaints of dating violence, domestic violence, sexual assault and stalking receive training in the following areas:

- the definitions of prohibited conduct, including the definitions of Title IX-based prohibited conduct;
- the scope of the University’s education programs and activities;
- how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, where applicable;
- how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- technology to be used at a live hearing, where applicable;
- issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant; and
• issues of relevance to create an investigative report that fairly summarizes relevant evidence, where applicable.
• Individuals who conduct the University’s grievance process (including Title IX Coordinators, investigators, hearing panel members, University Authorities, Appellate Officers, and any person who facilitates an informal resolution process) will also be trained annually on issues related to prohibited conduct and on how to conduct a grievance process that protects the safety of victims and promotes accountability.

Upon receiving a report of sexual misconduct, the campus Title IX Office takes one of the following three actions:

Take no further action beyond offering supportive measures

In certain cases where a complainant does not want an informal problem-solving or grievance process, or when the campus Title IX office does not have sufficient information to effectively initiate such a process, the campus Title IX office may decide not to take any action beyond offering supportive measures to the complainant.

Initiate an informal problem-solving process

The campus Title IX office may initiate an informal problem-solving process when a grievance process has not been initiated or has been dismissed. In an informal problem-solving process, the campus Title IX office does not determine whether a respondent has violated University policy. However, the campus Title IX office may provide resources to help address the concerns raised and make recommendations for responsive action, including actions aimed at preventing misconduct from occurring.

For example, informal problem-solving processes may include:

• gathering additional information about the alleged prohibited conduct to determine how to most effectively respond to the alleged prohibited conduct or to provide relevant information to the individuals involved;
• notifying a respondent about the concerns raised, and about any reported impact of the concerns on a complainant or community;
• providing education or coaching to a respondent or complainant;
• providing recommendations that are aimed at preventing further concerns from arising to an appropriate individual who oversees a respondent or complainant; and/or
• establishing a plan to monitor for future misconduct.

Even if the campus Title IX office originally initiates an informal problem-solving process, the Title IX Coordinator may decide, after the campus Title IX office has gathered additional information about the alleged prohibited conduct, that it is appropriate to sign a formal complaint and initiate a grievance process.

Initiate a grievance process

The campus Title IX office will initiate a grievance process when the complainant has filed a formal complaint requesting that the University investigate alleged prohibited conduct or when the Title IX Coordinator has signed a formal complaint. The grievance process includes an investigation, opportunity for a live hearing, and opportunity for an appeal. In certain cases, the parties may also be offered an informal resolution option and/or an administrative resolution option after the investigation is complete.

The University is committed to providing all parties with robust procedural fairness protections in the grievance process, including notice of the report and investigation, the opportunity to present evidence and identify witnesses, and an impartial and unbiased investigation and adjudication process.
The University’s grievance process applies the preponderance of the evidence standard when determining whether sexual misconduct occurred in violation of University policy. “Preponderance of the evidence” means that it is more likely than not that a policy violation has occurred.

Complainants and respondents may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice; and/or 2) a support person, who cannot be a fact witness in the case. When a party does not have an advisor at a live hearing, the University provides an advisor at no cost to make opening and closing statements, and to conduct direct and cross-examination on behalf of that party.

Grievance Process
The grievance process is guided by following principles:

- Title IX Coordinators, campus Title IX office staff who conduct investigations, decision-makers and individuals designated to facilitate informal resolution processes (where available) who: 1) do not have a conflict of interest or bias for or against complainants or respondents generally or individual complainants or respondents specifically; and 2) are trained in accordance with the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence administrative policy and applicable laws.
- A burden of proof that rests on the University.
- A burden of gathering evidence sufficient to reach a decision on responsibility and disciplinary sanctions, if any, that rests on the University.
- An equal opportunity for the parties to present witnesses.
- A presumption that a respondent is not responsible for the alleged prohibited conduct until a decision on responsibility and disciplinary sanctions, if any, is made at the conclusion of the grievance process.
- An objective evaluation of all relevant evidence.
- Relevant evidence is information pertinent to proving whether facts material to the allegations are more or less likely to be true.
- Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not considered relevant, unless such questions and evidence: 1) are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or 2) concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
- No consideration of information protected under a legally recognized privilege, or questions seeking disclosure of this information, unless the person holding the privilege waives it.
- No access to or consideration of a party’s records that were made or maintained by a physician, psychiatrist, psychologist, or other professional in connection with the provision of treatment to the party, unless that party provides voluntary, written consent.
- Credibility determinations, where applicable, that are not based on an individual’s status as a complainant, respondent, or witness.

Investigation
Investigations into formal complaints will be conducted by the campus Title IX office, except that investigations into stalking and relationship violence of a non-sexual nature will be conducted: 1) for student respondents, by the campus office or official that investigates non-sexual Student Conduct Code complaints; 2) for employee respondents, by a human resources representative or a supervisor; and 3) for other University members, by the University official who retains or oversees their participation in University programs or activities. If a prohibited conduct investigation reveals possible misconduct other than prohibited conduct under this policy, the campus Title IX office will forward this information to the campus office, human resources representative, or supervisor responsible for investigating
that possible misconduct. However, amnesty is provided for certain drug and alcohol related offenses that come to light during a prohibited conduct investigation.

Written Notice to the Parties

Upon receipt of a formal complaint that alleges prohibited conduct in violation of this policy, the campus Title IX office will provide written notice to the parties who are known. The written notice will provide the parties with sufficient time to prepare a response before any initial interview, and will include:

- Notice that a grievance process is being initiated.
- Information about the grievance process.
- Notice of the allegations of prohibited conduct, including the identities of the parties involved in the incident, if known, the alleged prohibited conduct, and the date and location of the alleged prohibited conduct, if known.
- Notice of the decision on whether the reported conduct will be designated as Title IX prohibited conduct, the reasons for this decision, and the parties’ right to appeal this decision;
- A statement that the respondent is presumed not responsible for the alleged prohibited conduct and that a decision on responsibility and on disciplinary sanctions, if any, is made at the conclusion of the grievance process.
- Notice that the parties may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice who may be, but is not required to be, an attorney, and who may inspect and review evidence and 2) a support person who cannot be a fact witness in the case.
- Information about applicable supportive measures and advisor resources, and an opportunity to discuss them with the campus Title IX office.
- Notice that this policy prohibits knowingly or intentionally filing a false formal complaint or providing false or misleading information during a grievance process.

If, during the course of an investigation, the campus Title IX office decides to investigate additional allegations of prohibited conduct, the campus Title IX office will provide notice of those additional allegations to the parties whose identities are known.

Investigation Process

The nature and scope of an investigation will be determined based on the formal complaint and any additional information gathered during the investigation, and will include the following elements:

- Written notice to the parties
- One or more requested interviews of a complainant, where the complainant will have the opportunity to describe the allegations giving rise to the formal complaint, provide evidence, and identify witnesses.
- One or more requested interviews of a respondent, where the respondent will have the opportunity to respond to the allegations, provide evidence, and identify witnesses.
- Gathering of other evidence, such as through witness interviews, if other evidence exists.
- An equal opportunity for the parties and their advisors to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint
- Provision of a final investigation report to each party, the party’s advisor, if any, that fairly summarizes the relevant evidence, provides an analysis of the evidence, and a recommended decision on responsibility.
The campus Title IX office strives to complete investigations within 90 business days. However, depending on the complexity of the investigation, the number of witnesses, the availability of evidence and other factors, some investigations may take additional time. When an investigation will not be completed within 90 business days, the campus Title IX office will notify the parties and provide the reason for the extended timeline in writing.

**Post-Investigation Informal Resolution Process**

Based on the final investigation report, the parties may be provided with a proposed informal resolution. If both parties agree in writing to the proposed informal resolution, the grievance process ends. If either party does not agree to the proposed informal resolution, the matter will proceed to a hearing or administrative resolution.

**Administrative Resolution Process**

In all cases except those that involve a student complainant and a non-student employee respondent, the parties will be offered the opportunity to agree to resolve the case after the investigation through an administrative resolution process. In an administrative resolution process, a hearing chair will make the decision on responsibility based on the investigative report, the parties' written responses to the investigative report (if any), and the evidence gathered by the campus Title IX office as part of its investigation of the formal complaint.

**Hearing**

If there is no post-investigation informal resolution or administrative resolution, the parties will be provided a live hearing. The parties will be permitted to submit a written response to the final investigation report to the hearing panel.

Hearing format. The University may conduct live hearings with all parties physically present in the same geographic location or with any or all parties, witnesses, and other participants appearing virtually, with technology enabling participants to simultaneously see and hear each other. At the request of any party, the parties will be located in separate rooms during the hearing with technology enabling the hearing panel members and parties to simultaneously see and hear the party or the witness answering questions.

Access to evidence at the hearing. The University will make all evidence directly related to the allegations available to the parties at any hearing.

Advisor and support person. Each party may be accompanied to the hearing by one advisor of their choice. Advisors are permitted to make opening and closing statements and conduct direct and cross-examination during the hearing. If a party does not have an advisor present at the hearing, the University will provide that party, free of charge, with an advisor of the University’s choice, to conduct cross-examination on behalf of that party. A party’s advisor may appear and conduct cross-examination even when the party whom they are advising does not appear. Each party may also be accompanied at the hearing by a support person, who participates in the hearing in a non-speaking capacity. A support person cannot be a fact witness in the case.

Cross-examination. Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party’s advisor and never by a party personally. Each party’s advisor is permitted to ask the other party and any witnesses all relevant questions.

Failure to submit to cross-examination. If a party or witness does not submit to cross-examination at the live hearing, the hearing panel, and Appellate Officer (where applicable) will not rely on any statement of that party or witness in reaching a decision on responsibility. The hearing panel and Appellate Officer (where applicable) will not draw an
inference about the decision on responsibility, if any, based solely on a party’s or witness’s absence from the live
hearing or refusal to answer cross-examination or other questions.

Recording or transcript. The University will create an audio or audiovisual recording, or transcript, of any live hearing
and make it available to the parties for inspection and review.

**Decision on Responsibility and Disciplinary Sanctions**

Both parties will be simultaneously provided with the hearing panel’s (or in the case of an administrative resolution,
the hearing chair’s) written decision on responsibility and the written decision on disciplinary sanctions, if any.
Together, these written decisions on responsibility and disciplinary sanctions will constitute the “Written
Determination” that may then be appealed by either party.

The Written Determination will include:
- the allegations of prohibited conduct;
- a description of the procedural steps taken by the University from its receipt of the formal complaint through
  the Written Determination, including any notifications to the parties, interviews with parties and witnesses,
site visits, methods used to gather evidence, and hearings held;
- findings of fact supporting the decisions on responsibility and disciplinary sanctions;
- conclusions regarding the application of this policy to the facts;
- a statement of, and rationale for, the decisions on responsibility and disciplinary sanctions;
- a statement of the decision on whether the University will provide remedies to the complainant; and
- the University’s procedures and permissible bases for the parties to appeal the decisions on responsibility
  and disciplinary sanctions.

If an appeal is not filed, the Written Determination becomes final on the date on which an appeal would no longer be
considered.

**Informal Resolution Processes**

The University may offer informal resolution processes to parties at any time after a formal complaint is filed and
before a final decision on responsibility and on disciplinary sanctions is made. Except, the University will not offer
informal resolution processes to resolve allegations that an employee engaged in Title IX-based prohibited conduct
toward a student.

Before initiating an informal resolution process, the University will provide the parties with a written notice
disclosing:
- the allegations in the formal complaint;
- the requirements of the informal resolution process;
- the circumstances under which the informal resolution process precludes the parties from resuming the
grievance process arising from the formal complaint;
- the parties’ right to withdraw from the informal resolution process and resume the grievance process with
  respect to the formal complaint, and
- any privacy-related and recordkeeping-related consequences resulting from participating in the informal
  resolution process, including the records that will be maintained or could be shared.

In addition, before initiating an informal resolution process, the University must obtain the parties’ voluntary, written
consent to the informal resolution process.
Disciplinary Sanctions, Remedies and other Responsive Actions

Responsive action is intended to eliminate prohibited conduct, prevent its recurrence, and promote accountability while supporting the University’s educational mission and legal obligations. Responsive action may include disciplinary, rehabilitative (including educational), restorative, and monitoring components.

Possible disciplinary sanctions in cases with student respondents include the following:
- an oral or written warning;
- probation;
- required compliance with work assignments, community service assignments, or other discretionary assignments;
- restitution;
- restriction of privileges;
- University housing suspension or expulsion;
- suspension or expulsion from the University;
- withholding of a diploma or degree; and
- revocation of admission or a degree.

Possible disciplinary sanctions and other responsive actions in cases with employee respondents (including student employees) may include one or a combination of the following:
- coaching or education;
- mentoring;
- changes to work duties or locations;
- monitoring to ensure that prohibited conduct is not occurring;
- probation;
- transfer of position;
- removal of administrative appointment;
- salary reduction;
- demotion;
- oral or written reprimand
- suspension; and
- termination of employment.

For labor-represented employees, the disciplinary sanctions that may be imposed are those set forth in their union contract.

Possible disciplinary sanctions or other responsive actions in cases with third-party respondents may include restrictions on a third-party respondent’s: 1) participation in University programs or activities; 2) attendance at University events; or 3) ability to enter campus spaces, among other things.

Remedies

Where a decision has been made that a respondent is responsible for prohibited conduct, the University will provide remedies to a complainant that are designed to restore or preserve the complainant’s equal access to the University’s education programs and activities. Such remedies may include supportive measures, as well as measures that prevent
the respondent from having contact with the complainant, and other measures. The campus Title IX office is responsible for effective implementation of any remedies.

**Appeals**

Either party may initiate the appeal process.

Appeals are not intended to allow for a second review of the same information provided during the investigation, and the Appellate Officer will not substitute their judgment for that of the hearing panel, or that of the hearing chair in the case of an administrative resolution. Appeals are limited to the grounds set forth below.

- Procedural irregularity that affected the outcome.
- New evidence that was not reasonably available at the time of the Written Determination that could have affected the outcome.
- A sanction that is grossly disproportionate to the offense.
- A decision on responsibility that is not based on substantial information. Substantial information means relevant information that a reasonable person might accept as adequate to support a conclusion. The Appellate Officer must respect the credibility determinations of the hearing panel (or of the hearing chair in the case of an administrative resolution) and must not substitute the Appellate Officer's judgment for that of the hearing panel or chair.
- The Title IX Coordinator, investigator, hearing panel members, and/or University Authority had a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent that affected the outcome.

The Appellate Officer will issue a written decision that 1) affirms, in whole or in part, the decision on responsibility, 2) overturns, in whole or in part, the decision on responsibility, 3) affirms, overturns, or adjusts the decision on disciplinary sanctions, or 4) remands the matter to remedy procedural errors or consider new evidence.

The decision of the Appellate Officer is the final University decision.

**Orders for Protection, Harassment Restraining Orders, and Enforcement**

The University of Minnesota Duluth complies with Minnesota law in recognizing Orders for Protection and Harassment Restraining Orders issued through criminal, civil, or tribal courts, or through the University itself. Any person who obtains such an order should provide a copy of it to the University of Minnesota Duluth Police Department. Persons in need of assistance in obtaining an Order for Protection or Harassment Restraining Order can contact: Safe Haven at 218-623-1000; 414 W. 1st Street; Duluth, MN 55803; Monday through Friday 8:00am - 4:00pm.

University department personnel that are made aware of an Order for Protection or Harassment Restraining Order, and need assistance with related accommodations, can contact Dr. Lisa Erwin, Vice Chancellor for Student Life and Dean of Students, at 218-726-8501 for cases involving UMD students, or the Director of Human Resources at 218-726-6326 for cases involving employees.
## Resources

### On-Campus Resources for Students, Staff, and Faculty

<table>
<thead>
<tr>
<th>Resource</th>
<th>Services</th>
<th>Phone</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Minnesota Duluth Police Department</td>
<td>24-Hour Law Enforcement</td>
<td>Emergency: 911</td>
<td>Administrative: 218-726-7000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>[<a href="http://d.umn.edu/police-department/">http://d.umn.edu/police-department/</a>]</td>
</tr>
<tr>
<td>UMD Women’s Resource and Action Center (WRAC)</td>
<td>Support and advocacy for sexual assault, relationship violence, stalking</td>
<td>218-726-6292</td>
<td>[<a href="https://wrac.d.umn.edu/">https://wrac.d.umn.edu/</a>]</td>
</tr>
<tr>
<td>UMD Safewalk</td>
<td>On-campus secure walking escorts</td>
<td>218-726-6100</td>
<td>[<a href="https://www.d.umn.edu">https://www.d.umn.edu</a>]</td>
</tr>
<tr>
<td>UMD One Stop Student Services</td>
<td>Financial Aid</td>
<td>218-726-8000</td>
<td>[<a href="https://onestop.d.umn.edu/">https://onestop.d.umn.edu/</a>]</td>
</tr>
<tr>
<td>UMD Office of Student Conduct and Conflict Resolution</td>
<td>Investigation of Student Conduct Code violations</td>
<td>218-726-7255</td>
<td>[<a href="http://www.d.umn.edu/conduct/">http://www.d.umn.edu/conduct/</a>]</td>
</tr>
<tr>
<td><strong>UMD Office of Disability Resources</strong></td>
<td>Support and advocacy for persons with disabilities, including victims of violence and other crimes</td>
<td>218-726-6130</td>
<td><a href="http://www.d.umn.edu/disability-resources">http://www.d.umn.edu/disability-resources</a></td>
</tr>
<tr>
<td><strong>UMD Multicultural Center</strong></td>
<td>Multicultural support and resources</td>
<td>218-726-6522</td>
<td><a href="http://www.d.umn.edu/mlrc/">http://www.d.umn.edu/mlrc/</a></td>
</tr>
<tr>
<td><strong>UMD International Student Services</strong></td>
<td>Visa and Immigration Information</td>
<td>218-726-7305</td>
<td><a href="http://www.d.umn.edu/international-student-services/">http://www.d.umn.edu/international-student-services/</a></td>
</tr>
<tr>
<td><strong>UMD Health Services</strong></td>
<td>Physical and Mental Health Services</td>
<td>218-726-8155</td>
<td><a href="http://www.d.umn.edu/hlthserv/">http://www.d.umn.edu/hlthserv/</a></td>
</tr>
<tr>
<td><strong>UMD Employee Assistance Program</strong></td>
<td>Faculty- and staff-specific professional consultation and mental health resources.</td>
<td>218-726-6700</td>
<td>888-243-5744</td>
</tr>
<tr>
<td><strong>Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator</strong></td>
<td>Investigation of Sexual Assault, Dating Violence, Domestic Violence, &amp; Stalking complaints</td>
<td>218-726-8383</td>
<td></td>
</tr>
</tbody>
</table>

**Community Resources**
<table>
<thead>
<tr>
<th>Organization</th>
<th>Services</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNCASA (Minnesota Coalition Against Sexual Assault)</td>
<td>Education, Policy, Prevention</td>
<td><a href="http://www.mncasa.org">www.mncasa.org</a> 651-209-9993</td>
</tr>
<tr>
<td>Rape, Abuse, and Incest National Network (RAINN)</td>
<td></td>
<td><a href="http://www.rainn.org">http://www.rainn.org</a></td>
</tr>
<tr>
<td>Program for Aid to Victims of Sexual Assault (PAVSA)</td>
<td>Advocacy and assistance for victims of sexual assault</td>
<td>218-726-1931 218-726-1442 <a href="http://www.pavsa.org">http://www.pavsa.org</a></td>
</tr>
<tr>
<td>St. Louis County Crisis Response Team (CRT) Program</td>
<td>Mental Health services</td>
<td>24-hour Contact, Dial: 988 Crisis Line: 844-772-4724</td>
</tr>
</tbody>
</table>

Note: Resources and organizations not affiliated with the University of Minnesota or the University of Minnesota Duluth are listed for informational purposes only, and are not endorsed by the University of Minnesota or the University of Minnesota Duluth.

**Sexual Offender Registration**

Certain felony level sex and other predatory offenders are required by law to keep law enforcement agencies apprised of their current residence, employment, and school address, as well as any changes to that information. Some of these offenders have demonstrated by their past behavior that they are part of a group who pose the greatest risk to the public when released. This does not mean that they will commit a new crime, just that they are part of a group of persons who might.

State and federal law requires UMD to inform the campus community that a registration list of sex offenders is available at the following link: [https://coms.doc.state.mn.us/publicregistrantsearch](https://coms.doc.state.mn.us/publicregistrantsearch)

These individuals are not wanted by law enforcement at this time and have served the sentence imposed upon them by the court. The use of this information to threaten, harass, or intimidate such individuals may be a crime and will not be tolerated.
Release of Disciplinary Outcome to Victims of Crimes of Violence or Non-Forcible Sex Offenses

The University of Minnesota will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the results of any disciplinary proceeding conducted by the University of Minnesota against a student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of such of the offense, the next of kin of the victim is permitted to make the request.

Housing & Residence Life Missing Person Policy

The purpose of this policy is to establish official standard procedures for the University of Minnesota Duluth’s response to reports of missing students who reside in University-owned housing facilities.

For purposes of this policy, a student resident may be considered a missing person if the resident’s absence from residential life and the campus community is suspiciously different to his/her usual pattern of behavior and/or unusual circumstances may have caused the absence.

Student designation of missing person contact information

Students aged 18 and above and emancipated minors:

Student residents will be given the opportunity to designate an individual or individuals to be contacted by the University no more than 24 hours after the time that the student resident is determined to be missing. A designation will remain in effect until changed or revoked by the student resident via email to umdhouse@d.umn.edu or until the student is no longer a resident of University housing.

Students under the age of 18 and not emancipated:

In the event a student resident who is under age 18, not emancipated, and is determined to be missing, the University is required to notify custodial parent or guardian no more than 24 hours after the student resident is determined to be missing. The custodial parent or guardian contact information will remain in effect throughout the duration of the contract period for which they signed when under the age of 18 unless the student turns 18 during the contract period and contacts Office of Housing and Residential Life to change or revoke the designation.

This contact information will be registered confidentially and will only be accessible to campus officials and will only be disclosed to law enforcement personnel in the furtherance of a missing person’s investigation.

To Report a Missing Student
In the case of a missing student, individuals should notify the University of Minnesota Duluth Police Department or Housing & Residence Life staff members.

**Official notification procedures for missing persons:**

Any individual on campus who has information that a University student resident may be a missing person must notify the UMD Police Department as soon as possible. It shall be the policy of the University of Minnesota Duluth that any of its agents that receive information on a missing student resident will report it to the UMD Police Department within twenty-four (24) hours of the determination that the student is missing. This will be done regardless of whether or not the student resident has designated a contact person, is over the age of 18, or is an emancipated minor.

If a report of a potential missing person is made to UMD Housing, staff will immediately contact (call 911) and work cooperatively with the UMD Police Department in its investigation of the matter. Cooperative efforts may include:

- Conduct a health and wellness check on the resident
- Attempt to make contact via cellular phone, e-mail, or other means
- Identify other students who may be aware of the missing person’s whereabouts (i.e. roommate, friends, classmates, family, etc.).
- Checking attendance at class or on-campus employment, use of meal plan, etc.

The UMD Police Department will gather all essential information about the University student resident from the reporting person and other individuals who may provide information that will assist with the investigation.

No later than 24 hours after the University determines that a student resident is missing, the chief law enforcement officer on campus or designee will notify the designated missing person contact (for students 18 and above and emancipated minors) or the parent/guardian (for students under the age of 18 and not emancipated) that the student resident is believed to be missing. This individual contact will be updated as to the progress of the investigation into the missing person report.

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**Fire Safety Report**

**On Campus Student Housing Facilities**

The University of Minnesota Duluth has nine student housing facilities. Five are traditional style residence halls and four are apartment style facilities.
Traditional Residence Halls

<table>
<thead>
<tr>
<th>Residence</th>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burntside Hall</td>
<td>1320 Maplewood Court, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Griggs Hall</td>
<td>509 Niagara Court, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
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<tr>
<td>Ianni Hall</td>
<td>506 Niagara Court, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lake Superior Hall</td>
<td>513 Niagara Court, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vermilion Hall</td>
<td>1105 Kirby Drive, Duluth, MN</td>
<td>55812</td>
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<td></td>
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</tbody>
</table>

Apartments

<table>
<thead>
<tr>
<th>Apartments</th>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junction Apartments</td>
<td>1115 Junction Avenue, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oakland Apartments</td>
<td>621 Oakland Circle, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goldfine Hall</td>
<td>1205 Village Lane, Duluth, MN</td>
<td>55812</td>
<td></td>
<td></td>
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<tr>
<td>Heaney Hall</td>
<td>1220 Village Lane, Duluth, MN</td>
<td>55812</td>
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</tbody>
</table>

Reporting Fires

All fires should be reported by calling 911.

Any fire, fire alarm activation or sprinkler activation needs to be reported to Housing & Residence Life. Typically, the first staff to be notified will be the Resident Advisors for the specific living area. An electronic monitoring system monitored by a contract vendor notifies 911 of activated system.

On-Campus Student Housing Facility Fire Safety Systems

The charts below summarize each facility’s fire safety system and the number of fire drills held during the 2019 calendar year.
<table>
<thead>
<tr>
<th>Housing Facility</th>
<th>Fire Alarm Monitoring</th>
<th>Full Sprinkler System</th>
<th>Evacuation Plan</th>
<th>Housing Regulations Regarding Portable Electrical Appliances, Smoking, and Open Flames</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burntside Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td><strong>Electrical Appliances</strong></td>
</tr>
<tr>
<td>Griggs Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>The only appliances permitted in the Residence Halls are listed below:</td>
</tr>
<tr>
<td>Ianni Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>- Microwave ovens (under 1000 watts)</td>
</tr>
<tr>
<td>Lake Superior Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>- Keurig or other coffee makers</td>
</tr>
<tr>
<td>Vermilion Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>- Air popcorn poppers</td>
</tr>
<tr>
<td>Goldfine Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>- Blenders</td>
</tr>
<tr>
<td>Heaney Hall</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>Residential grade appliances are allowed in the apartments including:</td>
</tr>
<tr>
<td>Junction Apartments</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>- Microwave ovens (under 1000 watts)</td>
</tr>
<tr>
<td>Oakland Apartments</td>
<td>X</td>
<td>x</td>
<td>x</td>
<td>- Keurig or other coffee makers</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Air popcorn poppers</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Blenders</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- George Foreman or other electric indoor grills</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Toasters and toaster ovens</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Pizza Pizzazz or other pizza ovens</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Hot or induction plates</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Crockpots &amp; Instapots</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Small chest freezer (under 5 cubic feet)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Small refrigerator (under 5 cubic feet)</td>
</tr>
</tbody>
</table>

Fire Alarm Monitoring indicates if the fire alarms are monitored at a central location.
Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.
Evacuation Plan indicates if a location has evacuation plans for fire evacuation.

Housing Regulations Regarding Portable Electrical Appliances, Smoking, and Open Flames

**Electrical Appliances**

The only appliances permitted in the Residence Halls are listed below:

- Microwave ovens (under 1000 watts)
- Keurig or other coffee makers
- Air popcorn poppers
- Blenders

Residential grade appliances are allowed in the apartments including:

- Microwave ovens (under 1000 watts)
- Keurig or other coffee makers
- Air popcorn poppers
- Blenders
- George Foreman or other electric indoor grills
- Toasters and toaster ovens
- Pizza Pizzazz or other pizza ovens
- Hot or induction plates
- Crockpots & Instapots
- Small chest freezer (under 5 cubic feet)
- Small refrigerator (under 5 cubic feet)

The following personal appliances and other personal devices are prohibited in Housing facilities.

- Hot Tubs
- Gas grills
- Charcoal grills
- Dishwashers
- Tanning beds
- Ceiling fans
- Washers & dryers
• Space heaters (unless provided by HRL maintenance staff)
• Air conditioners
• Institutional grade appliances

Cooking
Students must not leave food items that are being cooked unattended

Smoking
In accordance with the University of Minnesota Smoke and Tobacco-free campus policy, all Housing & Residence Life facilities are 100% smoke-free environments. Smoking and tobacco use is not allowed. In Housing & Residence Life, smoking is defined as having a lighted cigar, cigarette, pipe, or any other smoking equipment, including the use of electronic cigarettes, vaporizers, and hookahs. Students documented for violations of the above in Housing & Residence Life facilities will be adjudicated in the Housing conduct process.

Open Flames
Candles, incense, wax melters or warmers, and open flames are not allowed in residential facilities

Prohibited Lighting
Halogen lamps and bulbs are not permitted

Evacuation in Case of Fire
In the event of a building alarm, fire departments cannot begin their job until everyone is out of the building. Failing to leave the building puts others at risk. In compliance with Minnesota State Fire Code and state law, everyone is required to leave the building in the event of a building alarm.

• Upon activation of a fire alarm, immediately proceed to the nearest, safest exit
• Before opening doors, feel the door; if it is hot do not proceed through the door. If the door is cool, open the door slowly and proceed to nearest, safest exit
• If on upper floors of a building, do not use elevators, proceed down stairwells to exit, if heavy smoke or fumes are present, use an alternate exit route
• Exit the building and move a safe distance away from the building
• Housing staff will assist exiting residents to a nearby safe location
• Do not re-enter the building for any reason. Emergency Responders or Housing and Residential Life Staff will notify residents if and when it is safe to return to the building

Steps to Be Taken in Case of Fire
In a fire emergency:

• Pull the fire alarm if able.
• Call 9-911.
• Remain calm and act quickly.
• Wear protective clothing such as a coat and shoes and carry a damp towel for use in heavy smoke.
• Close your room door and windows.
• Walk in an orderly manner to the nearest exit. Never use an elevator.
• Move a safe distance away from the building and out of the way of fire department personnel.
• Remain outside until you are told to return by the staff.
• If you think there is a fire in the hallway, feel the door before you open it:
  • If the door does not feel hot, open it slightly, holding your head away and brace the door with your foot.
  • Put your hand across the opening to test the heat of the air.
  • If the door is hot and the hallway unsafe, plug any opening or cracks through which smoke may enter your
    room using wet towels, sheets, blankets, etc.
  • If smoke does enter the room, open the window for ventilation; break it if sealed.
  • DO NOT JUMP.
  • Make your presence known.
  • Wait for rescue

In case of minor fire:

• Pull the fire alarm if able.
• Call 9-911.
• Use a fire extinguisher located in the hallway cabinets or a blanket to smother the fire.
• Call the Lake Superior Hall Information Desk at 218-726-7381.
• Never risk your personal safety!

Fire Safety Education & Training

UMD Housing & Residence Life staff receives training in use of fire extinguishers and fire safety on an annual basis.

Resident Advisors review fire safety and fire evacuation procedures at floor and area meetings at the beginning of fall semester.

Fire evacuation drills are coordinated between UMD Housing & Residence Life, UMD Environmental Health and Safety, and the Duluth Fire Department at the beginning of each fall semester.

Fire Statistics

<table>
<thead>
<tr>
<th>Housing Facility</th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Burntside Hall 1320 Maplewood Court, Duluth, MN, 55812</td>
<td>0</td>
</tr>
<tr>
<td>Griggs Hall 509 Niagara Court, Duluth, MN, 55812</td>
<td>1</td>
</tr>
<tr>
<td>Ianni Hall 506 Niagara Court, Duluth, MN, 55812</td>
<td>2</td>
</tr>
<tr>
<td>Lake Superior Hall 513 Niagara Court, Duluth, MN, 55812</td>
<td>0</td>
</tr>
</tbody>
</table>
### Fire Details

#### 2021
No fires were reported in 2021.

#### 2020

2/10/2020 Burntside Hall: A stove in community kitchen malfunctioned, creating a brief small fire & smoke in building. There were no deaths or injuries. Damage was estimated at $350.

3/1/2020 Lake Superior Hall: RAs observed scorch marks on shower curtain, the scorch marks were determined to be intentional. There were no deaths or injuries. Damage was estimated at $15.

10/19/2020 Vermillion Hall: Electrical fire caused by malfunctioning refrigerator in a vacant room. There were no deaths or injuries. Damage is estimated at $10,000.

10/21/2020 Heaney Hall: Accidental cooking fire. There were no deaths or injuries. Damage was estimated at $350.

#### 2019

3/21/2019 Heaney Hall: Accidental cooking fire. There were no deaths or injuries. Damage was estimated 0$.

6/17/2019 Griggs Hall- mechanical fire caused by overheated motor in a heater. There were no injuries or deaths. Damage was $408.

10/20/2019 Ianni Hall: Door decorations had been intentionally lit on fire. There were no injuries or deaths. Damage was estimated between $0-100.

11/6/2019 Ianni Hall: door decorations had been intentionally lit on fire. There were no injuries or deaths. Damage was estimated between $0-100.

### Planned Fire Safety Improvements

Housing & Residence Life works closely with University code officials to review current systems and plan for future improvements. There are currently no plans deemed necessary for improvements in fire safety systems or procedures.
For More Information

To request copies of this report or to request this publication in an alternative format, contact:

University of Minnesota Duluth Police Department
1049 University Dr.
Darland Administrative Building 287
Duluth, MN 55812
218-726-7000

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.
Message from the President

Campus safety is critical to keeping the University of Minnesota a place where students, faculty, staff, and visitors from throughout Minnesota and around the world can work together to achieve our goals and advance discovery and impact.

Our University of Minnesota Police and Security Departments do an extraordinary job of helping the University of Minnesota remain a safe place to learn, work, and live. Officers patrol our buildings and grounds, get to know our community, and work in conjunction with both campus and metropolitan units committed to safety. This report details their efforts.

We are also working through policy and united action to improve public health on campus. The President’s Initiative to Prevent Sexual Misconduct continues to proceed with its comprehensive public health approach, consistent with research on effective prevention among populations as large and diverse as ours.

We are beginning to work as well in the public health area of student mental health. This is a national crisis that affects many of our own students, and we need our best and brightest minds to focus on this issue. We are clearly positioned to be leaders in the area of student mental health, and as a first step, I have charged three of our senior leaders to complete a systemwide inventory of all activities, resources, and programs related to mental health, so that we know where we stand, where we have gaps, and where to move forward.

Positive culture change is a community effort and shared responsibility. Each of us can contribute to a safer campus by keeping our eyes and ears open, and immediately reporting all crimes and public safety problems or concerns by calling 911.

Thank you for helping to keep our University safe.

Joan T. A. Gabel
President

Message from the Chancellor

Safety and security are important for all members of the University of Minnesota Morris community and are central to advancing our strategic commitments to excellence for everyone and to a vital campus community. UMN Morris’s public safety officers are dedicated to working collaboratively with the campus community to provide a safe learning and working environment on this beautiful campus. These officers have strong relationships with the University of Minnesota Twin Cities Police Department and the Stevens County Sheriff’s Office.

Ensuring that we live, work, and learn in a safe environment requires more than good officers: it requires the active cooperation of all of us. We can each do our part in promoting campus safety by being observant, by caring for each other, and by reporting all crimes and public safety issues to the proper authorities. Thank you for helping to keep this university safe.

Janet Schrunk Ericksen
Acting Chancellor
University of Minnesota System

The University of Minnesota System comprises five distinct campuses—Crookston, Duluth, Morris, Rochester, and Twin Cities—serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state.

Collectively, the University of Minnesota System is one of the most comprehensive in the nation, with offerings to meet the interests of every student and the changing needs of our society. We’re proud of our land-grant mission of world-class education, groundbreaking research, and community-engaged outreach, and we are unified in our drive to serve Minnesota.

Known for its focus on experiential learning for its campus-based students, the University of Minnesota Crookston is also one of the nation’s pioneers in online and distance education.

The University of Minnesota Duluth is a highly-ranked regional research and liberal arts university with a global reputation for freshwater research.

The University of Minnesota Morris is a nationally ranked undergraduate-focused liberal arts campus with a deep commitment to environmental sustainability and diversity.

The University of Minnesota Rochester prepares health science professionals and maintains unique collaborations with world-renowned medical organizations in the community.

The flagship University of Minnesota Twin Cities is the state’s land-grant university and one of the most prestigious public research universities in the nation.
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Police
University of Minnesota Morris Department of Public Safety
Emergency ......................................................... 911
Non-Emergency ............................................. 320-287-1601
6 Belmer Hall
https://www4.morris.umn.edu/morris-campus-police

Stevens County Sheriff’s Office
Emergency .......................................................... 911
Non-Emergency ................................................. 320-208-6500
400 Colorado Ave, Morris, MN 56267
https://www.co.stevens.mn.us/868/Sheriff

Campus Service Offices
Student Affairs
Phone ................................................................. 320-589-6013
309 Behmler Hall
https://students.morris.umn.edu/student-affairs

Human Resources
Phone ................................................................. 320-589-6021
201 Behmler Hall
https://www4.morris.umn.edu/human-resources

Health Services
Phone ................................................................. 320-589-6070
18 Clayton A. Gay Hall
https://students.morris.umn.edu/health-and-wellness/health-service

Student Counseling
Phone ................................................................. 320-589-6060
235 Behmler Hall
https://students.morris.umn.edu/health-and-wellness/mental-health/student-counseling

Community Resources
Stevens County Victim Services
Phone ................................................................. 320-208-6590
400 Colorado Ave, Morris, MN 56267
http://www.co.stevens.mn.us/index.aspx?NID=1072
Preparing the Annual Security Report and Disclosure of Crime Statistics

This report has been prepared in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” (informally known as the “Clery Act”). For more information on the Clery Act please visit: www.ed.gov/admins/lead/safety/campus.html

This report includes information for the Morris campus of the University of Minnesota.

This report is published annually by the University and made available to all current and prospective students, staff, and faculty. Statistics are compiled by the Clery officer on each campus in cooperation with the local law enforcement agencies with jurisdiction over University of Minnesota Clery Geography. Additional crime information is collected from a wide range of University personnel who have been identified as Campus Security Authorities (CSAs) under the Clery Act.

The Clery Compliance Director and campus Clery officers review and update the information contained in this report annually.

Crime Statistics reported in this document reflect specific crimes that occurred in specific geographic locations established by federal law and were reported to University of Minnesota Campus Security Authorities. Statistics reflect reports of crime and not criminal charges or convictions.

Definitions of Terms Used in this Report

Campus Security Authorities

Campus Security Authorities are individuals on campus who are required to report any allegations of crimes they receive for inclusion in the Annual Statistical Disclosure.

The Clery Act defines four categories of Campus Security Authorities as stated below:

- A campus police department or a campus security department of an institution.

- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department

- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.

- An official of an institution who has significant responsibility for student and campus activities.
Clery Geography
Clery Geography is the geographic area for which an institution is responsible for disclosing crime statistics. The following definitions describe the areas that cumulatively account for an institution’s Clery Geography.

**On Campus:** 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. Also, any building or property that is within or reasonably contiguous to the area identified in the first part of this definition that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes

**On Campus- Residential:** any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility

**Non-Campus Property:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

Personally Identifying Information
Personally identifying information is defined in Section 40002(a) of the Violence Against Women Act of 1994 as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault or stalking, regardless of whether the information is encoded, encrypted, hashed or otherwise protected, including:

- a first and last name
- a home or other physical address
- contact information (including a postal, e-mail or Internet protocol address, or telephone or facsimile number)
- a social security number, driver’s license number, passport number or student identification number
- any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

Criminal Offenses
The following definitions of criminal offenses detail the elements of each crime, crimes in the annual statistical disclosure found in this report are categorized according to the below definitions. The majority of the definitions are from the FBI’s Uniform Crime Reporting Handbook. Sex offense definitions are from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program.

**Aggravated Assault**
The 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.
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.

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

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle.

Murder and Non-negligent Manslaughter
The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence
The killing of another person through gross negligence.

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

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

Fondling
The touching of the private body parts of another person for the purpose of sexual gratification, with- out the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape
Sexual intercourse with a person who is under the statutory age of consent.

Hate Crimes

Hate Crime
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Under the Clery Act the following bias categories are used: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, Disability.

Any criminal offense which also meets the definition of a hate crime will be included in the statistical disclosure in both the criminal offense category and in the hate crime category (i.e. an on-campus aggravated assault motivated by religious bias will be counted in the on-campus aggravated assault category and in the on-campus aggravated assault motivated by religious bias category).
Additional Hate Crime categories
In addition to the criminal offenses listed under the “Criminal Offenses” section, the following crimes are included if it is determined that the crime was motivated by bias

Larceny-Theft
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: constructive possession is defined by Black’s Law Dictionary, sixth ed. as “where one does not have physical custody or possession but is in a position to exercise dominion or control over a thing.”)

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

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

Destruction/Damage/Vandalism of Property (Except Arson)
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act (VAWA) Offenses

Dating Violence
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence
a felony or misdemeanor crime of violence committed—

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
**Stalking**

engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition—
- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

**Unfounded Crimes**

Are reported crimes which are thoroughly investigated by sworn or commissioned law enforcement personnel; and found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted.

**Arrests and Referrals for Discipline for Weapons, Drug, and Liquor Law Violations**

**Weapons 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.

**Drug Law Violations**

The Violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and 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.

**Liquor Law Violations**

The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**Reporting an Emergency or Crime**

The University of Minnesota encourages the accurate and prompt reporting of all crimes to the University of Minnesota Department of Public Safety or appropriate local law enforcement agency when the victim of a crime elects to or is unable to make such a report. If the victim of a crime is unable to file a report, third parties who have information regarding the crime are encouraged to file a report to ensure the police are aware of the crime. The prompt and accurate reporting of all crime enables the police department to identify and respond to patterns of crime and when necessary to distribute pertinent crime information to the community, which may help prevent similar occurrences of crime.
Dial 911
Dialing 911 will connect you with a trained public safety dispatcher. Be prepared to give the dispatcher the following information:

- Type of emergency
- Your name
- Your location and location of the emergency
- Your phone number
- If applicable (e.g., after a crime), a description of individuals involved (gender, clothing description, height, weight, hair color, tattoos, etc.)
- If applicable (e.g., after a car accident), a description of vehicles involved (color, make, model, license plate number)

Please remain on the line until the dispatcher tells you it is okay to hang up.

Based on the information provided, the dispatcher will send the appropriate help to respond to the reported incident.

Report a Non-Emergency to the police

By phone

University of Minnesota
Morris Department of Public Safety
6 Belmer Hall
320-287-1601

When reporting a non-emergency to the police, an officer will either be sent to your location or will request that you file a report in person at the police department. An officer will ask questions to obtain detailed information about what happened. The officer will be able to provide you with information on victim services, next steps and crime prevention information.

When reporting a crime, you will be asked many questions. Be prepared to answer the following questions:

- When the crime happened (date and time)
- Where it happened
- Your name, contact information, State Driver’s License or ID number
- Details of the event
- Other people involved (suspect, if known; witnesses)
- If property was involved, who owns it
- The property owner's contact information
- For vehicles: Make, Model, Color, License Plate Number, Insurance-company name & policy number, etc.
- Property other than vehicles: Serial Number, Product Name, Manufacturer, Description, Condition, etc.

Walk in
You may file a police report in person at the following locations:
Report a Crime to a Non-Police Campus Security Authority

The University of Minnesota encourages all reports of crime to be made to the University of Minnesota Police Department or appropriate local law enforcement agency; however, crimes may also be reported to individuals on campus who have been identified as Campus Security Authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that some individuals may be inclined to report such incidents to other individuals on campus.

Campus Security Authorities include but are not limited to: Residence Hall Directors, Assistant Residence Hall Directors, Community/Resident Advisors, Advisors to student organizations, athletics coaching staff and others who have significant responsibility for student and campus activities.

Campus Security Authorities have been trained to act as a resource for anyone who wishes to report the occurrence of a crime. Crime reports made to Campus Security Authorities are forwarded to the appropriate campus department for inclusion on the Daily Crime Log and to be evaluated for the need to issue a Timely Warning Notification.

While there are many non-police Campus Security Authorities on each campus, the University of Minnesota prefers reports be made to the following non-police CSAs:

- **Student Affairs**
  - 309 Behmler Hall
  - 320-589-6013

- **Human Resources**
  - 201 Behmler Hall
  - 320-589-6021

- **Residential Life**
  - 74 Gay Hall
  - 320-589-6475

Voluntary, Confidential Reporting

If you are the victim of a crime and are unsure if you would like to pursue action through the University or the criminal justice system, you may want to consider speaking with a Campus Security Authority.

Campus Security Authorities can explain the different reporting options available to help you decide which option is best for you.

Police reports are public records under state law. University Police cannot hold reports of crime in confidence.

In many cases, a non-police CSA may be able to assist you in making a confidential report that would not initiate any additional action through the University or the criminal justice system. A confidential report is forwarded directly to the University of Minnesota Morris Police Department to be added to the Daily Crime Log, evaluated for the need to issue a Timely Warning Notice, and for inclusion in the Annual Statistical Disclosure. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and the campus community.
With this information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus Clery Geography, determine crime patterns, and alert the campus community of potential danger.

All reports of dating violence, domestic violence sexual assault, and stalking that are made to University employees who have an obligation to report the occurrence of such crimes will be forwarded to the Title IX office or its designee. Per University policy mandated reporters are required to provide the following information to the Title IX office or designee in cases of alleged dating violence, domestic violence, sexual assault and stalking:

- The names of the complainant(s), respondent(s) and possible witnesses;
- The date, time and location of the alleged prohibited conduct; and
- Other relevant details about the alleged prohibited conduct that the University would need to determine what occurred and address the situation.

After receiving a report of alleged dating violence, domestic violence, sexual assault or stalking the Title IX coordinator will contact the complainant to provide resources for personal support and information about the investigation process. In cases involving a student respondent, the campus Title IX office or its designee will only begin investigating the report after receiving verbal or written confirmation that the complainant wishes to initiate an investigation.

When a complainant requests that their identity be kept confidential or that the University refrain from conducting an investigation, the campus Title IX office or its designee will make an individualized determination of whether to conduct an investigation, including consideration of the complainant’s wishes, the University’s responsibility for providing a safe and non-discriminatory campus environment, and whether the University possess other means to obtain relevant evidence. In making this determination, the campus Title IX office or its designee will consider the following factors, among others; whether the respondent is alleged to have used a weapon while committing prohibited conduct; whether the respondent is alleged to have used force while committing prohibited conduct; and whether the respondent has been alleged or found to have committed prohibited conduct against other complainants.

Professional Mental Health Counselors and Pastoral Counselors Exemption

Campus professional mental health counselors and pastoral counselors, when acting in their professional capacity, are not required to report crimes for inclusion in the annual disclosure of crime statistics.

The Clery Act defines a Professional Mental Health Counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.

A Pastoral Counselor as an employee of an institution, who is associated with a religious order or denomination, recognized by that denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Mental Health counselors at the University of Minnesota are encouraged if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual statistical disclosure.

Professional counselors can be found at the following campus locations:
University of Minnesota Morris Department of Public Safety

Authority
University of Minnesota Morris Department of Public Safety employees police officers who are licensed as peace officers by the State of Minnesota. Minnesota State Statute 629.40 gives peace officers statewide arrest powers while acting in the course and scope of employment.

Jurisdiction
UMM Department of Public Safety is responsible for all property owned by the University in the Morris area. UMM Department of Public Safety is officers provide services in directed, proactive patrol, crime prevention, investigation, law enforcement, and emergency response.

Relationship with other Law Enforcement Agencies
UMM Department of Public Safety collaborates with the Stevens County Sheriff’s Office, the Stevens County Attorney’s Office, Stevens Community Medical Center, Stevens County Human Services, and Someplace Safe as members of the Stevens County Violence Prevention Task Force to reduce the incidence of and provide a coordinated response to sexual assault, relationship violence, and stalking. The Task Force provides for the coordinated investigation of the crimes of sexual assault, dating violence, domestic violence, and stalking.

The University of Minnesota Morris does not currently have a Memorandum of Understanding (MOU) for the investigation of any other criminal offenses other than those listed above. UMM Department of Public Safety works closely with federal, state, and local police agencies including the Stevens County Sheriff’s Office. When UMM Department of Public Safety receives information about an off-campus crime that requires secondary investigation, it forwards the information to the proper local police department.

Monitoring of Noncampus Locations
The University of Minnesota Morris Department of Public Safety works cooperatively with the area law enforcement agencies to share information about criminal activity that occurs off-campus but may affect members of the UMM community. Students accused of criminal misconduct may additionally be subject to the University student conduct process. This process neither substitutes for nor interferes with the outside legal processes. The Student Code of Conduct outlines the jurisdiction the University has to apply disciplinary action in these cases.

Response to Reported Crime or Emergencies
Crimes reported to the UMM Department of Public Safety and to non-police CSAs will be considered for the need to issue a Timely Warning Notification, documented on the Daily Crime Log, and all applicable crimes will be included in the annual statistical disclosure. These public disclosures will not include any personally identifying information of any reporting parties, witnesses or victims.

UMM Department of Public Safety will investigate all criminal allegations reported to the police. These investigations may be done in conjunction other law enforcement agencies involved in the matter.

Students accused of criminal misconduct may additionally be subject to the University student conduct process; this process neither substitutes nor interferes with the outside legal processes. The major objective of the disciplinary system at the University of Minnesota is to maintain standards of conduct and order commensurate with the educational goals of the institution.
Daily Crime Log

UMM Department of Public Safety maintains a Daily Crime Log which is available for public viewing at 6 Behmler Hall during regular business hours.

The daily crime log includes crime information for crimes that have been reported to directly to UMM Department of Public Safety and to UMM Department of Public Safety by non-police Campus Security Authorities which occurred within the University of Minnesota Morris campus Clery geography.

The Daily Crime Log includes case number, nature of the offense, the reported time and date the offense occurred, the date the incident was reported to UMM Department of Public Safety, a general description of the location in which the incident occurred, as well as the disposition of the case, if known. Crimes initially reported to non-police CSAs are classified according to Clery crime definitions, while crimes reported directly to the police are classified according to Minnesota State Code.

Entries in the Daily Crime Log do not include personally identifying information of the victim, witnesses or reporting party.

Timely Warning Notification

The University of Minnesota issues Timely Warning Notifications, called Crime Alerts on the Morris campus, to the campus community for reported Clery Act crimes that occur within the Morris campus Clery Geography and are believed to pose a serious or continuing threat to the University community.

Timely Warning Notifications are designed to give the University community information which may aid in the prevention of similar crimes.

Incidents reported to UMM Department of Public Safety will be evaluated on a case-by-case basis by the Chief Law Enforcement Officer or designee to determine if a Timely Warning Notification is warranted.

When the Chief Law Enforcement Officer or designee determines that a reported crime poses a serious or continuing threat and a Timely Warning Notification is warranted, the Chief Law Enforcement Officer or designee, in consultation with the Chancellor and/or Vice Chancellors for Student Affairs and Finance and Facilities, will compose the warning. The Chief Law Enforcement Officer or designee will approve the draft and it will be forwarded to the Office of Communications and Marketing for review and distribution.

Timely Warning Notifications will be electronically distributed to all Morris Campus students, staff and faculty via the University of Minnesota email system.

Timely Warning Notifications may include the following details (if available):

- Date and time of the incident
- Location
- Type of crime
- Description of the incident
- Physical description of suspect, including a photograph (when available)
- Apparent connection to previous incidents, if applicable
- Pertinent crime prevention tips
Personally Identifying Information of victims and reporting parties will not be disclosed in a timely warning. Except in instances where the information is relevant to the crime— for example, in crimes which are motivated by Bias the victim’s inclusion in a protected class may be released if this information is not determined to be explicitly personally identifiable.

UMM Department of Public Safety works closely with the Stevens County Sheriff’s Office and is routinely made aware of crimes which have been reported to these agencies which may warrant the issuance of a timely warning notice.

Emergency Response, Notification & Testing

Emergency Response

Emergency response operations include coordination of campus and community resources to save lives, protect property, and provide for the continuity of University operations.

The University uses the National Incident Management System (NIMS) as its standard for responding to incidents. UMM Department of Public Safety police officers and University administrators who have responsibility during an incident have been trained in NIMS. Depending on the incident, other University departments and/or other local or federal agencies may be involved in responding.

When an incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually from UMM Department of Public Safety. The Stevens County Sheriff’s Office and Morris Fire Department assist UMM Department of Public Safety as the situation requires. These agencies have been asked to inform the University of Minnesota regarding any situations that are reported to them which may warrant a campus emergency response.

Emergency Notification Systems

The University of Minnesota Morris has several methods for communicating important safety information quickly in the event of a significant emergency or dangerous situation that poses an immediate threat to the health and safety of the campus community. The situation will dictate which notification methods are used, in some situations multiple notification systems will be used.

SAFE-U
SAFE-U is the University’s emergency mass notification system. SAFE-U is used specifically to notify University students and employees of emergency situations which are likely to impact campus as a whole or impact University operations. Students, faculty, and staff who have provided contact information are automatically registered to receive SAFE-U notifications. Only University of Minnesota students, faculty, staff and those with a legitimate need are registered for SAFE-U.

Campus Email
In an emergency situation, campus email may be utilized to communicate important safety information.

Campus-Wide Emergency Alert System (CWEAS)
CWEAS is the University of Minnesota’s outdoor emergency notification system. CWEAS is not a tornado siren; it is an outdoor warning system that can convey both an alert tone and voice messages. If you hear the outdoor warning system, it means go inside and seek more information.
Tone Alert Radio
The University uses Tone Alert Radios strategically placed throughout campus to add another layer of alert coverage. At the Morris campus, Tone Alert Radios receive emergency broadcasts directly from Stevens County dispatch. Stevens County dispatch will activate the radios when there is urgent information that needs to be transmitted (e.g., severe weather, building evacuation). Tone Alert Radios also provide emergency notification that can be received in areas that are out of cellular service.

Fire Panel Annunciation
The University of Minnesota Department of Emergency Management has equipped some buildings with an annunciation capability that can be set off by the PSECC in case of an emergency. The annunciation system allows the fire alert system to communicate the source of the emergency, which will allow for a quicker and more efficient response. These panels also help control emergency communications systems where they are installed. As existing systems reach the end of their lifecycle, additional capacity in this area is being added.

Social Media
Emergency information may also be communicated on University of Minnesota Morris Facebook and Twitter accounts.

Digital Signs
Most digital signs on campus can be updated quickly to include an emergency message.

Web Announcements
Weather-related closings and other emergencies may be announced by placing an announcement on the University of Minnesota Morris website.

On-Scene Emergency Personnel
On-scene emergency personnel may be able to provide valuable emergency communication depending upon the emergency situation.

Activation of Emergency Notification Systems
Prior to issuing an emergency notification, UMM Department of Public Safety in collaboration with the Chancellor, Vice Chancellor for Facilities and Finance and Vice Chancellor for Student Affairs, will confirm the existence of an emergency or dangerous situation via dispatched officers or other emergency professionals on the scene, video monitoring, or notification from the National Weather Service. Information obtained from these sources will be used to determine the scope and content of the notification.

Upon confirmation of an emergency or dangerous situation, Campus Police, in consultation with the Chancellor or designee and the Emergency Lead—Designated Authority (ELDA) will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system.

In the event of a potential emergency or dangerous situation, that poses and imminent threat to the campus community, the Chief Law Enforcement Officer or Designee has the authority to initiate the appropriate notification system(s) immediately.

A notification may be delayed if issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.
SAFE-U notifications will consist of basic information about the type of emergency or dangerous situation and information on how to avoid danger. Updated information will be disseminated as it becomes available and as time allows or when the immediate threat has been mitigated.

SAFE-U notifications can be authorized by the following individuals: Chancellor or designee; Chief Law Enforcement Officer or designee; Vice Chancellor for Student Affairs; and Vice Chancellor for Finance and Facilities, Director of Communications and Marketing or designee or Director of Residential Life or designee, and Public Safety Emergency Communication Center.

Dissemination of emergency information to the larger community (i.e., parents, the Morris community) will take place at the discretion of the University’s Incident Response Team and as time allows. Campus Police will work with the Incident Response Team to determine how much information is appropriate to disseminate at different times. Depending on the nature of the incident, the University could utilize such avenues as the University home page https://www4.morris.umn.edu/ or the media. The first concern of the University will be to disseminate information to those people directly affected by the emergency.

**Emergency Response Testing**

The University Department of Emergency Management, in conjunction with UMM Department of Public Safety, conducts an annual exercise to test the emergency response and evacuation procedures of the Morris campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. This test is often announced to the campus community and publicized via campus email.

The Department of Emergency Management is responsible for documenting and analyzing the effectiveness of each test. The Department of Emergency Management retains documentation of each test including a description of the test, the date and time of the test, and whether the test was announced or unannounced.

At least once a year the University community will be notified of emergency response and evacuation procedures and where these procedures can be found.

The most recent test was completed on November 22, 2021. During this test, University of Minnesota Morris Emergency Management group participated in an exercise related to a natural disaster response.

The next test will be completed in late Fall of 2022.

**Emergency and Evacuation Plans**

The Department of Emergency Management coordinates the development of emergency plans. The Department of Emergency Management tasks each area of the University to develop and maintain emergency procedures and guidelines for their buildings and employees. The following are general evacuation procedures, for building specific evacuation procedures consult that buildings Building Emergency Plan.

**General Building Evacuation Procedure**

At the sound of the emergency alarm, it is the responsibility of all building occupants to evacuate immediately and proceed to predetermined assembly points, away from the building.

Building occupants are also responsible for ensuring that their visitors, customers, and contractors in their department follow the evacuation procedure described herein and leave the building along with all other occupants.

Faculty and instructors are responsible for dismissing their classes and directing students to leave the building by the nearest building exit upon hearing the building alarm or being notified of an emergency.
Designated essential personnel needed to continue or shut down critical operations, while an evacuation is underway, are responsible for recognizing and/or determining when to abandon the operation and evacuate themselves.

**Evacuation Instructions**

Whenever you hear the building alarm or are informed of a building emergency:

- Do not panic.
- Do not ignore the alarm.
- Leave the building immediately, in an orderly fashion.
- Do not use elevators.
- Classes and meetings in session must be dismissed and students directed to leave.
- Follow quickest evacuation route from where you are (see posted floor evacuation diagram/map).
- Do not go back to your office area for any reason.
- Proceed to the designated emergency assembly point for your area. If the designated assembly point/area is unsafe or blocked due to the emergency, proceed to the alternate assembly point.
- Report to your Building/Work Area Rep at the assembly point to be checked off as having evacuated safely; also report any knowledge you may have of missing persons or those located in an Area of Refuge.
- Return to the building only after emergency officials or building coordinator give the all-clear signal. Silencing the Alarm doesn’t mean the emergency is over.

**Chemical Spill Lab Evacuation instructions**

In the event of the release of hazardous chemical substances which threaten human health and the immediate lab needs to evacuate, but other building occupants are safe, please follow the steps below:

- Notify other lab occupants in immediate area.
- Everyone who can safely leave, should leave lab away from spill.
- While exiting, close double doors leading into other labs.
- A lab occupant leaving the lab should immediately call 911 (or head to area of refuge button (near freight elevator on each floor) if applicable).
- Notify operator of spill and location.
- Operator can remotely activate fire alarm (for some buildings) and send emergency personnel.
- Evacuate building according to general evacuation procedures.

**Building Emergency Instructions**

In the event of a loss of power, water leak or flood, elevator failure or other building emergency:

- Call the Facilities Management at 320-589-6100 notify them of the emergency. Call 911 for emergencies with injuries.
- Notify staff that is located near the emergency so they may take appropriate precautions.
- Follow evacuation instructions, if evacuation is necessary.

**Shelter Emergency Instructions**

In the event of notification of severe weather, safely discontinue work and go to the nearest designated safe shelter location.
Active Threat Instructions: Run, Hide, Fight

The guidelines below should be considered during this type of emergency, but your specific situation may require deviation from these suggestions.

Run
- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible
- Run to a place of refuge, well beyond the norm

Hide
- If running is not possible, hide
- Lock and barricade doors; shut off lights
- Remain silent, yet vigilant
- Avoid huddling together

Fight
- Fighting is a last resort, use only when your life is in imminent danger
- Use improvised weapons, i.e. chair, fire extinguisher
- Attempt to incapacitate the active threat
- There is strength in numbers; work together against the active threat

Call 9-1-1
- Call ONLY if safe and with information about the active threat
- Clarify you are on the University of Minnesota campus and where you are
- Give the location of the active threat(s)
- Provide physical description of active threat(s)
• Describe type of weapons held by the active threat(s)
• Notify the dispatcher of victims and their location

How to React When Law Enforcement Arrives:
• Remain calm
• Follow officers’ instructions
• Keep your hands up and out in front of you, assuring your hands are empty
• Keep hands visible at all times
• Avoid making quick movements towards officers such as attempting to hold on to them for safety
• Avoid pointing, screaming and/or yelling
• Move quickly towards the nearest exit or where directed to by police
• Do not stop to ask officers for help or directions when evacuating

Once in a Safe Place
Once you are in a safe place, DO NOT LEAVE. Emergency responders need to account for everyone. As the event unfolds and is better understood, law enforcement will provide additional instructions as to where you should be or when you will be able to leave. Please be patient. Your safety is our most important concern.

Crime Statistics

Criminal Offenses

<table>
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<tr>
<th>2021 Morris</th>
<th>On campus (Total)</th>
<th>On campus (Residential only)</th>
<th>Non–campus</th>
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There were no hate crimes reported occurring on UMM Clery Geography in 2021.

There were no hate crimes reported occurring on UMM Clery Geography in 2020.

There were no hate crimes reported occurring on UMM Clery Geography in 2019.
### Violence Against Women Act (VAWA) Offenses

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*An additional case of stalking occurring in an on-campus residential facility in 2020 was discovered. This incident was not reported in previous versions of this report and will be updated with the US Department of Education. This number reflects the new total.

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### Arrests and Referrals for Disciplinary Action

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**Unfounded Crimes**

A reported crime is only considered unfounded if sworn or commissioned law enforcement personnel, investigate the reported crime and make a formal determination that the report is false or baseless.

**2021**
No unfounded crimes

**2020**
No unfounded crimes

**2019**
No unfounded crimes
Security of and access to campus facilities

Access to Campus Facilities

There are three distinct levels of access to buildings, public hours, university hours and restricted hours. Building hours vary according to building use.

Public Hours
During Public Hours, buildings will remain open to everyone in the University community and to the general public. Public Hours will generally coincide with the standard business day of 7 a.m. to 5 p.m. For classroom buildings, Public Hours will generally be 7 a.m. to 7 p.m. to accommodate evening classes. Libraries, museums, galleries, and the like will have public hours that match their business hours.

University Hours
University Hours are the hours just before and just after Public Hours in the morning and the evenings. As an example, University Hours in a classroom building would typically be 6 a.m. to 7 a.m., and 7 p.m. to 10 p.m. During University Hours, a U Card will be required to enter the building.

Restricted Hours
During Restricted Hours, buildings are closed to the general public and to the general University community. Only people who have been previously granted permission to enter the building are allowed to do so. Typically, the people granted access during Restricted Hours are the people who would logically have permission to enter a building when it is locked, for example, faculty who teach or staff who work in a specific building. Again using a classroom building as an example, the Restricted Hours would be between 10 p.m. and 6 a.m.

For information on specific building hours, go to https://www4.morris.umn.edu/maps and select a building to learn more.

Security of Campus Facilities

The University controls and monitors access to its space by using traditional key systems, electronic card reader systems, and intrusion alarm systems. Outside doors of all University buildings are equipped with electronic card access control systems.

Campuses, departments and units are required to manage all keys and access control devices held by their employees. Each campus, department or unit has a Department Facilities Representative to enforce this policy at the local level.

Individuals are prohibited from unauthorized possession, use, duplication and changes to keys or access control devices. Individuals are also prohibited from bracing open doors equipped with access control devices. Violators of this policy will be subject to disciplinary actions for the University or criminal charges where appropriate.

Students, faculty and staff are required to carry their University issued UCard when in University buildings outside of public hours. The UCard must be presented upon request by law enforcement or security personnel, or by a University employee acting within the purview of their job responsibilities. Anyone in a University building that is unable to present their UCard outside of public hours may be asked to leave. Additional restrictions may apply to areas deemed to have a higher security standard.
Access & Security in Student Housing Facilities

The University of Minnesota Morris has six traditional dormitory-style student residential facilities and one apartment-style student residential facility.

All exterior residence hall doors, except Gay Hall, are locked 24 hours a day, seven days a week. Gay Hall-NS Blakely Hall exterior doors are unlocked from 8:00 a.m. to 4:30 p.m. to provide access to the offices of Residential Life, Health Service, and education classrooms. In these buildings, however, access to living areas remain locked 24 hours a day and require card access. Guests and visitors may access residence hall living areas only when escorted by a resident of that hall, or with prior approval from the Office of Residential Life. Residents are encouraged not to open doors for anyone other than their guests.

On-call CAs are available every night from 8 p.m. until 7 a.m. to ensure the safety and security of each residential building during the evening and night hours. All residence halls have published policies for guests. A residence director is available 24/7 for emergencies.

Security Considerations used in the maintenance of campus facilities

Facilities Management is responsible for the maintenance of campus facilities and grounds. Facilities Management has departmental standard procedures and practices that are aligned with the Board of Regents Policy “Health and Safety” to address security considerations used in the maintenance of campus facilities. For example, Facilities Management employees fix problems with lighting identified by Campus Police. Grounds and Custodial teams ensure safe and accessible exterior environments through regular ground maintenance, snow removal, and cleanliness.

Campus Police completes weekly checks of outdoor lighting and emergency call boxes, as well as daily checks of building access. Campus Police completes daily work orders for Facilities Management to address any concerns reported.

To report a building or facility issue contact:

Facilities Management
9 Camden Hall
320-589-6100

Please notify Facilities Management if you notice lights that are out or see other maintenance needs. After normal business hours, contact the Department of Public Safety.

Crime Prevention and Safety Programming

The following units offer annual programming to inform the campus community about campus security procedures and practices, to encourage the campus community to be responsible for their own security and the security of others, and to inform students and employees about methods of crime prevention.

University of Minnesota Morris Department of Public Safety
The University of Minnesota Morris Public Safety Department emphasizes crime prevention by minimizing crime opportunities and encouraging students and employees to be responsible for the security of themselves and others.

**Personal Safety Training**
Campus Police personnel facilitate programs for students, parents, faculty, staff, resident advisers and directors, student organizations, and community organizations. They provide a variety of educational strategies and tips on how to protect one’s self from theft, sexual assault and other crimes.

UMM Department of Public Safety, Residential Life, Peer Health Educators, Student Counseling, and the violence prevention coordinator often collaborate in presenting crime prevention awareness sessions on sexual assault, relationship violence, stalking, alcohol and drug abuse, as well as educational sessions on personal safety and residence hall safety.

**Rape Aggression Defense**
The Rape Aggression Defense (RAD) System is a program of realistic, self-defense tactics and techniques. The RAD System is a comprehensive course that focuses upon awareness, prevention, risk reduction, and avoidance, while progressing on to the basics of hands-on defense training. The course is taught by certified RAD instructors.

**Residential Life**
Residential Life staff receives training on security measures and emergency/crisis management. Residence hall staff members inform residents of safety and security information via handbooks, floor meetings, and programming in the halls.

**University Policy on Drugs and Alcohol**
The University is committed to providing a healthy learning and working environment for all students and employees and strives to meet this commitment through prevention and awareness programs. Alcohol abuse and illegal drug use endangers the health and safety of all students and employees.

Students, faculty, and staff are prohibited from engaging in:

- the illegal possession, use, or distribution of alcohol, drugs, and drug paraphernalia on all University premises, in University-supplied vehicles, and as part of University activities and business; and
- the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on all University premises, in University-supplied vehicles, and as part of University activities and business.
University students, employees, and others who conduct research and teaching activities with controlled substances must comply with Administrative Policy: Using Controlled Substances for Research in order to ensure that they follow all applicable regulations and safely handle and prevent diversion of controlled substances.

University community members are expected to refer suspected illegal situations to University police or local law enforcement agencies for criminal investigation leading to possible prosecution.

On the Morris campus, the University of Minnesota Morris Police Department is responsible for enforcing state laws related to underage drinking and state and federal law regulating the possession, use and sale of illegal drugs.

For more information on the University of Minnesota Drug Free University policy visit: https://policy.umn.edu/operations/drugfree

Health Risks

To make informed choices about drug and alcohol use, students and employees should educate themselves about the serious health consequences of the use, misuse, and abuse of alcohol and other drugs as described in the Drug and Alcohol Health Risks Chart below.

Alcohol
Alcohol is a depressant that slows down a person’s central nervous system, including breathing and heart rates. Short-term risks of alcohol use include: impaired judgment, poor motor coordination, emotional instability, and increased aggression. Long-term risks include: irreversible damage to brain, liver, pancreas, kidneys; memory problems and nutritional deficiencies; and high risk of fetal damage if used during pregnancy.

Centers for Disease Control and Prevention alcohol fact sheets

Marijuana
Marijuana is an illegal drug that can cause changes in the way people think and feel. Marijuana use can make it harder for students and employees to function in school and work-related activities. It slows reflexes and impairs visual perceptions.

National Institute on Drug Abuse marijuana information

Cocaine
Cocaine is an illegal drug that is a strong central nervous system stimulant. It is a powerfully addictive drug.

National Institute on Drug Abuse health effects of commonly abused drugs

Club Drugs
Club drugs, such as MDMA (Ecstasy), Rohypnol, GHB, and Ketamine sometimes are used in a nightclub, bar, or rave drug scene. They have varying effects and can cause changes to critical parts of the brain.

National Institute on Drug Abuse club drugs information

Legal Sanctions

Students and employees also should be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment or loss of federal financial student aid for conviction of alcohol and
drug-related offenses as described in the Drug and Alcohol Legal Sanctions Chart below. These legal sanctions are in addition to disciplinary sanctions by the University.

Students—Disciplinary Sanctions

Students who violate the prohibitions of the Drug Free policy are subject to progressive disciplinary procedures as described in the Student Conduct Code: warning; probation; required compliance; confiscation of goods; restitution; restriction of privileges; University housing suspension or expulsion; suspension or expulsion; withholding of diploma or degree; and revocation of admission or degree.

Employees—Disciplinary Sanctions

Employees who violate the prohibitions of the Drug Free policy are subject to discipline ranging from an oral warning, written warning, or unpaid suspension up to termination consistent with policies, rules, and contracts governing the terms and conditions of their employment. Supervisors also may require an employee to provide documentation of satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

Employees who are convicted of any criminal drug statute violation in the workplace must report it to a supervisor within five days of the conviction. Supervisors, department heads, and principal investigators who are aware of any drug crime convictions of individuals (students or employees) who work on sponsored projects for violations that occurred in the workplace must report them to the Office of the Associate Vice President for Sponsored Projects Administration (SPA) within three calendar days of their notice of the conviction.

Medical Amnesty

Medical Amnesty to ensure that minors at medical risk as a result of alcohol intoxication receive prompt and appropriate medical attention, Minnesota law provides immunity from prosecution for minors under certain circumstances. Refer to Minnesota Statutes 340A.503 subd. 8 for further details.

The University of Minnesota maintains the discretion to refer these individual(s) for appropriate educational intervention(s).

Relevant Laws and Related Civil and Criminal Sanctions

In addition to disciplinary sanctions by the University, students and employees who violate the administrative policy: Drug Free University may be subject to criminal prosecution under federal, state, and local laws that specify imprisonment, fines, and loss of federal benefits for conviction of alcohol and drug-related offenses. To ensure students and employees are aware of these legal sanctions, this appendix briefly describes some relevant laws with sanctions and provides links to more information.

Federal Laws and Sanctions

Controlled substance convictions under federal laws carry penalties ranging from up to one year imprisonment and a minimum fine of $1,000 for simple possession to up to life imprisonment and a minimum fine of $2,000,000 for an individual engaging in a continuing criminal enterprise. Federal controlled substance convictions also can lead to forfeiture of both real and personal property; the denial of federal benefits, such as grants and student loans; and the denial of federally-provided or supported professional and commercial licensures. The seriousness of the offense and the penalty imposed generally depends on the type and amount of the drugs involved.
Federal trafficking penalties

Minnesota Laws and Sanctions

Controlled substance convictions under Minnesota laws carry penalties including a prison sentence for not more than 30 years and a maximum fine of $1,000,000 for sales and possession crimes. Subsequent controlled substance convictions result in commitment to the commissioner of corrections for four to 40 years and a maximum fine of $1,000,000.

Minnesota controlled substances laws and sanctions

The misuse of alcohol also can result in criminal penalties under Minnesota laws. Anyone under 21 years of age is guilty of a misdemeanor and subject to a minimum fine of $100 if convicted of purchase, possession, or consumption of alcohol or misrepresentation of age in order to purchase alcohol. Anyone who provides alcohol to individuals under 21 years of age also is subject to criminal sanctions.

Minnesota law – underage alcohol offenses

Minnesota law – violations and penalties related to liquor laws

In addition, Minnesota state law imposes stiff penalties on individuals who are convicted of driving under the influence of alcohol, a controlled substance, or a hazardous substance. For example, a felony conviction of first-degree driving while impaired carries penalties of imprisonment for not more than seven years and a minimum fine of $14,000. Administrative penalties for driving under the influence convictions include driver’s license suspension, revocation, cancellation, denial, or disqualification.

Minnesota law – driving while impaired, including underage drinking and driving

Drug and Alcohol Abuse Education Programs

The University demonstrates its commitment to maintaining a safe and healthy campus environment by offering a variety of drug and alcohol abuse prevention and education services for students and employees, including confidential diagnosis and assessment, short-term counseling, referral, and support groups.

All incoming first-year undergraduate students and transfer undergraduate students <21 must complete AlcoholEdu, an online alcohol primary prevention course. This course covers the following topics:

- Standard Drink Definition
- Risk Factors and Choices
- How Choices Affect Goals
- Factors that Influence Drinking Decisions
- BAC Basics
- Sexual Assault and Understanding Consent
- Creating an Action Plan
- Laws & Policies
- How to Take Care of Yourself and Others
Supervisors who are concerned that employees may have alcohol or drug-related problems should consult with the Employee Assistance Programs. Disciplinary sanctions will not be taken against students for seeking assistance from student health services or against employees for seeking assistance from the Employee Assistance Programs.

University of Minnesota Resources

Chemical Health Consultations
- Confidential (the only information released is a notification that the student attended the informal assessment.)
- An exploration of the student's chemical health.
- An opportunity to identify potential problem areas.
- An opportunity to increase the student's insight and awareness into their chemical health decisions.
- An opportunity to learn (a referral is not meant to be a punitive measure).
- Usually 2 sessions; about 30 to 45 minutes each.
- If you are interested in a Chemical Health Consultation, please contact Student Counseling 320-589-6060.

ECheckup To Go
ECHECKUP TO GO is a brief confidential self-assessment tool, designed to give students personalized feedback about their alcohol use. The assessment takes about 10 minutes to complete, is self-guided, and requires no face-to-face contact time with a counselor or administrator.

- Take an online self-assessment

Dating Violence, Domestic Violence, Sexual Assault and Stalking

The University of Minnesota prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as those crimes are defined by the Clery Act. The University of Minnesota issues this statement of policy to inform the community of its comprehensive plan to address the crimes of dating violence, domestic violence, sexual assault and stalking. This section includes information on University of Minnesota primary and on-going prevention and awareness programs, important information for victim/survivors of these crimes and the relevant procedures pertaining to the University’s response to reports of these crimes.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or having participated in an investigation of dating violence, domestic violence, sexual assault and stalking. Retaliation against any individual for reporting under this policy is prohibited and may result in disciplinary action. Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled.

Definitions
Clery Act VAWA Crime Definitions
For the purpose of classifying incidents for inclusion in the Annual Statistical Disclosure, the following definitions are used.

Dating Violence
The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and; the existence of such a relationship shall be based on the reporting
party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence**
The term “domestic violence” means

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 cohabited with the victim as a spouse or intimate partner; (iv) 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.

**Sexual Assault**
Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is generally defined as sexual contact directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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

**Fondling**
the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

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

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

**Stalking**
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

fear for the person’s safety or the safety of others; or suffer substantial emotional distress.

For the purposes of this definition—
• “Course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person’s property.
• “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
• “Reasonable persons” means a reasonable person under similar circumstances and with similar identities to the victim.

Minnesota State law definitions of VAWA Crimes and Terms
The following definitions are for the purpose of educating readers regarding jurisdictional crime definitions. Legal citations are given to enable the reader to access information on where the applicable definitions can be referenced under Minnesota law. Some terms are not explicitly defined under Minnesota law; in these instances information is given to help readers situate VAWA terms in Minnesota State law.

Consent
MN 609.341 Subd. 4.
“Consent” means words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the complainant or that the complainant failed to resist a particular sexual act.

A person who is mentally incapacitated or physically helpless as defined by this section cannot consent to a sexual act.

Corroboration of the victim’s testimony is not required to show lack of consent.

Dating Violence
Minnesota law does not define dating violence.

Domestic Violence
MN 518B.01 Subd. 2
“Domestic abuse” means the following, if committed against a family or household member by a family or household member:

- physical harm, bodily injury, or assault;
- the infliction of fear of imminent physical harm, bodily injury, or assault; or
terroristic threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call within the meaning of section 609.78, subdivision 2.

“Family or household members” means:

- spouses and former spouses;
- parents and children;
- persons related by blood;
- persons who are presently residing together or who have resided together in the past;
- persons who have a child in common regardless of whether they have been married or have lived together at any time;
- a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
- persons involved in a significant romantic or sexual relationship.

Additional Information

Minnesota State Statute 609.2242 DOMESTIC ASSAULT: https://www.revisor.mn.gov/statutes/?id=609.2242

Minnesota State Statute 518B.01 DOMESTIC ABUSE ACT: https://www.revisor.mn.gov/statutes/?id=518b.01

Sexual Assault

The term sexual assault is not defined by Minnesota Law. The comparable crimes of rape, fondling, statutory rape, and incest are generally coded as criminal sexual conduct in the state of Minnesota.

“Minnesota law classifies the crime of criminal sexual conduct into five categories: first- through fifth-degree criminal sexual conduct, with first-degree carrying the most severe penalties and fifth-degree the least. Minn. Stat. §§ 609.342 to 609.3451.”

“Generally speaking, the first-degree and third-degree crimes apply to sexual conduct involving sexual penetration of the victim; the second-, fourth-, and fifth-degree crimes apply to sexual conduct involving sexual contact with the victim without sexual penetration.”

“Criminal sexual conduct in the first and second degree typically apply to conduct involving personal injury to the victim; the use or threatened use of force, violence, or a dangerous weapon; or victims who are extremely young.”

“Criminal sexual conduct in the third, fourth, and fifth degree typically address less aggravated conduct and apply to other situations in which the victim either did not consent to the sexual conduct, was relatively young, or was incapable of voluntarily consenting to the sexual conduct due to a particular vulnerability or due to the special relationship between the offender and the victim.”

The above information is from the following source: http://www.house.leg.state.mn.us/hrd/pubs/ss/soovrcsc.pdf

Stalking

MN 609.749 Subd. 1
“stalking” means to engage in conduct which the actor knows or has reason to know would cause the victim under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the victim regardless of the relationship between the actor and victim.

**Affirmative Consent as defined by University of Minnesota Policy**

Affirmative consent is freely and affirmatively communicated words or actions given by an informed individual that a sober reasonable person under the circumstances would believe communicate a willingness to participate in the sexual contact.

The following factors will be considered when determining whether affirmative consent was given.

- Each individual who wishes to engage in sexual contact is responsible for obtaining consent from the other individual or individuals who intend to be involved in the sexual contact.
- A lack of protest, the absence of resistance, and silence do not by themselves indicate consent.
- The existence of a present or past sexual, dating, or other romantic relationship between the individuals involved does not by itself imply consent to sexual contact.
- Consent must be present throughout the sexual contact and may be given and withdrawn at any time.
- When consent is withdrawn, all sexual contact must stop. Where there is confusion about the state of consent, sexual contact must stop until the individuals have verified the affirmative consent of all individuals involved.
- Consent to one form of sexual contact does not by itself constitute consent to another form of sexual contact.

Consent is not obtained where:

- An individual is compelled to engage in unwanted sexual contact through the use of coercion. Coercion may consist of physical force, intimidation, threats, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact.
- An individual involved in sexual contact is incapacitated due to the influence of drugs or alcohol, and a reasonable person would know of this incapacitation. Incapacitation due to the influence of drugs or alcohol is a state beyond mere intoxication or impaired judgment. Some indicators of incapacitation due to the influence of drugs or alcohol may include:
  - A lack of control over one’s physical movement (for example, an inability to walk or stand without stumbling or assistance).
- An inability to effectively communicate (for example, where one’s speech is heavily slurred, incomprehensible, or nonsensical).
- A lack of awareness of one’s circumstances or surroundings (for example, a lack of awareness of where one is, how one got there, who one is with, and how or why one became engaged in sexual contact).

- An individual involved in sexual contact is unable to communicate or understand the nature or extent of the sexual situation because of a physical or mental condition.
- An individual involved in sexual contact is asleep, unconscious or involuntarily physically restrained.
- Sexual intercourse occurs with an individual who is not of legal age to give consent pursuant to Minnesota state law.
- Sexual intercourse occurs between parties who are related to each other within the degrees wherein marriage is prohibited by Minnesota state law.

Education and Prevention Programs
The University engages in and is in the process of developing additional 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; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary Prevention and Awareness Programming
The University utilizes online educational primary prevention and awareness programs, developed by EverFi, for all employees and incoming students. All incoming first-year and transfer undergraduate students, post secondary enrollment options (PSEO) students, and graduate and professional students must complete a sexual assault prevention course. Students take one of the following, depending on their status: “Sexual Assault Prevention for Undergraduates,” “Sexual Assault Prevention for Graduate Students,” or “Sexual Assault Prevention for Adult Learners.” Employees must complete a training titled “Preventing and Responding to Sexual Misconduct.” Each of these trainings were developed to be compliant with the requirements of the Clery Act and to educate individuals about the following topics:

- Values, Identities, and Relationships
- Gender Identities and Stereotypes
- Sexual Harassment and Stalking
- Consent, Coercion, and Stepping In
- Reporting Options and Responding to a Survivor

Additionally, these courses cover:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Use definitions provided both by the Department of Education as well as state law to define what behavior constitutes dating violence, domestic violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Minnesota and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent.
• Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.
• Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
• Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victim/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Speak About It Flagship Show

Starting in Fall, 2021, Speak About It will be embedded into our First Year Experience course. Speak About It offers innovative, performance-based prevention education that aims to 1) promote healthy sexuality and relationships, 2) inform students about the realities of sexual assault, 3) provide tangible strategies for bystander intervention, and 4) connect audience members to campus and community resources relevant to sexual violence prevention, response, and education. The group is a nonprofit organization that partners with high schools and colleges and uses entertaining and educational performances and programs to empower students to prevent sexual violence, advocate for and practice healthy relationship habits, and create positive change within their communities.

Speak About It is a performance-based presentation about consent, boundaries and healthy relationships intended for a mature high school or college audience. Using a combination of humorous yet provocative skits, interactive dialogue, and powerful monologues written by real college students, Speak About It covers a broad range of key topics in prevention education, including: consent, sexual assault, and bystander intervention.

Ongoing Prevention & Awareness Education

Red Flag Program

The Red Flag Campaign is a public awareness campaign that addresses dating violence and sexual assault on college campuses. The campaign uses a positive strategy to help promote healthy relationships. That is, the focus is on bystander intervention. It encourages people to "say something" if they see "red flags" or warning signs of abuse, or sexual violence in friend's relationships.

Many times people want to "stay out of it" or "ignore" abusive behavior. The University of Minnesota, Morris wants people to stand up against all forms of violence.

The poster series features "Red Flags" with scenarios and issues that might be present in a relationship with dating violence. The themes included, Coercion, Emotional abuse, Sexual assault, victim-blaming, excessive jealousy, isolation and stalking.

Someplace Safe Programming

The University of Minnesota Morris partners with Someplace Safe to promote advocacy services and provide additional programming for Denim Day and awareness months.

Safe and Positive Options for Bystander Intervention

“Bystander intervention” means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.
Bystander intervention includes:

- recognizing situations of potential harm
- understanding institutional structures and cultural conditions that facilitate violence
- overcoming barriers to intervening
- identifying safe and effective intervention options
- taking action to intervene

Active bystanders recognize emergency situations (sexual assault, alcohol abuse, safety) and non-emergency situations (noticing a friend is depressed, gambling, academic problems) and have the skills to intervene directly or indirectly.

How Can I Prevent Violence?

Be a good bystander. If you recognize an emergency or non-emergency situation happening, use the “3 Ds” to determine how to act.

### Direct
- If you feel safe, confront the situation directly
- Be calm, confident and respectful - the main goal is to stop the behavior
- Ask if the involved parties are okay, seek to help

### Distract
- Diffuse the situation - interject humor
- Change the subject - ask the parties involved about a class assignment or current event
- Interrupt the flow of the behavior - spill a drink, create noise, any action which will interrupt the negative behavior

### Delegate
- Ask others for help when you don't feel safe or comfortable approaching the situation alone
- There is strength in numbers, enlist the help of friends
- Call 911

Risk Reduction

The following represent simple steps to reduce risk for becoming a victim of crime

### Walking
- Keep your eyes up and ears open, be alert and aware of your surroundings.
- Walk with purpose and confidence.
- Walk with others.
- Walk well-illuminated and heavily traveled routes populated by others.
- Keep valuables and money out of public view - carry money or wallets in an inside or front pocket. Wear purses or bags across the body instead of over one shoulder, turn any flaps, zippers, or pockets toward your body.
- Cross the street if you see anything on your side that makes you nervous.
- Call 911 if you witness a crime in progress or if you observe suspicious activity that makes you feel unsafe.
Driving

- Keep car doors locked and windows rolled up most of the way.
- Reduce distractions, be alert and aware of your surroundings including other motorists, bicyclists, and pedestrians.
- If someone tries to break into your car while you are in it, honk the horn in repeated short blasts.
- If you are being followed, do not go home. Call 911 and drive to the nearest safe place with people visibly present.
- Do not pick up hitchhikers or interact with panhandlers on the street.
- Park your car in well-lighted parking areas and lock all doors. Store valuables in a locked trunk or make sure they are hidden from plain view.

At Home

- Make sure your doors have dead bolts, security chains, and peepholes.
- Change old locks when you move into a new residence.
- Lock your doors and windows anytime you leave, even if it is just for a few minutes.
- If you will be away, use variable light timers to make it appear as though someone is home.
- Do not hide spare keys outside.
- Never prop exterior doors to apartment buildings, if you see doors propped remove the prop and contact building management.
- Do not allow others to tailgate into your secure building, do not assume they are residents.
- If you believe someone has broken into your home, do not go inside, call 911.

When you go out

- Plan ahead! Know where you are going, who you are going with, where you will be staying the night and how you will be getting there safely.
- Communicate the plan with your friend group.
- If you are uncomfortable with the plan, speak up.
- Stay with your planned friend group and do not deviate from the plan without first communicating with your friend group.
- Drink only from pre-packaged containers or drinks you make yourself, so you know the alcohol content.
- Do not leave your drink unattended, do not accept drinks that you did not prepare yourself or that you saw being prepared.
- Stick with your plan, look out for your friends and have them look out for you.
- Get involved if you believe that someone is at risk. If you see someone in trouble or someone
Most sexual assaults involving college-aged people occur between people who know each other, and many assaults occur while one or both people involved are under the influence of alcohol or other drugs. Here are some tips to help keep you and your friends safe:

Reduce the Risk of Sexual Assault

- Physical force is sometimes used to commit an assault, however, in college sexual assaults each of the following tactics are more commonly employed. Manipulation (encouraging someone to drink more to lower their inhibitions), Coercion (trying to talk someone into an activity they are reluctant to participate in), Threats (saying you will tell others something about the person)
- Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a “mixed message” ask for clarification.
- Obtain clear consent for each activity. Consent for one activity does not imply consent for all.
- If someone seems uncomfortable, is not engaged, or is not reciprocating, stop and check in with them.
- Communicate with your partner directly. It is okay to say yes to some activities and no to others. You are the only one who knows your intentions, preferences and limits.

Advocacy Support, Safety, Medical Assistance & Evidence Preservation

Advocacy
If you, or someone you know, has experienced sexual assault, relationship violence, and/or stalking and would like support from a victim’s advocate, you can contact Someplace Safe, by calling the 24-hour help line at 1-800-974-3359. Advocates can offer support, on and off campus resources, safety planning, assist in filing a police report and answer questions you may have regarding next steps.

Safety
Contact the Police by calling 911. Even if you do not want to file a report, police will arrive on scene, ensure your safety and provide you with additional resources and can transport you to the hospital to seek medical attention, if requested. Officers can complete a police report if you would like.

Medical Assistance
After an incident of sexual assault and domestic violence, the victim/survivor should consider seeking medical attention as soon as possible. Health care providers can treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease, even if victim/survivors do not opt for forensic evidence collection.

Victim/survivors are encouraged to seek treatment at a medical facility of their choice.

In Morris victim/survivors can be treated at:

Stevens Community Medical Center
400 E 1st St
Morris, MN 56267
320-589-1313
Medical Forensic Exam
Victim/survivors of sexual assault whose assault occurred within the last 7 days are eligible for a medical-forensic exam. To obtain an exam, visit any hospital emergency department and tell them that you have been sexually assaulted. You do not need to report the assault to law enforcement in order to receive an exam. You have the right to a sexual violence advocate during your exam. The hospital will contact them on your behalf once you reach the hospital, but you may also contact them. The medical-forensic exam ensures that a specially trained nurse who is sensitive to the victim/survivor’s needs will treat the victim/survivor. It also ensures the proper collection of forensic evidence and protects the chain of custody of that evidence should a case be brought to trial. The medical-forensic examinations are paid for by the county per Minnesota Statute 609.35.

Evidence Preservation
Trained investigators may look for evidence at locations that are relevant to the case, such as the scene where the assault took place. In order to preserve evidence it is important to not wash or clean the bed/linens/area and clothing worn when the sexual assault occurred.

DNA evidence can be collected from blood, saliva, sweat, urine, skin tissue, and semen. That’s why it’s important to try to avoid bathing, cleaning your fingernails, or urinating until after a sexual assault forensic exam has been performed.

Victim/survivors of dating violence, domestic violence, sexual assault and stalking are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents. These documents can be helpful in proving the alleged crime and are helpful in obtaining court orders for protection.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

Reporting Options
Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to report the incident promptly to the University of Minnesota Police Department or Title IX office. While all University employees are required by University policy to forward reports of dating violence, domestic violence, sexual assault, or stalking of which they are made aware to the Title IX office; victim/survivors are encouraged to report directly to the Title IX office. The University of Minnesota Morris Police Department and Title IX office are the best locations on campus for victim/survivors to directly report crime information and obtain appropriate resources and support.
Victims have the right to:

- Notify proper law enforcement authorities; including on-campus and local police
- Be assisted by campus authorities in notifying law enforcement, if the victim chooses
- Decline making a report to law enforcement

Police

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to file a report with the University of Minnesota Morris Department of Public Safety.

University of Minnesota Morris
Department of Public Safety
6 Behmler Hall
911
320-589-6000

UMM Department of Public Safety will assist any victim/survivor with notifying local police, when appropriate, upon the request of the victim/survivor.

After contacting UMM Department of Public Safety, an officer will meet with you to learn more about what occurred. The officer will inform you about what your next steps could be. If you choose to report the incident to us, the officer will ask you about what happened in order to make a report.

If evidence needs to be collected, such as bedding or clothing, the officer may make arrangements for that to occur. In addition, the officer will help you evaluate whether you need to go to a hospital to meet with a specially trained Sexual Assault Resources Service nurse. This will assist us in obtaining forensic evidence as well as assure you are provided with proper care and treatment. Officers will not be present during the exam, but you are welcome to bring someone of your choosing.

Once the report is completed and any evidence is gathered your case will be assigned to a specially trained sexual assault investigator and they will contact you. The investigator will obtain any necessary additional information as well as provide you with information on the potential next steps in the investigation, which could include further investigation by our department and the eventual submission of the case to a prosecutor’s office for review.

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement it is the victim/survivor’s choice whether or not to make such a report to law enforcement, and victims have the right to decline involvement with the police.

If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. Timely reporting and a medical examination within 168 hours (7 days) is critical in preserving evidence of sexual assault and enhances the effectiveness of an investigation. While timely reporting aids the University of Minnesota in responding to crimes of sexual assault, dating violence, domestic violence, and stalking an individual can report an incident at any time.
Title IX Coordinator

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking who are interested in pursuing action through the University should report the incident promptly to the Title IX coordinator.

In order to foster an environment free of dating violence, domestic violence, sexual assault, or stalking, all University members are encouraged to take reasonable prudent actions to prevent, stop, and report all acts of prohibited conduct to the campus Title IX office.

Campus Title IX Coordinator
201 Behmler Hall
320-589-6021
mattsosj@morris.umn.edu
Online Sexual Misconduct Report

Regardless of whether the alleged offense occurred on or off campus, when a victim/survivor of dating violence, domestic violence, sexual assault and/or stalking reports this information to the campus Title IX office, the University will provide each victim with a written explanation of their rights and options.

UReport (Anonymous reporting)

Reporting incidents of dating violence, domestic violence, sexual assault and stalking can be difficult. You can make an anonymous report through UReport, a resource that was established by the University of Minnesota for reporting such matters in a way that is protective of your concerns and identity.

When utilizing UReport, you are not required to provide your name or other information that might identify you. However, if you choose to remain anonymous, the University will be limited in the scope of its investigation and response. The reporting website will not track the identity of the computer you use.

If you do provide your name, or if your identity becomes known during an investigation, the University might become obligated to use your identity in the process of investigating any alleged misconduct. However, the University forbids retaliation against people who make good faith reports of violations of law or University policy. Therefore, if you experience retaliation or other negative consequences as the result of providing information through UReport or having your identity revealed in the process, you should report it. Information you provide will be used to help determine whether there has been a violation of law or policy.

Information may be shared with persons within the University if they have a need to know. Other persons, organizations, or agencies may obtain access to this information if they have statutory or judicial authority to do so.

For more information or to make a report, go to: https://compliance.umn.edu/report

Do not use the UReport site to report immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please call 911.

Confidential Reporting

If you are the victim of a crime of dating violence, domestic violence, sexual assault or stalking and you do not want to pursue action through the University disciplinary process or the criminal justice system, you may still want to consider
making a confidential report to an advocate. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus, determine crime patterns, and alert the campus community to potential danger.

Reports filed in this manner are counted and disclosed in the annual statistical disclosure, considered for the need to issue a Timely Warning, and are included on the University of Minnesota Police Department’s Daily crime log. These public disclosures will not include any personally identifying information of any reporting parties, witnesses or victims.

All reports of dating violence, domestic violence sexual assault, and stalking will be forwarded to the Title IX office or its designee. Per University policy, all University employees (excluding those who are exempt from reporting under University policy) are required to provide the following information in cases of alleged dating violence, domestic violence, sexual assault and stalking:

- The names of the complainant(s), respondent(s) and possible witnesses:
- The date, time and location of the alleged prohibited conduct; and
- Other relevant details about the alleged prohibited conduct that the University would need to determine what occurred and address the situation.

After receiving a report of alleged dating violence, domestic violence, sexual assault or stalking the Title IX coordinator will contact the complainant to provide resources for personal support and information about the investigation process. In cases involving a student respondent, the campus Title IX office or its designee will only begin investigating the report after receiving verbal or written confirmation that the complainant wishes to initiate an investigation.

When a complainant requests that their identity be kept confidential or that the University refrain from conducting an investigation, the campus Title IX office or its designee will make an individualized determination of whether to conduct an investigation, including consideration of the complainant’s wishes, the University’s responsibility for providing a safe and non-discriminatory campus environment, and whether the University possess other means to obtain relevant evidence. In making this determination, the campus Title IX office or its designee will consider the following factors, among others; whether the respondent is alleged to have used a weapon while committing prohibited conduct; whether the respondent is alleged to have used force while committing prohibited conduct; and whether the respondent has been alleged or found to have committed prohibited conduct against other complainants.

**Public Reporting and Disclosures and Personally Identifying Information**

Crimes reported to Campus Security Authorities at the University of Minnesota Morris are recorded on a publicly available crime log and if applicable are included in the campus annual statistical disclosure. If it is determined that the alleged incident presents a serious and/or continued threat to the campus community, a Timely Warning Notice may be released according to policy. However, information included in these public disclosures will not include any personally identifiable information of the survivor or witnesses.

**Supportive Measures and Accommodations**

The University will provide supportive measures designed to restore or preserve equal access to the University’s programs and activities, protect the safety of all parties or the educational environment, and/or deter prohibited conduct. Supportive measures are non-disciplinary, non-punitive individualized services provided to a party that do
not unreasonably burden another party. They are offered to individuals as appropriate and reasonably available. Supportive measures may include the following:

- counseling and support services;
- academic or course-related adjustments, such as extensions of deadlines;
- modifications of work or class schedules;
- campus escort services;
- restrictions on contact between the parties;
- changes in work or housing locations;
- leaves of absence;
- increased security and monitoring of certain areas of campus; and
- assistance in making a report to law enforcement or obtaining a protective order.

Supportive measures may be implemented because an individual has requested them, the campus Title IX office has recommended them, or a local unit or department has identified a need for them. Supportive measures are available regardless of whether a complainant files a formal complaint with the campus Title IX office or pursues any related process.

Complainants and respondents may seek these supportive measures by contacting the campus Title IX office, which is responsible for coordinating the effective implementation of supportive measures. Campus or local victim-survivor advocacy offices may also be able to assist complainants in requesting supportive measures. Alternatively, complainants and respondents may seek supportive measures directly from the departments or individuals with the ability to provide the requested supportive measures, such as the campus housing and residential life office or the appropriate faculty member, supervisor or human resources representative.

The departments or individuals with the ability to provide the requested supportive measures will determine which supportive measures to take depending on the circumstances of each case and can seek assistance from the campus Title IX office.

The University will maintain the confidentiality of any supportive measures to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The campus Title IX office staff are also available to meet with University members to address questions or concerns about the provision of accommodations or protective measures.

Requests for accommodations can be made at:

_Campus Title IX Coordinator_ 201 Behmler Hall 320-589-6021 mattsosj@morris.umn.edu

Process for Resolving Sexual Assault, Dating Violence, Domestic Violence, and Stalking Complaints

This section describes the University of Minnesota process for resolving complaints of Sexual Assault, Dating Violence, Domestic Violence and Stalking. This section gives an overview of the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence Administrative Policy. The entire policy can be found [here](#).

_Filing a report with the campus Title IX Office_

A complainant may file a formal complaint to request a grievance process.

A complainant files a formal complaint by submitting a document to the campus Title IX office that: 1) alleges that an individual engaged in prohibited conduct toward the complainant; and 2) requests that the University investigate the
allegation of prohibited conduct. The document must contain the complainant’s physical or digital signature or otherwise indicate that the complainant is the individual filing the formal complaint.

The formal complaint may be filed with the campus Title IX office in person, by mail, by e-mail, or online.

Campus Title IX Coordinator

201 Behmler Hall

320-589-6021

mattsosj@morris.umn.edu

Online Sexual Misconduct Report

Rights and Options

When the campus Title IX office learns about alleged dating violence, domestic violence, sexual assault or stalking it will promptly contact the complainant to provide information about available supportive measures, including:

- information about supportive measures and counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid resources within the institution and in the community that are available with or without the filing of a formal complaint, including
- information about how to request supportive measures, including changes to academic, living, transportation and working situations,
- information about the University’s services related to no-contact orders, orders for protection, or other similar lawful orders,
- information about how the University will maintain the confidentiality of supportive measures provided to the complainant, and
- an invitation to the complainant to discuss supportive measures and share their wishes with respect to supportive measures with the campus Title IX office;
- Where applicable, provide information about the various processes offered by the University to address prohibited conduct;
- Where applicable, explain the process for filing a formal complaint or requesting an informal problem-solving process;
- Provide information about how the University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant;
- Provide written notification about the importance of preserving evidence that may assist in a legal or campus disciplinary proceeding or may be helpful in obtaining a protective order;
- Provide information about the complainant’s right to seek medical treatment, as appropriate; and
- Provide written information to the complainant about their right to contact law enforcement, to decline to contact law enforcement, to be assisted by campus representatives in contacting law enforcement, and to seek a protective order, as appropriate.

When a complainant does not respond to the communication from the campus Title IX office providing the information described above, the campus Title IX office will generally presume that the complainant does not want to initiate a grievance process or an informal problem-solving process.

Confidentiality

The University is committed to protecting the privacy of all individuals involved in an informal problem-solving process or grievance process to the greatest extent legally permissible. In order to carry out an informal problem-solving or grievance process and/or to otherwise to comply with legal obligations, it is often necessary for the University to share the identities of the parties and/or witnesses, as well as information provided by the parties and/or witnesses, with the parties and other participants in the process. The identities of these individuals and the
information provided during these processes also may be included in an investigation report or other document relating to the case, which may be provided to others as appropriate.

The University will keep private the identity of complainants, respondents, witnesses, and third-party reporters in cases involving Title IX-based prohibited conduct except when necessary to: 1) carry out an informal problem-solving or grievance process; 2) disclose data as required by the Minnesota Government Data Practices Act (MGDPA); or 3) otherwise comply with legal obligations.

The University does not restrict the ability of complainants or respondents to discuss allegations that have been reported or to gather and present relevant evidence. At the same time, the University and the participants in the grievance process have a compelling interest in protecting the integrity of the grievance process, protecting the privacy of parties and witnesses, and protecting parties and witnesses from harassment, intimidation, or retaliation during a grievance process. To further these goals, witnesses and parties are encouraged to limit their sharing of information about a matter (including the allegations, the identities of the parties and witnesses, and the questions asked in interviews) while the grievance process is ongoing. Parties and witnesses are also cautioned not to discuss the allegations in a manner that constitutes retaliation or unlawful conduct. Further, parties and their advisors are not permitted to disseminate the evidence provided to them.

Training

Individuals responsible for resolving complaints of dating violence, domestic violence, sexual assault and stalking receive training in the following areas:

- the definitions of prohibited conduct, including the definitions of Title IX-based prohibited conduct;
- the scope of the University’s education programs and activities;
- how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, where applicable;
- how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- technology to be used at a live hearing, where applicable;
- issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant; and
- issues of relevance to create an investigative report that fairly summarizes relevant evidence, where applicable.
- Individuals who conduct the University’s grievance process (including Title IX Coordinators, investigators, hearing panel members, University Authorities, Appellate Officers, and any person who facilitates an informal resolution process) will also be trained annually on issues related to prohibited conduct and on how to conduct a grievance process that protects the safety of victims and promotes accountability.

Upon receiving a report of sexual misconduct, the campus Title IX Office takes one of the following three actions:

Take no further action beyond offering supportive measures

In certain cases where a complainant does not want an informal problem-solving or grievance process, or when the campus Title IX office does not have sufficient information to effectively initiate such a process, the campus Title IX office may decide not to take any action beyond offering supportive measures to the complainant.

Initiate an informal problem-solving process

The campus Title IX office may initiate an informal problem-solving process when a grievance process has not been initiated or has been dismissed. In an informal problem-solving process, the campus Title IX office does not
determine whether a respondent has violated University policy. However, the campus Title IX office may provide resources to help address the concerns raised and make recommendations for responsive action, including actions aimed at preventing misconduct from occurring.

For example, informal problem-solving processes may include:

- gathering additional information about the alleged prohibited conduct to determine how to most effectively respond to the alleged prohibited conduct or to provide relevant information to the individuals involved;
- notifying a respondent about the concerns raised, and about any reported impact of the concerns on a complainant or community;
- providing education or coaching to a respondent or complainant;
- providing recommendations that are aimed at preventing further concerns from arising to an appropriate individual who oversees a respondent or complainant; and/or
- establishing a plan to monitor for future misconduct.

Even if the campus Title IX office originally initiates an informal problem-solving process, the Title IX Coordinator may decide, after the campus Title IX office has gathered additional information about the alleged prohibited conduct, that it is appropriate to sign a formal complaint and initiate a grievance process.

**Initiate a grievance process**

The campus Title IX office will initiate a grievance process when the complainant has filed a formal complaint requesting that the University investigate alleged prohibited conduct or when the Title IX Coordinator has signed a formal complaint. The grievance process includes an investigation, opportunity for a live hearing, and opportunity for an appeal. In certain cases, the parties may also be offered an informal resolution option and/or an administrative resolution option after the investigation is complete.

The University is committed to providing all parties with robust procedural fairness protections in the grievance process, including notice of the report and investigation, the opportunity to present evidence and identify witnesses, and an impartial and unbiased investigation and adjudication process.

The University’s grievance process applies the preponderance of the evidence standard when determining whether sexual misconduct occurred in violation of University policy. “Preponderance of the evidence” means that it is more likely than not that a policy violation has occurred.

Complainants and respondents may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice; and/or 2) a support person, who cannot be a fact witness in the case. When a party does not have an advisor at a live hearing, the University provides an advisor at no cost to make opening and closing statements, and to conduct direct and cross-examination on behalf of that party.

**Grievance Process**

The grievance process is guided by following principles:

- Title IX Coordinators, campus Title IX office staff who conduct investigations, decision-makers and individuals designated to facilitate informal resolution processes (where available) who: 1) do not have a conflict of interest or bias for or against complainants or respondents generally or individual complainants or respondents specifically; and 2) are trained in accordance with the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence administrative policy and applicable laws.
- A burden of proof that rests on the University.
- A burden of gathering evidence sufficient to reach a decision on responsibility and disciplinary sanctions, if any, that rests on the University.
• An equal opportunity for the parties to present witnesses.
• A presumption that a respondent is not responsible for the alleged prohibited conduct until a decision on responsibility and disciplinary sanctions, if any, is made at the conclusion of the grievance process.
• An objective evaluation of all relevant evidence.
• Relevant evidence is information pertinent to proving whether facts material to the allegations are more or less likely to be true.
• Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not considered relevant, unless such questions and evidence: 1) are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or 2) concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
• No consideration of information protected under a legally recognized privilege, or questions seeking disclosure of this information, unless the person holding the privilege waives it.
• No access to or consideration of a party’s records that were made or maintained by a physician, psychiatrist, psychologist, or other professional in connection with the provision of treatment to the party, unless that party provides voluntary, written consent.
• Credibility determinations, where applicable, that are not based on an individual’s status as a complainant, respondent, or witness.

Investigation

Investigations into formal complaints will be conducted by the campus Title IX office, except that investigations into stalking and relationship violence of a non-sexual nature will be conducted: 1) for student respondents, by the campus office or official that investigates non-sexual Student Conduct Code complaints; 2) for employee respondents, by a human resources representative or a supervisor; and 3) for other University members, by the University official who retains or oversees their participation in University programs or activities. If a prohibited conduct investigation reveals possible misconduct other than prohibited conduct under this policy, the campus Title IX office will forward this information to the campus office, human resources representative, or supervisor responsible for investigating that possible misconduct. However, amnesty is provided for certain drug and alcohol related offenses that come to light during a prohibited conduct investigation.

Written notice to the parties

Upon receipt of a formal complaint that alleges prohibited conduct in violation of this policy, the campus Title IX office will provide written notice to the parties who are known. The written notice will provide the parties with sufficient time to prepare a response before any initial interview, and will include:
• Notice that a grievance process is being initiated.
• Information about the grievance process.
• Notice of the allegations of prohibited conduct, including the identities of the parties involved in the incident, if known, the alleged prohibited conduct, and the date and location of the alleged prohibited conduct, if known.
• Notice of the decision on whether the reported conduct will be designated as Title IX prohibited conduct, the reasons for this decision, and the parties’ right to appeal this decision;
• A statement that the respondent is presumed not responsible for the alleged prohibited conduct and that a decision on responsibility and on disciplinary sanctions, if any, is made at the conclusion of the grievance process.
• Notice that the parties may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice who may be, but is not required to be, an attorney, and who may inspect and review evidence and 2) a support person who cannot be a fact witness in the case.

• Information about applicable supportive measures and advisor resources, and an opportunity to discuss them with the campus Title IX office.

• Notice that this policy prohibits knowingly or intentionally filing a false formal complaint or providing false or misleading information during a grievance process.

If, during the course of an investigation, the campus Title IX office decides to investigate additional allegations of prohibited conduct, the campus Title IX office will provide notice of those additional allegations to the parties whose identities are known.

Investigation process

The nature and scope of an investigation will be determined based on the formal complaint and any additional information gathered during the investigation, and will include the following elements:

• Written notice to the parties

• One or more requested interviews of a complainant, where the complainant will have the opportunity to describe the allegations giving rise to the formal complaint, provide evidence, and identify witnesses.

• One or more requested interviews of a respondent, where the respondent will have the opportunity to respond to the allegations, provide evidence, and identify witnesses.

• Gathering of other evidence, such as through witness interviews, if other evidence exists.

• An equal opportunity for the parties and their advisors to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint

• Provision of a final investigation report to each party, the party’s advisor, if any, that fairly summarizes the relevant evidence, provides an analysis of the evidence, and a recommended decision on responsibility.

The campus Title IX office strives to complete investigations within 90 business days. However, depending on the complexity of the investigation, the number of witnesses, the availability of evidence and other factors, some investigations may take additional time. When an investigation will not be completed within 90 business days, the campus Title IX office will notify the parties and provide the reason for the extended timeline in writing.

Post-Investigation Informal Resolution Process

Based on the final investigation report, the parties may be provided with a proposed informal resolution. If both parties agree in writing to the proposed informal resolution, the grievance process ends. If either party does not agree to the proposed informal resolution, the matter will proceed to a hearing or administrative resolution.

Administrative Resolution Process

In all cases except those that involve a student complainant and a non-student employee respondent, the parties will be offered the opportunity to agree to resolve the case after the investigation through an administrative resolution process. In an administrative resolution process, a hearing chair will make the decision on responsibility based on the investigative report, the parties’ written responses to the investigative report (if any), and the evidence gathered by the campus Title IX office as part of its investigation of the formal complaint.

Hearing
If there is no post-investigation informal resolution or administrative resolution, the parties will be provided a live hearing. The parties will be permitted to submit a written response to the final investigation report to the hearing panel.

Hearing format. The University may conduct live hearings with all parties physically present in the same geographic location or with any or all parties, witnesses, and other participants appearing virtually, with technology enabling participants to simultaneously see and hear each other. At the request of any party, the parties will be located in separate rooms during the hearing with technology enabling the hearing panel members and parties to simultaneously see and hear the party or the witness answering questions.

Access to evidence at the hearing. The University will make all evidence directly related to the allegations available to the parties at any hearing.

Advisor and support person. Each party may be accompanied to the hearing by one advisor of their choice. Advisors are permitted to make opening and closing statements, and conduct direct and cross-examination during the hearing. If a party does not have an advisor present at the hearing, the University will provide that party, free of charge, with an advisor of the University’s choice, to conduct cross-examination on behalf of that party. A party’s advisor may appear and conduct cross-examination even when the party whom they are advising does not appear. Each party may also be accompanied at the hearing by a support person, who participates in the hearing in a non-speaking capacity. A support person cannot be a fact witness in the case.

Cross-examination. Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party’s advisor and never by a party personally. Each party’s advisor is permitted to ask the other party and any witnesses all relevant questions.

Failure to submit to cross-examination. If a party or witness does not submit to cross-examination at the live hearing, the hearing panel and Appellate Officer (where applicable) will not rely on any statement of that party or witness in reaching a decision on responsibility. The hearing panel and Appellate Officer (where applicable) will not draw an inference about the decision on responsibility, if any, based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.

Recording or transcript. The University will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

Decision on responsibility and disciplinary sanctions

Both parties will be simultaneously provided with the hearing panel’s (or in the case of an administrative resolution, the hearing chair’s) written decision on responsibility and the written decision on disciplinary sanctions, if any. Together, these written decisions on responsibility and disciplinary sanctions will constitute the “Written Determination” that may then be appealed by either party.

The Written Determination will include:
- the allegations of prohibited conduct;
- a description of the procedural steps taken by the University from its receipt of the formal complaint through the Written Determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
- findings of fact supporting the decisions on responsibility and disciplinary sanctions;
- conclusions regarding the application of this policy to the facts;
- a statement of, and rationale for, the decisions on responsibility and disciplinary sanctions;
• a statement of the decision on whether the University will provide remedies to the complainant; and
• the University’s procedures and permissible bases for the parties to appeal the decisions on responsibility and disciplinary sanctions.

If an appeal is not filed, the Written Determination becomes final on the date on which an appeal would no longer be considered.

**Informal Resolution Processes**

The University may offer informal resolution processes to parties at any time after a formal complaint is filed and before a final decision on responsibility and on disciplinary sanctions is made. Except, the University will not offer informal resolution processes to resolve allegations that an employee engaged in Title IX-based prohibited conduct toward a student.

Before initiating an informal resolution process, the University will provide the parties with a written notice disclosing:

• the allegations in the formal complaint;
• the requirements of the informal resolution process;
• the circumstances under which the informal resolution process precludes the parties from resuming the grievance process arising from the formal complaint;
• the parties’ right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and
• any privacy-related and recordkeeping-related consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

In addition, before initiating an informal resolution process, the University must obtain the parties’ voluntary, written consent to the informal resolution process.

**Disciplinary Sanctions, Remedies and other Responsive Actions**

Responsive action is intended to eliminate prohibited conduct, prevent its recurrence, and promote accountability while supporting the University’s educational mission and legal obligations. Responsive action may include disciplinary, rehabilitative (including educational), restorative, and monitoring components.

Possible disciplinary sanctions in cases with student respondents include the following:

• an oral or written warning;
• probation;
• required compliance with work assignments, community service assignments, or other discretionary assignments;
• restitution;
• restriction of privileges;
• University housing suspension or expulsion;
• suspension or expulsion from the University;
• withholding of a diploma or degree; and
• revocation of admission or a degree.

Possible disciplinary sanctions and other responsive actions in cases with employee respondents (including student employees) may include one or a combination of the following:
• coaching or education;
• mentoring;
• changes to work duties or locations;
• monitoring to ensure that prohibited conduct is not occurring;
• probation;
• transfer of position;
• removal of administrative appointment;
• salary reduction;
• demotion;
• oral or written reprimand
• suspension; and
• termination of employment.

For labor-represented employees, the disciplinary sanctions that may be imposed are those set forth in their union contract.

Possible disciplinary sanctions or other responsive actions in cases with third-party respondents may include restrictions on a third-party respondent’s: 1) participation in University programs or activities; 2) attendance at University events; or 3) ability to enter campus spaces, among other things.

Remedies

Where a decision has been made that a respondent is responsible for prohibited conduct, the University will provide remedies to a complainant that are designed to restore or preserve the complainant’s equal access to the University’s education programs and activities. Such remedies may include supportive measures, as well as measures that prevent the respondent from having contact with the complainant, and other measures. The campus Title IX office is responsible for effective implementation of any remedies.

Appeals

Either party may initiate the appeal process.

Appeals are not intended to allow for a second review of the same information provided during the investigation, and the Appellate Officer will not substitute their judgment for that of the hearing panel, or that of the hearing chair in the case of an administrative resolution. Appeals are limited to the grounds set forth below.

• Procedural irregularity that affected the outcome.
• New evidence that was not reasonably available at the time of the Written Determination that could have affected the outcome.
• A sanction that is grossly disproportionate to the offense.
• A decision on responsibility that is not based on substantial information. Substantial information means relevant information that a reasonable person might accept as adequate to support a conclusion. The Appellate Officer must respect the credibility determinations of the hearing panel (or of the hearing chair in the case of an administrative resolution) and must not substitute the Appellate Officer’s judgment for that of the hearing panel or chair.
• The Title IX Coordinator, investigator, hearing panel members, and/or University Authority had a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent that affected the outcome.

The Appellate Officer will issue a written decision that 1) affirms, in whole or in part, the decision on responsibility, 2) overturns, in whole or in part, the decision on responsibility, 3) affirms, overturns, or adjusts the decision on disciplinary sanctions, or 4) remands the matter to remedy procedural errors or consider new evidence.

The decision of the Appellate Officer is the final University decision.

Orders for Protection, Harassment Restraining Orders and Enforcement

The University of Minnesota complies with Minnesota law in recognizing Orders for Protection and Harassment Restraining Orders. Any person who obtains an order should provide a copy of the University of Minnesota Morris Police Department.

If a person needs assistance in obtaining an Order for Protection or Harassment Restraining Order, they can contact Stevens County Victim Services. University departments that are made aware of an Order of Protection or Harassment Order and need assistance with accommodating the order can contact the Title IX Coordinator for resources.

Any person who witnesses a violation of an Order for Protection or Harassment Restraining Orders should immediately call 911 for police response.

Resources

On-Campus Resources for Students, Staff, and Faculty
**University of Minnesota Morris Police Department**

*Campus Law Enforcement*
- **Emergency:** 911
- **Non-Emergency:** 320-287-1601

*Title IX Compliance and Equal Opportunity*
- Sexual misconduct/ Title IX complaints, harassment complaints: 320-589-6021

*Equity, Diversity and Intercultural Programs*
- Multi-ethnic, international, and LGBTQIA2s+ student support: 320-589-6095

*Student Affairs*
- Campus accommodations, student support, code of conduct violations, etc.: 320-589-6013

*Residential Life*
- Response, referrals, housing accommodations and support: 320-589-6475

*Student Counseling*
- Confidential mental health counseling, support and violence response options: 320-589-6060

*Health Service*
- Medical treatment services: 320-589-6070

*International Student Program*
- Visa and immigration information: 320-589-6094

*Employee Assistance Program*
- Faculty- and staff-specific professional consultation and mental health resources. 888-243-5744
- 612-625-2820

**Community Resources**

*MNCASA (Minnesota Coalition Against Sexual Assault)*
- Education, Policy, Prevention
- Web: [www.mncasa.org](http://www.mncasa.org)
- Business:
- 651-209-9993

*Rape, Abuse, and Incest National Network (RAINN)*
- [http://www.rainn.org](http://www.rainn.org)

*Stevens Community Medical Center*
- 24-hour emergency care, health care: 320-589-1313

*Stevens County Victim Services*
- Legal, advocacy: 320-208-6590

*Someplace Safe*
- Advocacy, support: 320-589-3208

**Note:** Resources are listed only for your information. The University of Minnesota does not endorse any off-campus programs.

**Sexual Offender Registration**

Certain felony level sex and other predatory offenders are required by law to keep law enforcement agencies apprised of their current residence, employment, and school address, as well as any changes to that information. Some of these offenders have demonstrated by their past behavior that they are part of a group who pose the greatest risk to the public when released.
This does not mean that they will commit a new crime, just that they are part of a group of persons who might.

The website does not contain information regarding predatory sex offenders who live or work near, but not on, University of Minnesota property. A list of such offenders may be found on the Minnesota Department of Corrections website https://coms.doc.state.mn.us/publicregistrantsearch

**Release disciplinary outcome to victims of crimes of violence or non-forcible sex offenses**

The University of Minnesota will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the results of any disciplinary proceeding conducted by the University of Minnesota against a student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of such of the offense, the next of kin of the victim is permitted to make the request.

**Housing & Residential Life Missing Person Policy**

The Residential Life Missing Person Policy establishes procedures for the University of Minnesota Morris’ response to reports of missing students. This policy applies to students who reside in University owned housing facilities.

Under the policy, a student may be considered a “missing person” if the person’s absence is suspiciously different from his/her usual pattern of behavior and/or unusual circumstances may have caused the absence.

**Procedures for Student Designation of Emergency Contact Information**

Students age 18 and above and emancipated minors:
Student residents will be given the opportunity to designate an individual or individuals to be contacted by the University no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. The designation will remain in effect until changed or revoked by the student or at the time the student is no longer a resident of University housing (or under the age of 18).

Students under the age of 18 who are not emancipated:
Student residents under the age of 18 who are not emancipated are required to provide contact information for a custodial parent or guardian. The University is required to notify a custodial parent or guardian no more than 24 hours after a student resident is determined to be missing in accordance with the procedures set forth below. The custodial parent or guardian contact information will remain in effect until the student reaches the age of 18 or is no longer a resident of University housing.

This contact information will be registered confidentially and will only be accessible to campus officials and will only be disclosed to law enforcement personnel in the furtherance of a missing person’s investigation.

**To Report a Missing Student**

In the case of a missing student resident, individuals should notify the University of Minnesota Morris Police Department, the Office of Residential Life, or the Office of the Vice Chancellor for Student Affairs.
Official notification procedures for missing persons:

Any individual on campus who has information that a University housing student may be a missing person must notify the University of Minnesota Morris Police Department as soon as possible.

If a report of a possible missing person is made to a Residential Life staff member or to The Office of the Vice Chancellor for Student Affairs, UMMPD will be contacted immediately. Cooperative efforts to locate the student resident may include:

- Conduct a life safety/wellness check on the resident,
- Attempt to make contact via cellular phone, email, or other means,
- Contact other students who may be aware of the missing person’s whereabouts (e.g., roommate, friends, classmates).
- UMMPD will gather all essential information about the student resident from the reporting person(s) and other individuals who may provide information that will assist with the investigation.
- No later than 24 hours after determining that a University housing student is missing, the Chief Law Enforcement Officer or designee will notify the emergency contact (for students 18 and over) or the parent/guardian (for students under the age of 18) that the student is believed to be missing.

Fire Safety Report

On Campus Student Housing Facilities

<table>
<thead>
<tr>
<th>Traditional Residence Halls</th>
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<tbody>
<tr>
<td>Blakely Hall</td>
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</tbody>
</table>
Clayton A. Gay Hall
David C. Johnson Independence Hall
Green Prairie Community
Pine Hall
Spooner Hall

Apartments
On Campus Apartments

Reporting Fires

Fires should be reported immediately to the Morris Fire Department by contacting 911.

The following phone numbers should only be used to report fires which have already been extinguished.

University of Minnesota Morris Police Department
6 Behmler Hall 320-287-1601

The Office of Residential Life
74 Gay Hall 320-589-6475

On-Campus Student Housing Facility Fire Safety Systems

The charts below summarize each facility’s fire safety system and the number of fire drills held during the 2021 calendar year.
Housing Regulations Regarding Portable Electrical Appliances, Smoking, and Open Flames

**Electrical Appliances**
Residents may use electrical appliances in residence halls if the appliance does not have an open heating element, use grease or cooking oil, or have an open flame. Appliances with automatic turn-off timers are highly encouraged.

Items that are not allowed include, but are not limited to: electric grills, hot plates and toaster ovens. Residents may use the items listed above in designated kitchen or utility areas only. Space Heaters are not allowed.

The residence hall rooms are not wired to support the use of large electrical appliances (air conditioners or large fridges). Major appliances, including air conditioners or portable dishwasher units, are not permitted in any hall.

Students may bring one (1) refrigerator per residence hall room. The refrigerators must be 4.4 cubic feet or smaller.

All appliances brought to campus must be in good working order.

Extension cords must be UL approved.

Due to potential for fire, concealed extension cords and multiple outlet adapters are also prohibited. Residents may possess multiple strip outlets that are fused with at least 14-gauge wire, are UL approved, and are grounded.

**Cooking**
Residence hall rooms are not equipped for students to safely and sanitarily cook. For the safety of all students, cooking is NOT permitted in residence hall rooms. Cooking is permitted only in University-designated kitchen or utility areas where appliance outlets are provided.

**Smoking**
To create a healthier, cleaner, and more inclusive environment for everyone, smoking any substance or creating smoke is not permitted in resident rooms or apartments, on apartment patios, apartment balconies, and/or public areas within residence halls and apartments. This includes electronic cigarettes, vaporizers and tobacco, hookahs or any smoking paraphernalia that has the potential for an open flame.
Open Flames
For the safety of all students living in the halls, it is prohibited to have open flames or other materials that constitute fire hazards on University housing property including candles, candle warmers, incense, or other materials (such as live fresh cut evergreen trees, and wreaths). Any candles or incense found may be confiscated or destroyed. Residence life staff will not store these items for you.

Prohibited Lighting
Due to hazardous materials in various lighting devices, and the potential for fire, and chemical safety hazards, the following items are not allowed: halogen lamps, torchiere lamps, neon lighting, black lights, strobe lights, and lava lamps. Lighting fixtures and devices must be UL listed, in good working condition per original manufacturing, and of no greater than 75 watts.

Evacuation in case of a fire
In the event of a building alarm, fire departments cannot begin their job until everyone is out of the building. Failing to leave the building puts others at risk. In compliance with Minnesota State Fire Code and state law, everyone is required to leave the building in the event of a building alarm.

- Upon activation of a fire alarm, immediately proceed to the nearest, safest exit
- Before opening doors, feel the door; if it is hot do not proceed through the door. If the door is cool, open the door slowly and proceed to nearest, safest exit
- If on upper floors of a building, do not use elevators, proceed down stairwells to exit, if heavy smoke or fumes are present, use an alternate exit route
- Exit the building and move a safe distance away from the building
- Housing staff will assist exiting residents to a nearby safe location
- Do not re-enter the building for any reason. Emergency Responders or Housing and Residential Life Staff will notify residents if and when it is safe to return to the building

Steps to Be Taken in Case of Fire
In a fire emergency:

- Pull the fire alarm if able.
- Call 9-911.
- Remain calm and act quickly.
- Wear protective clothing such as a coat and shoes, and carry a damp towel for use in heavy smoke.
- Close your room door and windows.
- Walk in an orderly manner to the nearest exit. Never use an elevator.
- Move a safe distance away from the building and out of the way of fire department personnel.
- Remain outside until you are told to return by the staff.
• If you think there is a fire in the hallway, feel the door before you open it:
• If the door does not feel hot, open it slightly, holding your head away and brace the door with your foot.
• Put your hand across the opening to test the heat of the air.
• If the door is hot and the hallway unsafe, plug any opening or cracks through which smoke may enter your room using wet towels, sheets, blankets, etc.
• If smoke does enter the room, open the window for ventilation; break it if sealed.
• DO NOT JUMP.
• Make your presence known.
• Wait for rescue

In case of minor fire:

• Pull the fire alarm if able.
• Call 9-911.
• Use a fire extinguisher located in the hallway cabinets or a blanket to smother the fire.
• Call the Lake Superior Hall Information Desk at 218-726-7381.
• Never risk your personal safety!

Fire Safety Education & Training

Each September, the Office of Residential Life offers fire safety programming. Each hall has a fire safety presentation and informs residents of actions to be taken in case of a fire.

Each residence hall has evacuations procedures on-site. These procedures are covered yearly with residents and are practiced each year in scheduled fire safety drills.

<table>
<thead>
<tr>
<th>Housing Facility</th>
<th>Number of Reported Fires</th>
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<tbody>
<tr>
<td></td>
<td>2019</td>
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<tr>
<td>Blakely Hall</td>
<td>0</td>
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<tr>
<td>Clayton A. Gay Hall</td>
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<tr>
<td>David C. Johnson Independence Hall</td>
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<tr>
<td>Spooner Hall</td>
<td>0</td>
</tr>
<tr>
<td>On-Campus Apartments</td>
<td>0</td>
</tr>
</tbody>
</table>
Fire Details

2021
On February 16, 2021 in Clayton A. Gay Hall there was a unintentional fire in a piece of the building heating and cooling system due to overheating. There were no injuries reported and property damage occurred only to the equipment that overheated. Damage is estimated between $0-$999.

2020
There were no fires reported in 2020.

2019
There were no fires reported in 2019.

Planned Fire Safety Improvements

Residential Life works closely with University code officials to review current systems and plan for future improvements. There are currently no plans deemed necessary for improvements in fire safety systems or procedures.

For More Information

To request copies of this report or to request this publication in an alternative format, contact:

Department of Public Safety
University of Minnesota Morris
600 E. 4th Street
Morris, MN 56267
320-589-6000

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.
Message from the President

Campus safety is critical to keeping the University of Minnesota a place where students, faculty, staff, and visitors from throughout Minnesota and around the world can work together to achieve our goals and advance discovery and impact.

Our University of Minnesota Police and Security Departments do an extraordinary job of helping the University of Minnesota remain a safe place to learn, work, and live. Officers patrol our buildings and grounds, get to know our community, and work in conjunction with both campus and metropolitan units committed to safety. This report details their efforts.

We are also working through policy and united action to improve public health on campus. The President’s Initiative to Prevent Sexual Misconduct continues to proceed with its comprehensive public health approach, consistent with research on effective prevention among populations as large and diverse as ours.

We are beginning to work as well in the public health area of student mental health. This is a national crisis that affects many of our own students, and we need our best and brightest minds to focus on this issue. We are clearly positioned to be leaders in the area of student mental health, and as a first step, I have charged three of our senior leaders to complete a systemwide inventory of all activities, resources, and programs related to mental health, so that we know where we stand, where we have gaps, and where to move forward.

Positive culture change is a community effort and shared responsibility. Each of us can contribute to a safer campus by keeping our eyes and ears open, and immediately reporting all crimes and public safety problems or concerns by calling 911.

Thank you for helping to keep our University safe.

Joan T. A. Gabel
President

Message from the Chancellor

As the University of Minnesota’s health science campus, UMR is fully integrated into the Rochester community. Our students, faculty and staff interact daily with thousands of residents and visitors in the heart of what we affectionately call “Med City.” In the course of our daily work and study, we count on a number of professional law enforcement and security organizations to provide a safe and secure environment on our campus and surrounding areas.

The UMR campus is a safe place because of our commitment to health and wellness across the board. Our concern for ourselves and each other provides us with the tools we need to observe, reflect and respond appropriately in our connections to the members of our community.

I want to thank the faculty, staff and students of UMR you for all you do to keep all of us safe.

Lori J. Carrell
Chancellor
University of Minnesota System

The University of Minnesota System comprises five distinct campuses—Crookston, Duluth, Morris, Rochester, and Twin Cities—serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state.

Collectively, the University of Minnesota System is one of the most comprehensive in the nation, with offerings to meet the interests of every student and the changing needs of our society. We’re proud of our land-grant mission of world-class education, groundbreaking research, and community-engaged outreach, and we are unified in our drive to serve Minnesota.

Known for its focus on experiential learning for its campus-based students, the University of Minnesota Crookston is also one of the nation’s pioneers in online and distance education.

The University of Minnesota Duluth is a highly ranked regional research and liberal arts university with a global reputation for freshwater research.

The University of Minnesota Morris is a nationally ranked undergraduate-focused liberal arts campus with a deep commitment to environmental sustainability and diversity.

The University of Minnesota Rochester prepares health science professionals and maintains unique collaborations with world-renowned medical organizations in the community.

The flagship University of Minnesota Twin Cities is the state’s land-grant university and one of the most prestigious public research universities in the nation.
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**Police**

Rochester Police Department  
Emergency..................................................911  
Non-emergency.................................507-328-6800  
101 4th St SE  
Rochester, MN 55904  
https://www.rochestermn.gov/government/departments/police

**Olmsted Medical Center Health Services**

UMR Student Health Services- Skyway Clinic  
Appointments.............................................507-292-7250  
2nd Floor 318 Commons  
Walk in 3 pm – 4 pm Monday- Friday

**Mental Health Services**

Counseling Services  
Phone ...................................................507-258-8017  
https://r.umn.edu/student-life/services/counseling-services

**Campus Service Offices**

Residential Life  
Phone ...................................................507-258-8240  
Resident Assistant On-Call ......................507-517-8277  
https://r.umn.edu/student-life/housing

**Campus Title IX Office**

For Students  
Phone ...................................................507-258-8106  
Email..................................................gutie318@r.umn.edu

For Employees  
Phone ...................................................507-258-8010  
Email..................................................wendl212@r.umn.edu
Preparing the Annual Security Report and Disclosure of Crime Statistics

This report has been prepared in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” (informally known as the “Clery Act”). For further information on the Clery Act please visit: www.ed.gov/admins/lead/safety/campus.html

This report includes information for the Rochester campus of the University of Minnesota.

This report is published annually by the University and made available to all current and prospective students, staff, and faculty.

Crime statistics are compiled by the Clery officer on each campus in cooperation with the local law enforcement agencies with jurisdiction over University of Minnesota Clery Geography. Additional crime information is collected from a wide range of University personnel who have been identified as Campus Security Authorities (CSAs) under the Clery Act.

The University Director of Clery Compliance and campus Clery officers review and update the information contained in this report annually.

Crime Statistics reported in this document reflect specific crimes that occurred in specific geographic locations established by federal law and were reported to University of Minnesota Campus Security Authorities. Statistics reflect reports of crime and not criminal charges or convictions.

Definitions of Terms Used in this Report

Campus Security Authorities

Campus Security Authorities are individuals on campus who are required to report any allegations of crimes that they receive to the Clery Compliance Coordinator or UMPD for inclusion in the Annual Statistical Disclosure.

The Clery Act defines four categories of Campus Security Authorities as stated below:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department.
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities.
Clery Geography

Clery Geography is the geographic area for which an institution is responsible for disclosing crime statistics. The following definitions describe the areas that cumulatively account for an institution’s Clery Geography.

**On Campus:** 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. Also, any building or property that is within or reasonably contiguous to the area identified in the first part 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 other retail vendor).

**On Campus- Residential:** any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility

**Non-Campus Property:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

Personally Identifying Information

Personally identifying information is defined in Section 40002(a) of the Violence Against Women Act of 1994 as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault or stalking, regardless of whether the information is encoded, encrypted, hashed or otherwise protected, including:

- a first and last name
- a home or other physical address
- contact information (including a postal, e-mail or Internet protocol address, or telephone or facsimile number)
- a social security number, driver’s license number, passport number or student identification number
- any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

Criminal Offenses

The following definitions of criminal offenses detail the elements of each crime, crimes in the annual statistical disclosure found in this report are categorized according to the below definitions. The majority of the definitions are from the FBI’s Uniform Crime Reporting Handbook. Sex offense definitions are from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program.

**Aggravated Assault**

The 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 aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)
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.

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

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Murder and Non-negligent Manslaughter
The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence
The killing of another person through gross negligence.

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

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

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 because of his/her temporary or permanent mental incapacity.

Incest
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape
Sexual intercourse with a person who is under the statutory age of consent.
Hate Crimes

Hate Crime
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Under the Clery Act the following bias categories are used: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, Disability.

Any criminal offense which also meets the definition of a hate crime will be included in the statistical disclosure in both the criminal offense category and in the hate crime category (i.e. an on-campus aggravated assault motivated by religious bias will be counted in the on-campus aggravated assault category and in the on-campus aggravated assault motivated by religious bias category).

Additional Hate Crime categories: In addition to the criminal offenses listed under the “Criminal Offenses” section, the following crimes are included if it is determined that the crime was motivated by bias

Larceny-Theft
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: constructive possession is defined by Black’s Law Dictionary, sixth ed. as “where one does not have physical custody or possession but is in a position to exercise dominion or control over a thing.”)

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

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

Destruction/Damage/Vandalism of Property (Except Arson)
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act (VAWA) Offenses

Dating Violence
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.
Domestic Violence
a felony or misdemeanor crime of violence committed—

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

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

- Fear for the person’s safety or the safety of others; or Suffer substantial emotional distress. For the purposes of this definition—
  - Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
  - Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
  - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Unfounded Crimes
Are reported crimes which are thoroughly investigated by sworn or commissioned law enforcement personnel; and found through investigation to be false or baseless, meaning that the crime did not occur and was never attempted.

Arrests and Referrals for Discipline for Weapons, Drug, and Liquor Law Violations

Weapons 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.

Drug Law Violations
The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and 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.

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
Reporting an Emergency or Crime

The University of Minnesota encourages the accurate and prompt reporting of all crimes to the appropriate local law enforcement agency when the victim of a crime elects to or is unable to make such a report. If the victim of a crime is unable to file a report, third parties who have information regarding the crime are encouraged to file a report to ensure that the police are aware of the crime.

Report an Emergency or Crime in Progress to the Police

Dial 911
Dialing 911 will connect you with a trained public safety dispatcher. Be prepared to give the dispatcher the following information:

- Type of emergency
- Your name
- Your location and location of the emergency
- Your phone number
- If applicable (e.g., after a crime), a description of individuals involved (gender, clothing description, height, weight, hair color, tattoos, etc.)
- If applicable (e.g., after a car accident), a description of vehicles involved (color, make, model, license plate number)

Please remain on the line until the dispatcher tells you it is okay to hang up.
Based on the information provided, the dispatcher will send the appropriate help to respond to the reported incident.

Report a Non-Emergency to the police

By phone

Rochester Police Department
101 4th St SE
Rochester, MN 55902
507-328-6800

When reporting a non-emergency to the police an officer will either be sent to your location or will request that you file a report in person at the police department. An officer will ask questions to obtain detailed information about what happened. The officer will be able to provide you with information on victim services, next steps and crime prevention information.

When reporting a crime, you will be asked many questions. Be prepared to answer the following questions:

- When the crime happened (date and time)
- Where it happened
- Your name, contact information, State Driver’s License or ID number
- Details of the event
- Other people involved (suspect, if known; witnesses)
- Condition, etc.
- If property was involved, who owns it
- The property owner’s contact information
- For vehicles: Make, Model, Color, License Plate Number, Insurance-company name & policy number, etc.
- Property other than vehicles: Serial Number, Product Name, Manufacturer, Description,
Walk in
You may file a police report in person at the following location:

**Rochester Police Department**
101 4th St SE
Rochester, MN 55902
507-328-6800

Online
The Rochester Police Department allows for reports to be filed online for certain low-level crimes. The following table includes information on how to file a police report online.

https://reporting.rochestermn.gov/citizenreporting/reporting.php

Police reports may be submitted online for the following crimes:
- Theft
- Theft from motor vehicle
- Lost property
- Damage to property
- Damage to motor vehicle

Report a Crime to a Non-Police Campus Security Authority

The University of Minnesota encourages all reports of crime to be made to the appropriate local law enforcement agency; however, crimes may also be reported to individuals on campus who have been identified as Campus Security Authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that some individuals may be inclined to report such incidents to other individuals on campus.

Campus Security Authorities include but are not limited to: Residence Hall Directors, Assistant Residence Hall Directors, Community/Resident Advisors, Advisors to student organizations, athletics coaching staff and others who have significant responsibility for student and campus activities.

Campus Security Authorities have been trained to act as a resource for anyone who wishes to report the occurrence of a crime. Crime reports made to Campus Security Authorities are forwarded to the appropriate campus department for inclusion on the Daily Crime Log and to be evaluated for the need to issue a Timely Warning Notification.
While there are many non-police Campus Security Authorities on each campus, the University of Minnesota prefers reports be made to the following non-police CSAs:

- **Facilities and Operations Director**
  - 353 University Square
  - 507-258-8217
  - bstandor@r.umn.edu

- **AVC for Student Success, Engagement, and Equity**
  - University Square Student Success and Engagement Center
  - 507-258-8106
  - gutie318@r.umn.edu

- **Residential Life Director**
  - 318 Commons
  - 507-258-8028
  - mpeter@r.umn.edu

**Voluntary, Confidential Reporting**

If you are the victim of a crime and are unsure if you would like to pursue action through the University disciplinary process or the criminal justice system, you may want to consider speaking with a Campus Security Authority.

Campus Security Authorities can explain the different reporting options available to help you decide which option is best for you.

In many cases, a non-police CSA may be able to assist you in making a confidential report that would not initiate any additional action through the University or the criminal justice system. A confidential report is forwarded directly to the UMR’s Clery officer to be evaluated for the need to issue a Timely Warning Notice, included in the Annual Statistical Disclosure and to be added to the Daily Crime Log.

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and the campus community. With such information, the University of Minnesota can keep an accurate record of the number of incidents occurring on campus Clery Geography; determine crime patterns, and alert the campus community of potential danger.

All reports of dating violence, domestic violence sexual assault, and stalking that are made to University employees who have an obligation to report the occurrence of such crimes will be forwarded to the Title IX office or its designee. Per University policy, mandated reporters are required to provide the following information to the Title IX office or designee in cases of alleged dating violence, domestic violence, sexual assault and stalking:

- The names of the complainant(s), respondent(s) and possible witnesses:
- The date, time and location of the alleged prohibited conduct; and
- Other relevant details about the alleged prohibited conduct that the University would need to determine what occurred and address the situation.

After receiving a report of alleged dating violence, domestic violence, sexual assault or stalking the Title IX coordinator will contact the complainant to provide resources for personal support and information about the investigation process. In cases involving a student respondent, the campus Title IX office or its designee will only begin investigating the report after receiving verbal or written confirmation that the complainant wishes to initiate an investigation.

When a complainant requests that their identity be kept confidential or that the University refrain from conducting an investigation, the campus Title IX office or its designee will make an individualized determination of whether to conduct an investigation, including consideration of the complainant’s wishes, the University’s responsibility for
providing a safe and non-discriminatory campus environment, and whether the University possess other means to obtain relevant evidence. In making this determination, the campus Title IX office or its designee will consider the following factors, among others; whether the respondent is alleged to have used a weapon while committing prohibited conduct; whether the respondent is alleged to have used force while committing prohibited conduct; and whether the respondent has been alleged or found to have committed prohibited conduct against other complainants.

**Professional Mental Health Counselors and Pastoral Counselors Exemption**

Campus professional mental health counselors and pastoral counselors, when acting in their professional capacity, are not required to report crimes for inclusion in the annual disclosure of crime statistics.

The Clery Act defines a Professional Mental Health Counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.

A Pastoral Counselor as an employee of an institution, who is associated with a religious order or denomination, recognized by that denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Mental Health counselors at the University of Minnesota are encouraged if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual statistical disclosure.

Professional counselors can be found at the following campus locations:

- **Counseling Services**
  - University Square Student Success and Engagement Center
  - 507-258-8017

**University of Minnesota Rochester Security Services**

**University of Minnesota Rochester Security Monitor Program**

**Authority**

Security Monitor staff have no arrest powers but are trained to determine when police or other first responders should be called.

**Jurisdiction**

Student Security Monitors provide security services at 318 Commons and University Square during the evening and weekend hours and may provide services during other times at campus facilities as deemed appropriate.

**Relationship with other Law Enforcement Agencies**

UMR works closely with the Rochester Police Department and applicable law enforcement agencies in order to ensure the safety of the campus community. UMR has not established a Memorandum of Understanding (MOU) with any law enforcement agency for the investigation of alleged criminal offenses.
Monitoring of Noncampus Locations
UMR does not have any student organizations which own or control non campus property and therefore does not utilize local police agencies to monitor criminal activity of students at non campus property.

Premier Security
UMR does not have a contract with Premier Security, however Premier Security provides security services for all tenants within the Shops at University Square building.

Premier Security staff work closely with local law enforcement and with the state police through the local police. Premier Security staff have the authority to apprehend and arrest individuals involved in illegal acts on campus.

Premier Security
15 1st Street SE, Suite 220, Rochester
507-281-4952

Response to Reported Crime or Emergencies
Crimes reported to the University of Minnesota Rochester CSAs will be considered for the need to issue a Timely Warning Notification, documented on the UMR Daily Crime Log, and all applicable crimes will be included in the annual statistical disclosure. These public disclosures will not include any personally identifying information of any reporting parties, witnesses or victims.

Rochester Police Department will investigate all criminal allegations reported to the police. These investigations may be done in conjunction other law enforcement agencies involved in the matter.

Students accused of criminal misconduct may additionally be subject to the University student conduct process; this process neither substitutes nor interferes with the outside legal processes. The major objective of the disciplinary system at the University of Minnesota is to maintain standards of conduct and order commensurate with the educational goals of the institution.

Daily Crime Log
UMR maintains a Daily Crime Log available for public viewing. The log is available during regular business hours at the Facilities and Operations Directors office, 353 University Square, phone 507-258-8217.

The daily crime log includes crimes which occurred within the University of Minnesota Rochester Clery geography, which have been reported to UMR by Campus Security Authorities, the Rochester Police Department, and other applicable law enforcement agencies.

The Daily Crime Log includes:

- case number;
- nature of the offense;
- the reported time and date that the offense occurred;
- the date the incident was reported to UMR;
- a general description of the location in which the incident occurred;
- disposition of the case, if known.
Timely Warning Notification

The University of Minnesota issues Timely Warning Notifications to the campus community for reported Clery Act crimes that occur within the University of Minnesota Rochester Clery Geography and are believed to pose a serious or continuing threat to the University community.

Timely Warning Notifications are designed to give the University community information which may aid in the prevention of similar crimes.

Crimes reported to UMR will be evaluated on a case-by-case basis by the Officer of the Day and the Director of Marketing and Communications, or their designee, to determine if a timely warning is warranted. When the Officer of the Day determines a timely warning is warranted, communications personnel will compose the warning. The Officer of the Day, in collaboration with the Director of Marketing and Communications, will approve the warning and it will be forwarded to the appropriate person for distribution.

Timely Warning Notifications will be electronically distributed to all Rochester Campus students, staff and faculty via the University of Minnesota email system.

Timely Warning Notifications may include the following details (if available):

- Date and time of the incident
- Location
- Type of crime
- Description of the incident
- Physical description of suspect
- Apparent connection to previous incidents, if applicable
- Pertinent crime prevention tips

Personally Identifying Information of victims and reporting parties will not be disclosed in a Timely Warning Notification. Except in instances where the information is relevant to the crime— for example, in crimes which are motivated by Bias the victim’s inclusion in a protected class may be released if this information is not determined to be explicitly personally identifiable.

UMR has communicated with the Rochester Police Department and has requested they inform UMR if they are aware of crimes which have been reported to them which may warrant a timely warning.

Emergency Response, Notification & Testing

Emergency Response

Emergency response operations include coordination of campus and community resources to save lives, protect property, and provide for the continuity of University operations.

The University uses the National Incident Management System (NIMS) as its standard for responding to incidents. The Department of Emergency Management and University administrators who have responsibility during an incident have been trained in NIMS. Depending on the incident, other University departments and/or other local or federal agencies may be involved in responding.
When an incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually from Rochester Police Department. Rochester Police Department has been asked to inform the University of Minnesota regarding any situations that are reported to them which may warrant a campus emergency response.

Emergency Notification Systems

The University of Minnesota Rochester has several methods for communicating important safety information quickly in the event of a significant emergency or dangerous situation that poses an immediate threat to the health and safety of the campus community. The situation will dictate which notification methods are used, in some situations multiple notification systems may be used.

SAFE-U
SAFE-U is the University’s emergency mass notification system. SAFE-U is used specifically to notify University students and employees of emergencies or dangerous situations which are likely to impact campus as a whole or impact University operations. SAFE U enables the University to send communications via email, text message, and/or phone messages. Students, faculty, and staff who have provided contact information are automatically registered to receive SAFE-U communications. Only University of Minnesota students, faculty, staff and those with a legitimate need are registered for SAFE-U.

Campus Email
In an emergency situation, campus email may be utilized to communicate important safety information.

Social Media
Emergency information may also be communicated on University social media feeds.

Digital Signs
Most digital signs on campus can be updated quickly to include emergency messaging.

Web Announcements
Weather-related closings and other emergency information may be announced on the University of Minnesota Rochester website.

On-Scene Emergency Personnel
On-scene emergency personnel may be able to provide valuable emergency communication depending upon the emergency situation.

Activation of Emergency Notification Systems

Prior to issuing an emergency notification, the Chancellor or designee will confirm an emergency via Premier Security, Rochester Police, other emergency professionals on the scene, or notifications from the National Weather Service. Information obtained from these sources will be used to determine the scope and content of the notification.

Upon confirmation of an emergency or dangerous situation, the Chancellor or designee will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the appropriate notification system(s). Notification may be delayed if issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.
The Department of Emergency Management is responsible for the activation of emergency notification systems for incidents of severe weather that create a dangerous situation involving an immediate threat to the safety of members of the campus community.

The primary method of emergency notification is the SAFE-U system. When SAFE-U is activated, it will deliver emergency messaging to all students and employees. The activation of other emergency notification systems such as Tone Alert Radios are based on the guidelines established in the Department of Public Safety Emergency Procedures Manual. These systems may be activated to supplement notifications delivered via SAFE-U.

SAFE-U notifications will consist of basic information about the type of emergency or dangerous situation and information on how to avoid danger. Updated information will be disseminated as it becomes available and as time allows or when the immediate threat has been mitigated.

SAFE-U notifications can be authorized by the following individuals: PSECC, Chancellor, Chancellor’s Leadership Team, Director of Communications, Facilities and Operations Director, or others as designated.

Dissemination of emergency information to the larger community (i.e., parents and residents from surrounding neighborhoods) will take place as time allows. Depending on the nature of the incident, the University could utilize such avenues as the University internet homepage or the media. The first concern of the University will be to disseminate information to those people directly affected by the emergency. Dissemination to the larger community is the responsibility of the Director of Communications.

Emergency Response Testing

The University Department of Emergency Management conducts an exercise to test the emergency response and evacuation procedures of the Rochester campus at least once annually. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. Tests of the emergency procedures may be announced or unannounced.

The Department of Emergency Management is responsible for documenting and analyzing the effectiveness of each test. The Department of Emergency Management retains documentation of each test including a description of the test, the date and time of the test, and whether the test was announced or unannounced.

A campus wide test was conducted on December 22nd, 2021 and consisted of a tabletop exercise of response to a water main break.

The next campus wide test will be conducted in the Fall of 2022.

Emergency and Evacuation Plans

The Department of Emergency Management coordinates the development of emergency plans. There are three levels of emergency plans at the University of Minnesota:

**Building Emergency Plans** - Each building on campus should have a Building Emergency Plan. The plan outlines evacuation procedures and other emergency instructions.
**Continuity of Operations Plans** - Continuity of Operations Plans (COOP) outline the steps critical operating units must take to keep their department running in the event of an emergency. Departments that are deemed "critical operating units" must complete a Continuity of Operations Plan, per the University's Policy.

**Emergency Operations Plan** - The campus Emergency Operations Plan is the overall plan that guides University administrators in the event of an emergency. The University is required by the state Homeland Security and Emergency Management agency to have an Emergency Operations Plan.

The Department of Emergency Management tasks each area of the University to develop and maintain emergency procedures and guidelines for their buildings and employees. The following are general evacuation procedures, for building specific evacuation procedures, consult that building's Building Emergency Plan.

**General Building Evacuation Procedure**

At the sound of the emergency alarm, it is the responsibility of all building occupants to evacuate immediately and proceed to predetermined assembly points, away from the building.

Building occupants are also responsible for ensuring that their visitors, customers, and contractors in their department follow the evacuation procedure described herein and leave the building along with all other occupants.

Faculty and instructors are responsible for dismissing their classes and directing students to leave the building by the nearest building exit upon hearing the building alarm or being notified of an emergency.

Designated essential personnel needed to continue or shut down critical operations, while an evacuation is underway, are responsible for recognizing and/or determining when to abandon the operation and evacuate themselves.

**Evacuation Instructions**
Whenever you hear the building alarm or are informed of a building emergency:

- Do not panic.
- Do not ignore the alarm.
- Leave the building immediately, in an orderly fashion.
- Do not use elevators.
- Classes and meetings in session must be dismissed and students directed to leave.
- Follow quickest evacuation route from where you are (see posted floor evacuation diagram/map).
- Do not go back to your office area for any reason.
- Proceed to the designated emergency assembly point for your area. If the designated assembly point/area is unsafe or blocked due to the emergency, proceed to the alternate assembly point.
- Report to your Building/Work Area Rep at the assembly point to be checked off as having evacuated safely; also report any knowledge you may have of missing persons or those located in an Area of Refuge.
- Return to the building only after emergency officials or building coordinator give the all-clear signal. Silencing the Alarm does not mean the emergency is over.
Chemical Spill Lab Evacuation instructions

In the event of the release of hazardous chemical substances which threaten human health and the immediate lab needs to evacuate, but other building occupants are safe, please follow the steps below:

- Notify other lab occupants in immediate area
- Everyone who can safely leave, should leave lab away from spill
- While exiting, close double doors leading into other labs
- A lab occupant leaving the lab should immediately call 911 (or head to area of refuge button (near freight elevator on each floor) if applicable)
- Notify operator of spill and location
- Operator can remotely activate fire alarm (for some buildings) and send emergency personnel
- Evacuate building according to general evacuation procedures

Building Emergency Instructions

In the event of a loss of power, water leak or flood, elevator failure or other building emergency:

- Call Facilities and Operations at 507-258-8217 to notify them of the emergency. Call 911 for emergencies with injuries.
- Notify staff that is located near the emergency so they may take appropriate precautions.
- Follow evacuation instructions, if evacuation is necessary.

Shelter Emergency Instructions

In the event of notification of severe weather, safely discontinue work and go to the nearest designated safe shelter location.

Active Threat Instructions: Run, Hide, Fight

The guidelines below should be considered during this type of emergency, but your specific situation may require deviation from these suggestions.

Run
- Have an escape route and plan in mind.
- Leave your belongings behind.
- Keep your hands visible.
- Run to a place of refuge, well beyond the norm.

Hide
- If running is not possible, hide.
- Lock and barricade doors; shut off lights.
- Remain silent, yet vigilant.
• Avoid huddling together.

**Fight**
• Fighting is a last resort, use only when your life is in imminent danger.
• Use improvised weapons, i.e. chair, fire extinguisher.
• Attempt to incapacitate the active threat.
• There is strength in numbers; work together against the active threat.

**Call 9-1-1**
• Call ONLY if safe and with information about the active threat.
• Clarify you are on the University of Minnesota campus and where you are.
• Give the location of the active threat(s).
• Provide physical description of active threat(s).
• Describe type of weapons held by the active threat(s).
• Notify the dispatcher of victims and their location.

**How to React When Law Enforcement Arrives:**
• Remain calm; follow officers’ instructions.
• Keep your hands up and out in front of you, assuring your hands are empty.
• Keep hands visible at all times.
• Avoid making quick movements towards officers such as attempting to hold on to them for safety.
• Avoid pointing, screaming and/or yelling.
• Move quickly towards the nearest exit or where directed to by police.
• Do not stop to ask officers for help or directions when evacuating.

**Once in a Safe Place**
Once you are in a safe place, DO NOT LEAVE. Emergency responders need to account for everyone. As the event unfolds and is better understood, law enforcement will provide additional instructions as to where you should be or when you will be able to leave. Please be patient. Your safety is our most important concern.
# Crime Statistics

## Criminal Offenses

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<td>Murder/non negligent manslaughter</td>
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**Hate Crimes**

**2021**
No hate crimes to report for the calendar year 2021

**2020**
No hate crimes to report for the calendar year 2020

**2019**
No hate crimes to report for the calendar year 2019
### Violence Against Women Act (VAWA) Offenses

<table>
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<tr>
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<th>On campus (Total)</th>
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<td>Dating Violence</td>
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## Arrests and Referrals for Disciplinary Action

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Unfounded Crimes

A reported crime is only considered unfounded if sworn or commissioned law enforcement personnel, investigate the reported crime and make a formal determination that the report is false or baseless.

2021
No unfounded crimes

2020
No unfounded crimes

2019
No unfounded crimes
Security of and Access to Campus Facilities

Access to Campus Facilities

There are three distinct levels of access to buildings, public hours, university hours and restricted hours. Building hours vary according to building use.

Public Hours
During Public Hours, buildings will remain open to everyone in the University community and to the general public. Public Hours will generally coincide with the standard business day of 7 a.m. to 5 p.m. For classroom buildings, Public Hours will generally be 7 a.m. to 9 p.m. to accommodate evening classes.

University Hours
University Hours at UMR typically coincide with Public Hours but may be subject to change.

Restricted Hours
During Restricted Hours, buildings are closed to the general public and to the general University community. Only people who have been previously granted permission to enter the building are allowed to do so. Typically, the people granted access during Restricted Hours are the people who would logically have permission to enter a building when it is locked, for example, faculty who teach or staff who work in a specific building. Again, using a classroom building as an example, the Restricted Hours would be between 9 p.m. and 7 a.m.

Security of Campus Facilities

The University controls and monitors access to its space by using traditional key systems, electronic card reader systems, and intrusion alarm systems. Exterior doors of all University buildings are equipped with electronic card access control systems.

Campuses, departments and units are required to manage all keys and access control devices held by their employees. Each campus, department or unit has a Department Facilities Representative to enforce this policy at the local level.

Individuals are prohibited from unauthorized possession, use, duplication and changes to keys or access control devices. Individuals are also prohibited from bracing open doors equipped with access control devices. Violators of this policy will be subject to disciplinary actions for the University or criminal charges where appropriate.

Students, faculty and staff are required to carry their University issued UCard or government issued ID when in University buildings outside of public hours. The UCard or ID must be presented upon request by law enforcement or security personnel, or by a University employee acting within the purview of their job responsibilities. Anyone in a University building that is unable to present their UCard or ID outside of public hours may be asked to leave. Additional restrictions may apply to areas deemed to have a higher security standard.
Access & Security in Student Housing Facilities

Access to the residential floors of UMR’s student housing facility are restricted to residents who possess a key fob. No person can access residential areas without a resident assigned fob.

Residents are required to always escort visitors within residence halls.

Common areas within UMR spaces within the residence halls are equipped with security cameras that are monitored by the Public Safety Emergency Communications Center at the University of Minnesota Twin Cities campus or local property managers.

All apartment and individual bedroom doors have locking mechanisms. Apartment doors are always locked and can only be accessed by the tenants of the apartment.

Residence hall stairways allow egress in the event of an emergency but do not allow ingress. To access the floors, all persons must use the elevators that are controlled via key fob access.

The Rochester Skyway is connected to 318 Commons and allows for comfortable, direct access to other UMR facilities and downtown locales. The Skyway is well-lit at night and open until 12:00AM or 1:00AM and provides a climate controlled and safe alternative to walking outside.

Each night beginning at 8:00pm a Resident Assistant is on duty and available by phone. While on duty the RA will make multiple rounds of the building with additional RA staff available on weekends.

Student Security Monitors are on duty at residence halls on evenings and weekends during the academic year while credit classes are in session.

Security Considerations used in the maintenance of campus facilities

Residents of residence halls who have maintenance concerns regarding any building issue should contact Residential Life staff to report their concerns.

Security Monitors and Residential Life staff routinely perform building checks to ensure that equipment relating to safety and security is properly maintained and functioning.

Concerns regarding maintenance concerns or building issues can also be directed to the Facilities and Operations Director.

The facility which houses UMR and Galleria at University Square has security services through Premier Security. Security officers from Premier Security patrol the common areas of the facility and perform routine checks of safety and security equipment to ensure that it is functioning properly.

Crime Prevention and Safety Programming

A presentation on safety and security at UMR is provided at new employee orientation. Crime prevention and safety information is also provided to the Orientation and Welcome Leaders (OWLS) training in August of each year. The OWLS provide safety information to the new students during orientation week.
The faculty and academic staff are provided safety information at their first meeting of the fall semester. Faculty are reminded to point out the safety measures of each classroom and the evacuation routes for fire and weather emergencies to each of their classes during the first week of the semester.

**University Policy on Drugs and Alcohol**

The University is committed to providing a healthy learning and working environments for all students and employees and strives to meet this commitment through prevention and awareness programs. Alcohol abuse and illegal drug use endangers the health and safety of all students and employees.

Students, faculty, and staff are prohibited from engaging in:

- the illegal possession, use, or distribution of alcohol, drugs, and drug paraphernalia on all University premises, in University-supplied vehicles, and as part of University activities and business; and
- the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on all University premises, in University-supplied vehicles, and as part of University activities and business.

University students, employees, and others who conduct research and teaching activities with controlled substances must comply with Administrative Policy: Using Controlled Substances for Research in order to ensure that they follow all applicable regulations and safely handle and prevent diversion of controlled substances.

University community members are expected to refer suspected illegal situations to University police or local law enforcement agencies for criminal investigation leading to possible prosecution.

On the Twin Cities campus, the University of Minnesota Police Department is responsible for enforcing state laws related to underage drinking and state and federal law regulating the possession, use and sale of illegal drugs.

For more information on the University of Minnesota Drug Free University policy visit: [https://policy.umn.edu/operations/drugfree](https://policy.umn.edu/operations/drugfree)

**Health Risks**

To make informed choices about drug and alcohol use, students and employees should educate themselves about the serious health consequences of the use, misuse, and abuse of alcohol and other drugs as described in the Drug and Alcohol Health Risks Chart below.

**Alcohol**

Alcohol is a depressant that slows down a person’s central nervous system, including breathing and heart rates. Short-term risks of alcohol use include: impaired judgment, poor motor coordination, emotional instability, and increased aggression. Long-term risks include: irreversible damage to brain, liver, pancreas, kidneys; memory problems and nutritional deficiencies; and high risk of fetal damage if used during pregnancy.

[Centers for Disease Control and Prevention alcohol fact sheets](https://www.cdc.gov/alcohol/factsheets/alcohol-facts.htm)

**Marijuana**

Marijuana is an illegal drug that can cause changes in the way people think and feel. Marijuana use can make it harder for students and employees to function in school and work-related activities. It slows reflexes and impairs visual perceptions.

[National Institute on Drug Abuse marijuana information](https://www.drugabuse.gov/publications/medication-assisted-treatment-mat)
Cocaine
Cocaine is an illegal drug that is a strong central nervous system stimulant. It is a powerfully addictive drug.

National Institute on Drug Abuse health effects of commonly abused drugs

Club Drugs
Club drugs, such as MDMA (Ecstasy), Rohypnol, GHB, and Ketamine sometimes are used in a nightclub, bar, or rave drug scene. They have varying effects and can cause changes to critical parts of the brain.

National Institute on Drug Abuse club drugs information

Legal Sanctions

Students and employees also should be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment or loss of federal financial student aid for conviction of alcohol and drug-related offenses as described in the Drug and Alcohol Legal Sanctions Chart below. These legal sanctions are in addition to disciplinary sanctions by the University.

Students—Disciplinary Sanctions

Students who violate the prohibitions of the Drug Free policy are subject to progressive disciplinary procedures as described in the Student Conduct Code: warning; probation; required compliance; confiscation of goods; restitution; restriction of privileges; University housing suspension or expulsion; suspension or expulsion; withholding of diploma or degree; and revocation of admission or degree.

Employees—Disciplinary Sanctions

Employees who violate the prohibitions of the Drug Free policy are subject to discipline ranging from an oral warning, written warning, or unpaid suspension up to termination consistent with policies, rules, and contracts governing the terms and conditions of their employment. Supervisors also may require an employee to provide documentation of satisfactory participation in an alcohol or drug abuse assistance or rehabilitation program.

Employees who are convicted of any criminal drug statute violation in the workplace must report it to a supervisor within five days of the conviction. Supervisors, department heads, and principal investigators who are aware of any drug crime convictions of individuals (students or employees) who work on sponsored projects for violations that occurred in the workplace must report them to the Office of the Associate Vice President for Sponsored Projects Administration (SPA) within three calendar days of their notice of the conviction.

Medical Amnesty

Medical Amnesty to ensure that minors at medical risk as a result of alcohol intoxication receive prompt and appropriate medical attention, Minnesota law provides immunity from prosecution for minors under certain circumstances. Refer to Minnesota Statutes 340A.503 subd. 8 for further details.
The University of Minnesota maintains the discretion to refer these individual(s) for appropriate educational intervention(s).

**Relevant Laws and Related Civil and Criminal Sanctions**

In addition to disciplinary sanctions by the University, students and employees who violate the administrative policy: Drug Free University may be subject to criminal prosecution under federal, state, and local laws that specify imprisonment, fines, and loss of federal benefits for conviction of alcohol and drug-related offenses. To ensure students and employees are aware of these legal sanctions, this appendix briefly describes some relevant laws with sanctions and provides links to more information.

**Federal Laws and Sanctions**

Controlled substance convictions under federal laws carry penalties ranging from up to one year imprisonment and a minimum fine of $1,000 for simple possession to up to life imprisonment and a minimum fine of $2,000,000 for an individual engaging in a continuing criminal enterprise. Federal controlled substance convictions also can lead to forfeiture of both real and personal property; the denial of federal benefits, such as grants and student loans; and the denial of federally-provided or supported professional and commercial licensures. The seriousness of the offense and the penalty imposed generally depends on the type and amount of the drugs involved.

*Provisions of the federal Controlled Substances Act, 21 U.S.C. 801 et al*

*Federal trafficking penalties*

**Minnesota Laws and Sanctions**

Controlled substance convictions under Minnesota laws carry penalties including a prison sentence for not more than 30 years and a maximum fine of $1,000,000 for sales and possession crimes. Subsequent controlled substance convictions result in commitment to the commissioner of corrections for four to 40 years and a maximum fine of $1,000,000.

*Minnesota controlled substances laws and sanctions*

The misuse of alcohol also can result in criminal penalties under Minnesota laws. Anyone under 21 years of age is guilty of a misdemeanor and subject to a minimum fine of $100 if convicted of purchase, possession, or consumption of alcohol or misrepresentation of age in order to purchase alcohol. Anyone who provides alcohol to individuals under 21 years of age also is subject to criminal sanctions.

*Minnesota law – underage alcohol offenses*

*Minnesota law – violations and penalties related to liquor laws*

In addition, Minnesota state law imposes stiff penalties on individuals who are convicted of driving under the influence of alcohol, a controlled substance, or a hazardous substance. For example, a felony conviction of first-degree driving while impaired carries penalties of imprisonment for not more than seven years and a minimum fine of $14,000. Administrative penalties for driving under the influence convictions include driver’s license suspension, revocation, cancellation, denial, or disqualification.
Minnesota law – driving while impaired, including underage drinking and driving

Drug and Alcohol Abuse Education Programs

The University demonstrates its commitment to maintaining a safe and healthy campus environment by offering a variety of drug and alcohol abuse prevention and education services for students and employees, including confidential diagnosis and assessment, short-term counseling, referral, and support groups.

All incoming first-year undergraduate students and transfer undergraduate students <21 must complete AlcoholEdu, an online alcohol primary prevention course. This course covers the following topics:

- Standard Drink Definition
- Risk Factors and Choices
- How Choices Affect Goals
- Factors that Influence Drinking Decisions
- BAC Basics
- Sexual Assault and Understanding Consent
- Creating an Action Plan
- Laws & Policies
- How to Take Care of Yourself and Others

Supervisors who are concerned that employees may have alcohol or drug-related problems should consult with the Employee Assistance Programs. Disciplinary sanctions will not be taken against students for seeking assistance from student health services or against employees for seeking assistance from the Employee Assistance Programs.

University of Minnesota Resources

Alcohol and Drug Misuse
http://www.mentalhealth.umn.edu/alcohol/index.html

This website has information on the risks of using and alcohol and drugs and offers a free, confidential, on-line assessment for students to evaluate their alcohol use.

Employee Assistance Program

The Employee Assistance Program (EAP) provides free professional consultation and referral services for University employees and faculty who are experiencing work or personal-related difficulties. Spouses, partners, and immediate family members are also eligible for EAP services.

Confidential consultation:
- Work productivity
- Interpersonal relationships
• Work relationships
• Family
• Supervisory challenges
• Loss and bereavement
• Conflict resolution
• Alcohol/substance abuse
• Mental health

For more information, go to https://humanresources.umn.edu/benefits/employee-assistance

Dating Violence, Domestic Violence, Sexual Assault and Stalking

The University of Minnesota prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as those crimes are defined by the Clery Act. The University of Minnesota issues this statement of policy to inform the community of its comprehensive plan to address the crimes of dating violence, domestic violence, sexual assault and stalking. This section includes information on University of Minnesota primary and on-going prevention and awareness programs, important information for victim/survivors of these crimes and the relevant procedures pertaining to the University’s response to reports of these crimes.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or having participated in an investigation of dating violence, domestic violence, sexual assault and stalking. Retaliation against any individual for reporting under this policy is prohibited and may result in disciplinary action. Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled.

Definitions

Clery Act VAWA Crime Definitions
For the purpose of classifying incidents for inclusion in the Annual Statistical Disclosure, the following definitions are used.

Dating Violence
The term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and; the existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence
The term “domestic violence” means

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; (iv)
  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.

Sexual Assault
Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the
FBI’s Uniform Crime Reporting system. A sex offense is generally defined as sexual contact directed against another
person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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

Fondling
The touching of the private parts of another person for the purposes of sexual gratification, without the
consent of the victim, including instances where the victim is incapable of giving consent because of their
age or because of their temporary or permanent mental incapacity.

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

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

Stalking
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the
person’s safety or the safety of others; or suffer substantial emotional distress.

For the purposes of this definition—
• “Course of conduct” means two or more acts, including, but not limited to, acts in which the stalker
directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors,
observes, surveils, threatens, or communicates to or about a person or interferes with a person’s property.
• “Substantial emotional distress” means significant mental suffering or anguish that may, but does not
necessarily, require medical or other professional treatment or counseling.
• “Reasonable persons” means a reasonable person under similar circumstances and with similar identities to
the victim.

Minnesota State law definitions of VAWA Crimes and Terms
The following definitions are for the purpose of educating readers regarding jurisdictional crime definitions. Legal
citations are given to enable the reader to access information on where the applicable definitions can be referenced
under Minnesota law. Some terms are not explicitly defined under Minnesota law; in these instances information is
given to help readers situate VAWA terms in Minnesota State law.

Consent
"Consent" means words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the complainant or that the complainant failed to resist a particular sexual act.

A person who is mentally incapacitated or physically helpless as defined by this section cannot consent to a sexual act.

Corroboration of the victim's testimony is not required to show lack of consent.

**Dating Violence**

Minnesota law does not define dating violence.

**Domestic Violence**

MN 518B.01 Subd. 2

“Domestic abuse” means the following, if committed against a family or household member by a family or household member:

- physical harm, bodily injury, or assault;
- the infliction of fear of imminent physical harm, bodily injury, or assault; or
- terrorist threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call within the meaning of section 609.78, subdivision 2.

“Family or household members” means:

- spouses and former spouses;
- parents and children;
- persons related by blood;
- persons who are presently residing together or who have resided together in the past;
- persons who have a child in common regardless of whether they have been married or have lived together at any time;
- a man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
- persons involved in a significant romantic or sexual relationship.

**Additional Information**

Minnesota State Statute 609.2242 DOMESTIC ASSAULT: [https://www.revisor.mn.gov/statutes/?id=609.2242](https://www.revisor.mn.gov/statutes/?id=609.2242)

Minnesota State Statute 518B.01 DOMESTIC ABUSE ACT: [https://www.revisor.mn.gov/statutes/?id=518b.01](https://www.revisor.mn.gov/statutes/?id=518b.01)

**Sexual Assault**
The term sexual assault is not defined by Minnesota Law. The comparable crimes of rape, fondling, statutory rape, and incest are generally coded as criminal sexual conduct in the state of Minnesota.

“Minnesota law classifies the crime of criminal sexual conduct into five categories: first- through fifth-degree criminal sexual conduct, with first-degree carrying the most severe penalties and fifth-degree the least. Minn. Stat. §§ 609.342 to 609.3451.”

“Generally speaking, the first-degree and third-degree crimes apply to sexual conduct involving sexual penetration of the victim; the second-, fourth-, and fifth-degree crimes apply to sexual conduct involving sexual contact with the victim without sexual penetration.”

“Criminal sexual conduct in the first and second degree typically apply to conduct involving personal injury to the victim; the use or threatened use of force, violence, or a dangerous weapon; or victims who are extremely young.”

“Criminal sexual conduct in the third, fourth, and fifth degree typically address less aggravated conduct and apply to other situations in which the victim either did not consent to the sexual conduct, was relatively young, or was incapable of voluntarily consenting to the sexual conduct due to a particular vulnerability or due to the special relationship between the offender and the victim.”

The above information is from the following source: [http://www.house.leg.state.mn.us/hrd/pubs/ss/ssovrcsc.pdf](http://www.house.leg.state.mn.us/hrd/pubs/ss/ssovrcsc.pdf)

**Stalking**

MN 609.749 Subd. 1

“stalking” means to engage in conduct which the actor knows or has reason to know would cause the victim under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the victim regardless of the relationship between the actor and victim.

**Affirmative Consent as defined by University of Minnesota Policy**

Board of Regents Policy: *Sexual Harassment, Sexual Assault, Stalking and Relationship Violence* defines Affirmative consent as freely and affirmatively communicated words or actions given by an informed individual that a sober reasonable person under the circumstances would believe communicate a willingness to participate in the sexual contact.

The following factors will be considered when determining whether affirmative consent was given.

- Each individual who wishes to engage in sexual contact is responsible for obtaining consent from the other individual or individuals who intend to be involved in the sexual contact.
- A lack of protest, the absence of resistance, and silence do not by themselves indicate consent.
- The existence of a present or past sexual, dating, or other romantic relationship between the individuals involved does not by itself imply consent to sexual contact.
- Consent must be present throughout the sexual contact and may be given and withdrawn at any time.
- When consent is withdrawn, all sexual contact must stop. Where there is confusion about the state of consent, sexual contact must stop until the individuals have verified the affirmative consent of all individuals involved.
- Consent to one form of sexual contact does not by itself constitute consent to another form of sexual contact.
Consent is not obtained where:

- An individual is compelled to engage in unwanted sexual contact through the use of coercion. Coercion may consist of physical force, intimidation, threats, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact.

- An individual involved in sexual contact is incapacitated due to the influence of drugs or alcohol, and a reasonable person would know of this incapacitation. Incapacitation due to the influence of drugs or alcohol is a state beyond mere intoxication or impaired judgment. Some indicators of incapacitation due to the influence of drugs or alcohol may include:
  - A lack of control over one’s physical movement (for example, an inability to walk or stand without stumbling or assistance).
  - An inability to effectively communicate (for example, where one’s speech is heavily slurred, incomprehensible, or nonsensical).
  - A lack of awareness of one’s circumstances or surroundings (for example, a lack of awareness of where one is, how one got there, who one is with, and how or why one became engaged in sexual contact).

- An individual involved in sexual contact is unable to communicate or understand the nature or extent of the sexual situation because of a physical or mental condition.

- An individual involved in sexual contact is asleep, unconscious or involuntarily physically restrained.

- Sexual intercourse occurs with an individual who is not of legal age to give consent pursuant to Minnesota state law.

- Sexual intercourse occurs between parties who are related to each other within the degrees wherein marriage is prohibited by Minnesota state law.

**Education and Prevention Programs**

All incoming students and all employees are required to complete an educational module on issues related to sexual misconduct.

The University engages in and is in the process of developing additional 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; and

- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

**Primary Prevention and Awareness Programming**

The University utilizes online educational primary prevention and awareness programs, developed by EverFi, for all employees and incoming students. All incoming first-year and transfer undergraduate students, post secondary enrollment options (PSEO) students, and graduate and professional students must complete a sexual assault prevention course. Students take one of the following, depending on their status: “Sexual Assault Prevention for Undergraduates,” “Sexual Assault Prevention for Graduate Students,” or “Sexual Assault Prevention for Adult Learners.” Employees must complete a training titled “Preventing and Responding to Sexual Misconduct.” Each of
these trainings were developed to be compliant with the requirements of the Clery Act and to educate individuals about the following topics:

- Values, Identities, and Relationships
- Gender Identities and Stereotypes
- Sexual Harassment and Stalking
- Consent, Coercion, and Stepping In
- Reporting Options and Responding to a Survivor

Additionally, these courses cover:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Use definitions provided both by the Department of Education as well as state law to define what behavior constitutes dating violence, domestic violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Minnesota and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent;
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking;
- Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victim/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

**Ongoing Prevention & Awareness Education**

During Sexual Assault Awareness Month, UMR offers a variety of programming aimed at increasing awareness regarding sexual violence. In the past this programming has included, communication in student newsletter and social media regarding consent, and an all campus one hour event hosted by UMR Health and Wellness and Living on Purpose discussing bystander intervention and peer mentorship.

The Health and Wellness Newsletter is distributed bi-monthly during the academic session and often features information about sexual violence prevention and support resources, including Title IX support and response.

**Safe and Positive Options for Bystander Intervention**

“Bystander intervention” means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:

- recognizing situations of potential harm
- understanding institutional structures and cultural conditions that facilitate violence
- overcoming barriers to intervening
- identifying safe and effective intervention options
Taking action to intervene

Active bystanders recognize emergency situations (sexual assault, alcohol abuse, safety) and non-emergency situations (noticing a friend is depressed, gambling, academic problems) and have the skills to intervene directly or indirectly.

**How Can I Prevent Violence?**

Be a good bystander. If you recognize an emergency or non-emergency situation happening, use the “3 Ds” to determine how to act.

### Direct
- If you feel safe, confront the situation directly
- Be calm, confident and respectful - the main goal is to stop the behavior
- Ask if the involved parties are okay, seek to help

### Distract
- Diffuse the situation - interject humor
- Change the subject - ask the parties involved about a class assignment or current event
- Interrupt the flow of the behavior - spill a drink, create noise, any action which will interrupt the negative behavior

### Delegate
- Ask others for help when you don't feel safe or comfortable approaching the situation alone
- There is strength in numbers, enlist the help of friends
- Call 911

**Risk Reduction**

These are tips that can provide you with low-risk options for safeguarding your life against a predator. Do not look at them as ironclad rules. If a particular tip conflicts with things you need or want to do, try to find other options to protect yourself in that situation.

The victim is never to blame for a crime committed against them. Predators and perpetrators must be held accountable for their own choices and actions.

**ON THE STREET**

*Predators identify targets.*
- Cross the street if you see anything on your side that makes you nervous.
- To get off the street, use public transportation – sit near the driver.
Predators use isolation as a weapon.
- If possible, use the buddy system: walk with a friend/s.
- Walk on well-illuminated streets; avoid doorways, shrubbery, dark areas near buildings and other places where an attacker might hide.
- If you have taken a ride in a cab or from a friend, ask the driver to wait until you are safely inside your house before leaving.
- Avoid deserted laundromats or apartment building laundry rooms.

Predators identify vulnerabilities in targets.
- Be alert in crowded buses, streets, malls, etc.; pickpockets work best in these environments. It is safer to carry money or wallets in an inside or front pocket.
- Be cautious about revealing cash or credit cards.
- Purses and book bags are safest carried close to the body with flaps, zippers, or clasps closed turned toward the body. Keep your hand on your purse or bag. Do not set it on the floor or counter in restaurants, restrooms, or theaters, or leave it in your grocery cart while shopping.

IN YOUR CAR
Predators know when and where people may be vulnerable or isolated.
- Keep car doors locked and windows rolled up most of the way.
- Avoid traveling at night if you are having car trouble or are low on gas. Park your car in well-lighted places and lock all doors.
- Check the back seat and floors before you get into your car to be sure no one is hiding inside. Keep car keys in hand when approaching your vehicle so that you may enter it with ease.
- If security or an escort is available, have them walk you to your car. If possible, carry a cellular phone, and keep it charged.

Predators take advantage of people’s good will and trust.
- If you must leave car keys with garage or parking lot attendants, leave a ring with only your car keys, not house keys, which can be easily duplicated.
- Don’t pick up hitchhikers.

Predators are brazen.
- If someone tries to break into your car while you are in it, honk the horn in repeated short blasts.
- If you are being followed, do not go home. Drive to the nearest police station, fire station, hospital emergency room, or an open gas station or convenience store – any safe place with people visibly present.

IN YOUR HOME
Predators know when and where people may be vulnerable.
- It is safer using a first initial and last name on mailboxes and in phone directories.
- Be cautious around elevators. Do not get on if you are feeling uncomfortable or unsafe. Get off if a fellow passenger seems odd or threatening.

Predators may take advantage of people’s trust and may display warmth and concern.
- Change old locks when you move to a new residence.
• Make sure your doors have dead bolts, security chains, and peepholes. Use them.
• Always check identification when repair people, salespeople, police, or meter readers come to your home. Do not hesitate to call and check their identification and refuse admittance if you do not feel comfortable letting them into your home.
• Instruct children and babysitters not to give out information about who is home.

Predators are brazen and resourceful planners.
• If you suspect your home has been broken into, do not go inside. Go to a neighbor and call the police.
• Lock your doors and windows, draw shades/blinds at night, and leave a light on implying that someone is home. Lock the doors to your home or apartment when you are in the yard; take a portable telephone outside with you. Do not hide spare keys outdoors. They are too easy to find.
• Do not hesitate to call 911 if you suspect someone is outside your home or apartment.

When you go out
• Make a plan! Know where you are going, who you are going with, where you will be staying the night and how you will be getting there safely
• Communicate the plan with your friend group
• If you are uncomfortable with the plan, speak up
• Stay with your planned friend group and do not deviate from the plan without first communicating with your friend group
• Stick with your plan, look out for your friends and have them look out for you
• Get involved if you believe that someone is at risk. If you see someone in trouble or someone pressuring another person, don’t be afraid to intervene - or get help to do so.
• Drink only from pre-packaged containers or drinks you make yourself so you know the alcohol content
• Do not leave your drink unattended, do not accept drinks that you did not prepare yourself or that you saw being prepared

The vast majority of sexual assaults involving college-aged people occur between people who know each other and many assaults occur while one or both people involved are under the influence of alcohol or other drugs. Here are some tips to help keep you and your friends safe:

Reduce the Risk of Sexual Assault
• Physical force is sometimes used to commit an assault, however, in college sexual assaults each of the following tactics are more commonly employed and also indicate assault. Manipulation (for example, encouraging someone to drink more in an attempt to lower their inhibitions), Coercion (for example, trying to talk someone into an activity they may seem reluctant to participate in), Threats (for example, threatening to tell others something about the person).
• Communicate with your partner directly. It is okay to say yes to some activities and no to others You are the only one who knows your intentions, preferences and limits.
• Obtain clear consent for each activity. Consent for one activity does not imply consent for all.
An individual who is incapacitated due to the influence of drugs or alcohol cannot provide consent to engage in sexual activity.

Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a “mixed message” ask for clarification.

If someone seems uncomfortable, is not engaged, or is not reciprocating, stop and check in with them.

Advocacy Support, Safety, Medical Assistance & Evidence Preservation

Advocacy
If you would like assistance and support from a victim’s advocate you can contact Olmsted County Victim Services 24-hour crisis line by calling 507-289-0636 or the UMR Health and Wellness Advocate at 507-258-8671. Advocates can offer support, resources on and off campus, safety planning, assist in filing a police report and answer questions you may have regarding next steps.

Safety
If the assault happened on the Rochester campus, contact the Rochester Police Department by calling 911. If the assault occurred off campus contact the appropriate local police department. Even if you do not want to file a report, police will arrive on scene, ensure your safety and provide you with additional resources and can transport you to the hospital to seek medical attention, if requested. Officers can complete a police report if you would like.

Medical Assistance
After an incident of sexual assault and domestic violence, the victim/survivor should consider seeking medical attention as soon as possible. Health care providers can treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease, even if victim/survivors do not opt for forensic evidence collection. Victim/survivors are encouraged to seek treatment at a medical facility of their choice.

Medical Forensic Exam
In Minnesota, victim/survivors can elect to have evidence collected even if they chose not to make a report to law enforcement.

Victims/survivors may opt to make an anonymous report to law enforcement through a sexual assault nurse examiner. In this case, an Incident Criminal Report (ICR) number will be assigned. Evidence collected will be turned over to law enforcement marked only with the ICR number – no identifying information will be shared. Should the victim/survivor decide to pursue a criminal investigation, evidence may be used by law enforcement at that time.

Evidence Preservation
Trained investigators may look for evidence at locations that are relevant to the case, such as the scene where the assault took place. In order to preserve evidence it is important to not wash or clean the bed/linens/area and clothing worn when the sexual assault occurred.

DNA evidence can be collected from blood, saliva, sweat, urine, skin tissue, and semen. That’s why it’s important to try to avoid bathing, cleaning your fingernails, or urinating until after a sexual assault forensic exam has been performed.

Victim/survivors of dating violence, domestic violence, sexual assault and stalking are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents. These documents can be helpful in proving the alleged crime and are helpful in obtaining court orders for protection.
As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim/survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

**Reporting Options**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to report the incident promptly to the Rochester Police Department, appropriate local law enforcement agency or Title IX office. While all University employees are required by University policy to forward reports of dating violence, domestic violence, sexual assault, or stalking of which they are made aware to the Title IX office; victim/survivors are encouraged to report directly to the Title IX office. The Title IX office is the best location on campus for victim/survivors to directly report crime information and obtain appropriate resources and support.

Victims have the right to:

- Notify proper law enforcement authorities; including on-campus and local police
- Be assisted by campus authorities in notifying law enforcement, if the victim chooses
- Decline making a report to law enforcement

**Police**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking are encouraged to file a report with the Rochester Police Department.

*Rochester Police Department*
101 4th St SE
Rochester, MN 55902
507-328-6800

**Title IX Coordinator**

Victim/survivors of dating violence, domestic violence, sexual assault, or stalking who are interested in pursuing action through the University should report the incident promptly to the Title IX coordinator.

**Students**

*AVC for Student Success, Engagement and Equity*
University Square Student Success, Engagement and Equity Center
507-258-8106
Sexual Misconduct Concern Form

**Employees**
Making a report to this office will allow the complainant the opportunity to receive resources, the option to request supportive measures, and the opportunity to learn more about the option of initiating a University and/or police investigation.

**UReport (Anonymous reporting)**

Reporting incidents of dating violence, domestic violence, sexual assault and stalking can be difficult. You can make an anonymous report through UReport, a resource that was established by the University of Minnesota for reporting such matters in a way that is protective of your concerns and identity.

When utilizing UReport, you are not required to provide your name or other information that might identify you. However, if you choose to remain anonymous, the University will be limited in the scope of its investigation and response. The reporting website will not track the identity of the computer you use.

If you do provide your name, or if your identity becomes known during an investigation, the University might become obligated to use your identity in the process of investigating any alleged misconduct. However, the University forbids retaliation against people who make good faith reports of violations of law or University policy. Therefore, if you experience retaliation or other negative consequences as the result of providing information through UReport or having your identity revealed in the process, you should report it. Information you provide will be used to help determine whether there has been a violation of law or policy.

Information may be shared with persons within the University if they have a need to know. Other persons, organizations, or agencies may obtain access to this information if they have statutory or judicial authority to do so.

For more information or to make a report, go to: [https://compliance.umn.edu/report](https://compliance.umn.edu/report)

Do not use the UReport site to report immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please call 911.

**Public Reporting and Disclosures and Personally Identifying Information**

Crimes reported to Campus Security Authorities at the University of Minnesota are recorded on a publicly available crime log and if applicable are included in the campus annual statistical disclosure. If it is determined that the alleged incident presents a serious and/or continued threat to the campus community, a Timely Warning Notice may be released according to policy. However, information included in these public disclosures will not include any personally identifiable information of the survivor or witnesses, unless it presents relevance to the case (particularly for bias motivated crimes).

**Supportive Measures and Accommodations**

The University will provide supportive measures designed to restore or preserve equal access to the University’s programs and activities, protect the safety of all parties or the educational environment, and/or deter prohibited
Supportive measures are non-disciplinary, non-punitive individualized services provided to a party that do not unreasonably burden another party. They are offered to individuals as appropriate and reasonably available. Supportive measures may include the following:

- counseling and support services;
- academic or course-related adjustments, such as extensions of deadlines;
- modifications of work or class schedules;
- campus escort services;
- restrictions on contact between the parties;
- changes in work or housing locations;
- leaves of absence;
- increased security and monitoring of certain areas of campus; and
- assistance in making a report to law enforcement or obtaining a protective order.

Supportive measures may be implemented because an individual has requested them, the campus Title IX office has recommended them, or a local unit or department has identified a need for them. Supportive measures are available regardless of whether a complainant files a formal complaint with the campus Title IX office or pursues any related process.

Complainants and respondents may seek these supportive measures by contacting the campus Title IX office, which is responsible for coordinating the effective implementation of supportive measures. Campus or local victim-survivor advocacy offices may also be able to assist complainants in requesting supportive measures. Alternatively, complainants and respondents may seek supportive measures directly from the departments or individuals with the ability to provide the requested supportive measures, such as the campus housing and residential life office or the appropriate faculty member, supervisor or human resources representative.

The departments or individuals with the ability to provide the requested supportive measures will determine which supportive measures to take depending on the circumstances of each case and can seek assistance from the campus Title IX office.

The University will maintain the confidentiality of any supportive measures to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The campus Title IX office staff are also available to meet with University members to address questions or concerns about the provision of accommodations or protective measures.

Requests for accommodations can be made at:

**Students**

*AVC for Student Success, Engagement, and Equity*

University Square Student Success, Engagement and Equity Center

507-258-8106

**Employees**
Any accommodations or protective orders will be maintained as confidential to the extent that maintaining such confidentiality will not impair the ability of the University to provide the accommodations or protective measures. In some cases, some personally identifying information must be released to a third party with a need to know the information in order to arrange for accommodations.

**University Process for Resolving Sexual Assault, Dating Violence, Domestic Violence, and Stalking Complaints**

This section describes the University of Minnesota process for resolving complaints of Sexual Assault, Dating Violence, Domestic Violence and Stalking. This section gives an overview of the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence Administrative Policy. The entire policy can be found [here](#).

**Filing a report with the campus Title IX Office**

A complainant may file a formal complaint to request a grievance process.

A complainant files a formal complaint by submitting a document to the campus Title IX office that: 1) alleges that an individual engaged in prohibited conduct toward the complainant; and 2) requests that the University investigate the allegation of prohibited conduct. The document must contain the complainant’s physical or digital signature or otherwise indicate that the complainant is the individual filing the formal complaint.

The formal complaint may be filed with the campus Title IX office in person and via email.

**Rights and Options**

When the campus Title IX office learns about alleged dating violence, domestic violence, sexual assault or stalking it will promptly contact the complainant to:

Provide information about available supportive measures, including:
• information about supportive measures and counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid resources within the institution and in the community that are available with or without the filing of a formal complaint, including
• information about how to request supportive measures, including changes to academic, living, transportation and working situations,
• information about the University’s services related to no-contact orders, orders for protection, or other similar lawful orders,
• information about how the University will maintain the confidentiality of supportive measures provided to the complainant, and
• an invitation to the complainant to discuss supportive measures and share their wishes with respect to supportive measures with the campus Title IX office;
• Where applicable, provide information about the various processes offered by the University to address prohibited conduct;
• Where applicable, explain the process for filing a formal complaint or requesting an informal problem-solving process;
• Provide information about how the University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant;
• Provide written notification about the importance of preserving evidence that may assist in a legal or campus disciplinary proceeding or may be helpful in obtaining a protective order;
• Provide information about the complainant’s right to seek medical treatment, as appropriate; and
• Provide written information to the complainant about their right to contact law enforcement, to decline to contact law enforcement, to be assisted by campus representatives in contacting law enforcement, and to seek a protective order, as appropriate.

When a complainant does not respond to the communication from the campus Title IX office providing the information described above, the campus Title IX office will generally presume that the complainant does not want to initiate a grievance process or an informal problem-solving process.

Confidentiality
The University is committed to protecting the privacy of all individuals involved in an informal problem-solving process or grievance process to the greatest extent legally permissible. In order to carry out an informal problem-solving or grievance process and/or to otherwise to comply with legal obligations, it is often necessary for the University to share the identities of the parties and/or witnesses, as well as information provided by the parties and/or witnesses, with the parties and other participants in the process. The identities of these individuals and the information provided during these processes also may be included in an investigation report or other document relating to the case, which may be provided to others as appropriate.

The University will keep private the identity of complainants, respondents, witnesses, and third-party reporters in cases involving Title IX-based prohibited conduct except when necessary to: 1) carry out an informal problem-solving or grievance process; 2) disclose data as required by the Minnesota Government Data Practices Act (MGDPA); or 3) otherwise comply with legal obligations.

The University does not restrict the ability of complainants or respondents to discuss allegations that have been reported or to gather and present relevant evidence. At the same time, the University and the participants in the grievance process have a compelling interest in protecting the integrity of the grievance process, protecting the
privacy of parties and witnesses, and protecting parties and witnesses from harassment, intimidation, or retaliation during a grievance process. To further these goals, witnesses and parties are encouraged to limit their sharing of information about a matter (including the allegations, the identities of the parties and witnesses, and the questions asked in interviews) while the grievance process is ongoing. Parties and witnesses are also cautioned not to discuss the allegations in a manner that constitutes retaliation or unlawful conduct. Further, parties and their advisors are not permitted to disseminate the evidence provided to them.

Training

Individuals responsible for resolving complaints of dating violence, domestic violence, sexual assault and stalking receive training in the following areas:

- the definitions of prohibited conduct, including the definitions of Title IX-based prohibited conduct;
- the scope of the University’s education programs and activities;
- how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, where applicable;
- how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- technology to be used at a live hearing, where applicable;
- issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant; and
- issues of relevance to create an investigative report that fairly summarizes relevant evidence, where applicable.

Individuals who conduct the University’s grievance process (including Title IX Coordinators, investigators, hearing panel members, University Authorities, Appellate Officers, and any person who facilitates an informal resolution process) will also be trained annually on issues related to prohibited conduct and on how to conduct a grievance process that protects the safety of victims and promotes accountability.

Upon receiving a report of sexual misconduct, the campus Title IX Office takes one of the following three actions:

Take no further action beyond offering supportive measures

In certain cases where a complainant does not want an informal problem-solving or grievance process, or when the campus Title IX office does not have sufficient information to effectively initiate such a process, the campus Title IX office may decide not to take any action beyond offering supportive measures to the complainant.

Initiate an informal problem-solving process

The campus Title IX office may initiate an informal problem-solving process when a grievance process has not been initiated or has been dismissed. In an informal problem-solving process, the campus Title IX office does not determine whether a respondent has violated University policy. However, the campus Title IX office may provide resources to help address the concerns raised and make recommendations for responsive action, including actions aimed at preventing misconduct from occurring.

For example, informal problem-solving processes may include:

- gathering additional information about the alleged prohibited conduct to determine how to most effectively respond to the alleged prohibited conduct or to provide relevant information to the individuals involved;
• notifying a respondent about the concerns raised, and about any reported impact of the concerns on a complainant or community;
• providing education or coaching to a respondent or complainant;
• providing recommendations that are aimed at preventing further concerns from arising to an appropriate individual who oversees a respondent or complainant; and/or
• establishing a plan to monitor for future misconduct.

Even if the campus Title IX office originally initiates an informal problem-solving process, the Title IX Coordinator may decide, after the campus Title IX office has gathered additional information about the alleged prohibited conduct, that it is appropriate to sign a formal complaint and initiate a grievance process.

Initiate a grievance process

The campus Title IX office will initiate a grievance process when the complainant has filed a formal complaint requesting that the University investigate alleged prohibited conduct or when the Title IX Coordinator has signed a formal complaint. The grievance process includes an investigation, opportunity for a live hearing, and opportunity for an appeal. In certain cases, the parties may also be offered an informal resolution option and/or an administrative resolution option after the investigation is complete.

The University is committed to providing all parties with robust procedural fairness protections in the grievance process, including notice of the report and investigation, the opportunity to present evidence and identify witnesses, and an impartial and unbiased investigation and adjudication process.

The University’s grievance process applies the preponderance of the evidence standard when determining whether sexual misconduct occurred in violation of University policy. “Preponderance of the evidence” means that it is more likely than not that a policy violation has occurred.

Complainants and respondents may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice; and/or 2) a support person, who cannot be a fact witness in the case. When a party does not have an advisor at a live hearing, the University provides an advisor at no cost to make opening and closing statements, and to conduct direct and cross-examination on behalf of that party.

Grievance Process

The grievance process is guided by following principles:

• Title IX Coordinators, campus Title IX office staff who conduct investigations, decision-makers and individuals designated to facilitate informal resolution processes (where available) who: 1) do not have a conflict of interest or bias for or against complainants or respondents generally or individual complainants or respondents specifically; and 2) are trained in accordance with the University of Minnesota Sexual Harassment, Sexual Assault, Stalking and Relationship Violence administrative policy and applicable laws.
• A burden of proof that rests on the University.
• A burden of gathering evidence sufficient to reach a decision on responsibility and disciplinary sanctions, if any, that rests on the University.
• An equal opportunity for the parties to present witnesses.
• A presumption that a respondent is not responsible for the alleged prohibited conduct until a decision on responsibility and disciplinary sanctions, if any, is made at the conclusion of the grievance process.
• An objective evaluation of all relevant evidence.
• Relevant evidence is information pertinent to proving whether facts material to the allegations are more or less likely to be true.
• Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not considered relevant, unless such questions and evidence: 1) are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or 2) concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.

• No consideration of information protected under a legally recognized privilege, or questions seeking disclosure of this information, unless the person holding the privilege waives it.

• No access to or consideration of a party’s records that were made or maintained by a physician, psychiatrist, psychologist, or other professional in connection with the provision of treatment to the party, unless that party provides voluntary, written consent.

• Credibility determinations, where applicable, that are not based on an individual’s status as a complainant, respondent, or witness.

Investigation

Investigations into formal complaints will be conducted by the campus Title IX office, except that investigations into stalking and relationship violence of a non-sexual nature will be conducted: 1) for student respondents, by the campus office or official that investigates non-sexual Student Conduct Code complaints; 2) for employee respondents, by a human resources representative or a supervisor; and 3) for other University members, by the University official who retains or oversees their participation in University programs or activities. If a prohibited conduct investigation reveals possible misconduct other than prohibited conduct under this policy, the campus Title IX office will forward this information to the campus office, human resources representative, or supervisor responsible for investigating that possible misconduct. However, amnesty is provided for certain drug and alcohol related offenses that come to light during a prohibited conduct investigation.

Written notice to the parties

Upon receipt of a formal complaint that alleges prohibited conduct in violation of this policy, the campus Title IX office will provide written notice to the parties who are known. The written notice will provide the parties with sufficient time to prepare a response before any initial interview, and will include:

• Notice that a grievance process is being initiated.
• Information about the grievance process.
• Notice of the allegations of prohibited conduct, including the identities of the parties involved in the incident, if known, the alleged prohibited conduct, and the date and location of the alleged prohibited conduct, if known.
• Notice of the decision on whether the reported conduct will be designated as Title IX prohibited conduct, the reasons for this decision, and the parties’ right to appeal this decision;
• A statement that the respondent is presumed not responsible for the alleged prohibited conduct and that a decision on responsibility and on disciplinary sanctions, if any, is made at the conclusion of the grievance process.
• Notice that the parties may be accompanied to meetings and hearings in the grievance process by: 1) an advisor of their choice who may be, but is not required to be, an attorney, and who may inspect and review evidence and 2) a support person who cannot be a fact witness in the case.
• Information about applicable supportive measures and advisor resources, and an opportunity to discuss them with the campus Title IX office.
• Notice that this policy prohibits knowingly or intentionally filing a false formal complaint or providing false or misleading information during a grievance process.
If, during the course of an investigation, the campus Title IX office decides to investigate additional allegations of prohibited conduct, the campus Title IX office will provide notice of those additional allegations to the parties whose identities are known.

**Investigation process**

The nature and scope of an investigation will be determined based on the formal complaint and any additional information gathered during the investigation, and will include the following elements:

- Written notice to the parties
- One or more requested interviews of a complainant, where the complainant will have the opportunity to describe the allegations giving rise to the formal complaint, provide evidence, and identify witnesses.
- One or more requested interviews of a respondent, where the respondent will have the opportunity to respond to the allegations, provide evidence, and identify witnesses.
- Gathering of other evidence, such as through witness interviews, if other evidence exists.
- An equal opportunity for the parties and their advisors to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint
- Provision of a final investigation report to each party, the party’s advisor, if any, that fairly summarizes the relevant evidence, provides an analysis of the evidence, and a recommended decision on responsibility.

The campus Title IX office strives to complete investigations within 90 business days. However, depending on the complexity of the investigation, the number of witnesses, the availability of evidence and other factors, some investigations may take additional time. When an investigation will not be completed within 90 business days, the campus Title IX office will notify the parties and provide the reason for the extended timeline in writing.

**Post-Investigation Informal Resolution Process**

Based on the final investigation report, the parties may be provided with a proposed informal resolution. If both parties agree in writing to the proposed informal resolution, the grievance process ends. If either party does not agree to the proposed informal resolution, the matter will proceed to a hearing or administrative resolution.

**Administrative Resolution Process**

In all cases except those that involve a student complainant and a non-student employee respondent, the parties will be offered the opportunity to agree to resolve the case after the investigation through an administrative resolution process. In an administrative resolution process, a hearing chair will make the decision on responsibility based on the investigative report, the parties’ written responses to the investigative report (if any), and the evidence gathered by the campus Title IX office as part of its investigation of the formal complaint.

**Hearing**

If there is no post-investigation informal resolution or administrative resolution, the parties will be provided a live hearing. The parties will be permitted to submit a written response to the final investigation report to the hearing panel.

Hearing format. The University may conduct live hearings with all parties physically present in the same geographic location or with any or all parties, witnesses, and other participants appearing virtually, with technology enabling participants to simultaneously see and hear each other. At the request of any party, the parties will be located in
separate rooms during the hearing with technology enabling the hearing panel members and parties to simultaneously see and hear the party or the witness answering questions.

Access to evidence at the hearing. The University will make all evidence directly related to the allegations available to the parties at any hearing.

Advisor and support person. Each party may be accompanied to the hearing by one advisor of their choice. Advisors are permitted to make opening and closing statements and conduct direct and cross-examination during the hearing. If a party does not have an advisor present at the hearing, the University will provide that party, free of charge, with an advisor of the University’s choice, to conduct cross-examination on behalf of that party. A party’s advisor may appear and conduct cross-examination even when the party whom they are advising does not appear. Each party may also be accompanied at the hearing by a support person, who participates in the hearing in a non-speaking capacity. A support person cannot be a fact witness in the case.

Cross-examination. Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party’s advisor and never by a party personally. Each party’s advisor is permitted to ask the other party and any witnesses all relevant questions.

Failure to submit to cross-examination. If a party or witness does not submit to cross-examination at the live hearing, the hearing panel and Appellate Officer (where applicable) will not rely on any statement of that party or witness in reaching a decision on responsibility. The hearing panel and Appellate Officer (where applicable) will not draw an inference about the decision on responsibility, if any, based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.

Recording or transcript. The University will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

**Decision on responsibility and disciplinary sanctions**

Both parties will be simultaneously provided with the hearing panel’s (or in the case of an administrative resolution, the hearing chair’s) written decision on responsibility and the written decision on disciplinary sanctions, if any. Together, these written decisions on responsibility and disciplinary sanctions will constitute the “Written Determination” that may then be appealed by either party.

The Written Determination will include:

- the allegations of prohibited conduct;
- a description of the procedural steps taken by the University from its receipt of the formal complaint through the Written Determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
- findings of fact supporting the decisions on responsibility and disciplinary sanctions;
- conclusions regarding the application of this policy to the facts;
- a statement of, and rationale for, the decisions on responsibility and disciplinary sanctions;
- a statement of the decision on whether the University will provide remedies to the complainant; and
the University’s procedures and permissible bases for the parties to appeal the decisions on responsibility and disciplinary sanctions.

If an appeal is not filed, the Written Determination becomes final on the date on which an appeal would no longer be considered.

**Informal Resolution Processes**

The University may offer informal resolution processes to parties at any time after a formal complaint is filed and before a final decision on responsibility and on disciplinary sanctions is made. Except, the University will not offer informal resolution processes to resolve allegations that an employee engaged in Title IX-based prohibited conduct toward a student.

Before initiating an informal resolution process, the University will provide the parties with a written notice disclosing:

- the allegations in the formal complaint;
- the requirements of the informal resolution process;
- the circumstances under which the informal resolution process precludes the parties from resuming the grievance process arising from the formal complaint;
- the parties’ right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and
- any privacy-related and recordkeeping-related consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

In addition, before initiating an informal resolution process, the University must obtain the parties’ voluntary, written consent to the informal resolution process.

**Disciplinary Sanctions, Remedies and other Responsive Actions**

Responsive action is intended to eliminate prohibited conduct, prevent its recurrence, and promote accountability while supporting the University’s educational mission and legal obligations. Responsive action may include disciplinary, rehabilitative (including educational), restorative, and monitoring components.

Possible disciplinary sanctions in cases with student respondents include the following:

- an oral or written warning;
- probation;
- required compliance with work assignments, community service assignments, or other discretionary assignments;
- restitution;
- restriction of privileges;
- University housing suspension or expulsion;
• suspension or expulsion from the University;
• withholding of a diploma or degree; and
• revocation of admission or a degree.

Possible disciplinary sanctions and other responsive actions in cases with employee respondents (including student employees) may include one or a combination of the following:

• coaching or education;
• mentoring;
• changes to work duties or locations;
• monitoring to ensure that prohibited conduct is not occurring;
• probation;
• transfer of position;
• removal of administrative appointment;
• salary reduction;
• demotion;
• oral or written reprimand
• suspension; and
• termination of employment.

For labor-represented employees, the disciplinary sanctions that may be imposed are those set forth in their union contract.

Possible disciplinary sanctions or other responsive actions in cases with third-party respondents may include restrictions on a third-party respondent’s: 1) participation in University programs or activities; 2) attendance at University events; or 3) ability to enter campus spaces, among other things.

Remedies

Where a decision has been made that a respondent is responsible for prohibited conduct, the University will provide remedies to a complainant that are designed to restore or preserve the complainant’s equal access to the University’s education programs and activities. Such remedies may include supportive measures, as well as measures that prevent the respondent from having contact with the complainant, and other measures. The campus Title IX office is responsible for effective implementation of any remedies.

Appeals

Either party may initiate the appeal process.

Appeals are not intended to allow for a second review of the same information provided during the investigation, and the Appellate Officer will not substitute their judgment for that of the hearing panel, or that of the hearing chair in the case of an administrative resolution. Appeals are limited to the grounds set forth below.

• Procedural irregularity that affected the outcome.
• New evidence that was not reasonably available at the time of the Written Determination that could have affected the outcome.
• A sanction that is grossly disproportionate to the offense.
• A decision on responsibility that is not based on substantial information. Substantial information means relevant information that a reasonable person might accept as adequate to support a conclusion. The Appellate Officer must respect the credibility determinations of the hearing panel (or of the hearing chair in the case of an administrative resolution) and must not substitute the Appellate Officer's judgment for that of the hearing panel or chair.
• The Title IX Coordinator, investigator, hearing panel members, and/or University Authority had a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent that affected the outcome.

The Appellate Officer will issue a written decision that 1) affirms, in whole or in part, the decision on responsibility, 2) overturns, in whole or in part, the decision on responsibility, 3) affirms, overturns, or adjusts the decision on disciplinary sanctions, or 4) remands the matter to remedy procedural errors or consider new evidence.

The decision of the Appellate Officer is the final University decision.

Orders for Protection, Harassment Restraining Orders and Enforcement

The University of Minnesota complies with Minnesota law in recognizing Orders for Protection and Harassment Restraining Orders. Any person who obtains an order should provide a copy of the order to UMR.

If a person needs assistance in obtaining an Order for Protection or Harassment Restraining Order, they can contact Olmstead County Victim’s Services. University departments that are made aware of an Order of Protection or Harassment Order and need assistance with accommodating the order can contact the Title IX office or designee.

Any person who witnesses a violation of an Order for Protection or Harassment Restraining Orders should immediately call 911 for police response.

Resources

University Resources for Students, Staff, and Faculty
Equal Opportunity and Affirmative Action (EOAA) Title IX Coordinator
Investigation of Sexual Assault, Dating Violence, Domestic Violence, & Stalking complaints 612-624-9547

Employee Assistance Program
Professional consultation/ mental health 612-625-2820

Human Resources

Community Resources

MNCASA (Minnesota Coalition Against Sexual Assault)
Education, Policy, Prevention Web: www.mncasa.org
Business: 651-209-9993

Rape, Abuse, and Incest National Network (RAINN)

Olmstead County Victim Services Victim Advocacy, support, resources

Women’s Shelter Inc. Temporary Housing, resources

United Way of Olmstead County Victim advocacy, support, resources Office: 507-328-7276

Note: Resources and organizations are not affiliated with the University of Minnesota, are listed for informational purposes only, and are not endorsed by the University of Minnesota.

Sexual Offender Registration

Level 3 sex offenders are required by law to keep law enforcement agencies apprised of their current residence, employment and school addresses, as well as any changes to those locations. In addition, several of these offenders have demonstrated by their past behavior that they are part of a group who pose the greatest risk to the public when released. This does not mean that they will commit a new crime, just that they are part of a group of persons who might.

State and federal law requires the University of Minnesota Rochester to advise the University community of the release or residence of such predatory sex offenders in our University community. Accordingly, information on predatory sex offenders who have notified the State of Minnesota that they are attending classes or employed at the University of Minnesota Rochester is available to the University community at the Associate Vice Chancellor for Finance and Campus Resources office. Individuals listed there are not wanted by law enforcement at this time and have served the sentence imposed upon them by the court. The use of this information to threaten, harass, or
intimidate such individuals may be a crime and will not be tolerated. Information regarding Level 3 Predatory Offenders is posted on the following website: http://www.doc.state.mn.us/level3/search.asp

Release disciplinary outcome to victims of crimes of violence or non-forcible sex offenses

The University of Minnesota will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense (incest or statutory rape), the results of any disciplinary proceeding conducted by the University of Minnesota against a student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of such of the offense, the next of kin of the victim is permitted to make the request.

Residential Life Missing Person Policy

The Residential Life Missing Person Policy establishes procedures for the University of Minnesota Rochester response to reports of missing students who reside in University owned housing facilities.

This policy and procedure applies to all UMR students that reside in on-campus housing only. A student may be considered missing if the student's absence from the campus community is suspiciously different from the student's usual pattern of behavior and/or unusual circumstances may have caused the absence.

If a student who lives in on-campus student housing is determined to be missing for 24 hours, UMR will initiate the following procedure within 24 hours of receiving a missing person's report. However, action may be taken sooner than 24 hours of a reported missing student.

Student Designation of Missing Person Contact Information

Students who live in on-campus student housing, regardless of age, may register one or more individuals to be a contact strictly for missing person purposes. This contact information will be kept separate from any general emergency contact information and UMR will not assume that a general emergency contact is also the missing person contact. Missing person contact information will be accessed only by authorized campus officials. Authorized campus officials may disclose this contact information only to law enforcement officials and only for the purpose of missing student investigation. City of Rochester Police will be notified of any missing person whether or not that missing person has designated missing person contact information.

The missing person contact information will remain in effect throughout the duration of the student’s residence in University housing. The student is encouraged to update this information when appropriate and may do so at any time. Missing person contact information can be viewed and updated by contacting the Resident Life Director.

For any student under 18 years of age and not emancipated, UMR must notify a custodial parent or guardian within 24 hours of the determination that the student is missing. This is in addition to notifying any additional contact person designated by the student.

To Report a Missing Student

Any individual on campus who has information about a UMR student that may be missing must notify one of the following UMR staff members:
Resident Life Director 507-258-8028

AVC for Student Success, Engagement and Equity 507-258-8106

If any UMR employee other than those previously mentioned receives a report of a potential missing student, they are to advise the reporter to contact one of the above individuals directly; in addition, that employee receiving the report will directly contact one of the above individuals.

Official notification procedures for missing persons:
If a report of a possible missing person is made to the above staff members, the staff member will:

- Interview the person making the initial missing person report to gain information.
- Inform the AVCSSEE.
- Conduct a health and wellness check on the suspected missing person.
- Attempt to make contact with the missing person via any means available.
- Identify other individuals who may be aware of the missing person's whereabouts (e.g. roommates, friends, classmates).
- Check attendance at class or at on-campus employment.
- Notify City of Rochester Police Department
- Contact missing person’s emergency contact if applicable. If the student is under 18 years of age and not emancipated, custodial parents or guardian will be contacted in addition to any missing person's contact.

If a student has registered a contact person, UMR will notify that contact person no later than 24 hours after it has been officially determined that the student is missing. If a student registers multiple contact persons and the first person contacted confirms that the student is not missing, UMR must contact each additional contact person in turn, unless the student in question is contacted by UMR or contacts UMR directly. This process is important in verifying that the missing student is confirmed to be safe.
Fire Safety Report

On Campus Student Housing Facilities

The University of Minnesota Rochester has Two apartment style on campus housing facilities.

<table>
<thead>
<tr>
<th>Apartments</th>
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</thead>
<tbody>
<tr>
<td>318 Commons</td>
<td>318 1st Ave, SW Rochester, MN 55902</td>
</tr>
<tr>
<td>Residence at Discovery Square</td>
<td>511 3rd Avenue SW Rochester MN, 55902</td>
</tr>
</tbody>
</table>

Reporting Fires

Fires should be reported immediately to Rochester Fire Department by contacting 911.

The following phone numbers should only be used to report fires that have already been extinguished.

- **Resident Life Director**: 507-258-8028
- **318 Commons Front Desk**: 507-258-8240
- **Residence at Discovery Square Front Desk**: 507-995-1557
- **Facilities and Operations Director**: 507-258-8217
- **On Call Resident Assistant**: 507-517-8277
On-Campus Student Housing Facility Fire Safety Systems

The charts below summarize each facility's fire safety system and the number of fire drills held during the 2020 calendar year.

<table>
<thead>
<tr>
<th>Rochester On-Campus Student Housing Facilities</th>
<th>Fire Alarm Monitoring</th>
<th>Full Sprinkler System</th>
<th>Smoke Detection</th>
<th>Fire Extinguisher Devices</th>
<th>Evacuation Plans/ Placards</th>
<th>Number of Drills</th>
</tr>
</thead>
<tbody>
<tr>
<td>318 Commons</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>0</td>
</tr>
<tr>
<td>Residence at Discovery Square</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>0</td>
</tr>
</tbody>
</table>

Fire Alarm Monitoring indicates if the fire alarms are monitored at a central location.
Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.
Evacuation Plan indicates if a location has evacuation plans for fire evacuation.

Housing Regulations Regarding Portable Electrical Appliances, Smoking, and Open Flames

**Electrical Appliances**
Air conditioners and personal refrigerators are prohibited in UMR housing facilities. Electrical appliances must be in good working order and UL approved. The lack of an operator present when heat-generating devices are in use is prohibited.

**Cooking**
Cooking is permitted only in University-designated kitchen areas. The lack of an operator present when heat-generating devices are in use is prohibited.

**Smoking**
To create a healthier, cleaner, and more inclusive environment for everyone, smoking any substance or creating smoke is not permitted in resident rooms or apartments. Smoking any substance or creating smoke is also prohibited on apartment patios, apartment balconies, and/or public areas within residence halls and apartments. This includes electronic cigarettes, vaporizers and tobacco. Smoking and tobacco use is not allowed on the University of Minnesota campus.

Hookahs or any smoking paraphernalia that has the potential for an open flame are not allowed in the residence halls or apartment communities.

**Open Flames**
For the safety of all students living in the halls, it is prohibited to have open flames or other materials that constitute fire hazards on University housing property including candles, candle warmers, incense, or other materials (such as live fresh cut evergreen trees, and wreaths). Any candles or incense found may be confiscated or destroyed. Housing and Residence life staff will not store these items for you. Motorized vehicles (e.g., mopeds, motorcycles, etc.) may not be brought through or stored within the residence halls/apartments or on apartment patios and balconies.
Prohibited Lighting
Due to hazardous materials in various lighting devices, and the potential for fire, and chemical safety hazards, the following items are not allowed: halogen lamps, torchiere lamps, neon lighting, black lights, strobe lights, and lava lamps. Lighting fixtures and devices must be UL listed, in good working condition per original manufacturing, and of no greater than 75 watts.

Evacuation in case of a fire
In the event of a building alarm, fire departments cannot begin their job until everyone is out of the building. Failing to leave the building puts others at risk. In compliance with Minnesota State Fire Code and state law, everyone is required to leave the building in the event of a building alarm.

• Upon activation of a fire alarm, immediately proceed to the nearest, safest exit
• Before opening doors, feel the door; if it is hot do not proceed through the door. If the door is cool, open the door slowly and proceed to nearest, safest exit
• If on upper floors of a building, do not use elevators, proceed down stairwells to exit, if heavy smoke or fumes are present, use an alternate exit route
• Exit the building and move a safe distance away from the building
• In locations managed by Housing & Residential Life, Housing staff will assist exiting residents to a nearby safe location
• Do not re-enter the building for any reason. Emergency Responders or Residential Life Staff will notify residents if and when it is safe to return to the building

Steps to Be Taken in Case of Fire
In a fire emergency:

• Pull the fire alarm if able.
• Call 9-911.
• Remain calm and act quickly.
• Wear protective clothing such as a coat and shoes, and carry a damp towel for use in heavy smoke.
• Close your room door and windows.
• Walk in an orderly manner to the nearest exit. Never use an elevator.
• Move a safe distance away from the building and out of the way of fire department personnel.
• Remain outside until you are told to return by the staff.
• If you think there is a fire in the hallway, feel the door before you open it:
• If the door does not feel hot, open it slightly, holding your head away and brace the door with your foot.
• Put your hand across the opening to test the heat of the air.
• If the door is hot and the hallway unsafe, plug any opening or cracks through which smoke may enter your room using wet towels, sheets, blankets, etc.
• If smoke does enter the room, open the window for ventilation; break it if sealed.
• DO NOT JUMP.
• Make your presence known.
• Wait for rescue
In case of minor fire:

- Pull the fire alarm if able.
- Call 9-911.
- Use a fire extinguisher located in the hallway cabinets or a blanket to smother the fire.
- Never risk your personal safety!

**Fire Safety Education & Training**

The Residential Life Director, all Resident Assistants, and professional staff in the housing facility are trained on evacuation procedures in a fire emergency and directions are contained in the RA handbook.

**Fire Statistics**

<table>
<thead>
<tr>
<th>Rochester</th>
<th>Number of Reported Fires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing Facility</td>
<td>2019</td>
</tr>
<tr>
<td>318 Commons</td>
<td>0</td>
</tr>
<tr>
<td>Residence at Discovery Square*</td>
<td>N/A</td>
</tr>
</tbody>
</table>

* The University began leasing space at Residence at Discovery Square on August 1, 2020 therefore there are no fire statistics to report for 2019.

**Fire Details**

There were no reported fires in 2019, 2020, or 2021 As such UMR has no fire-related deaths, injuries, or damage to report.

**Planned Fire Safety Improvements**

Residential Life works closely with University code officials to review current systems and plan for future improvements. There are currently no plans deemed necessary for improvements in fire safety systems or procedures.

**For More Information**

To request copies of this report or to request this publication in an alternative format, contact:

Facilities and Operations Director
507-258-8217

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.