

2020 Annual Security Report & Annual Fire Safety Report for Valparaiso University

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Resources at a Glance

Safety and Security

Valparaiso University Police Department

Emergency.....911
911/Dispatch Center.....219.464.5430
Confidential Tip Line877.988.8477
813 LaPorte Ave., Valparaiso, IN 46383
vu.police@valpo.edu
valpo.edu/vupd

City of Valparaiso Police Department

Emergency.....911
Non-Emergency.....219.462.0717
355 South Washington St., Valparaiso, IN 46383
www.ci.valparaiso.in.us/326/Police

Additional Campus Safety Services

Campus Alerts: valpo.edu/campus-alerts
Twitter Alerts: valpo.edu/campus-alerts/twitter-alert
Emergency Resource Information: valpo.edu/alert

Campus Offices

Dean of Students Office.....219.464.5411
Harre Union (HU) 250D

Office of Human Resource Services....219.464.5214
O.P. Kretzmann Hall (KRE)
human.resources@valpo.edu
valpo.edu/human-resources

Employee Assistance Program.....800.538.3543
Secure Travel Assistance (24 hours).....888.226.4567
Identity Theft Services (24 hours).....888.226.4567
Will Preparation.....www.CignaWillCenter.com

Residential Life.....219.464.5413
Harre Union (HU) 250
reslife@valpo.edu
valpo.edu/reslife

Access and Accommodations Resource Center

Director.....219.464.5206
Coordinator.....219.464.6496
Christopher Center room 164 & 165
aarc@valpo.edu
valpo.edu/access-and-accommodations-resource-center

Title IX Contacts

Title IX Coordinator

219.464.6370
title9@valpo.edu
valpo.edu/titleix

Health Resources

Student Health Center.....219.464.5060

Available to currently enrolled students
Semester Hours: M-F 8 a.m. – noon & 1–4:30 p.m.
Summer and Break Hours: M-F 8 a.m. – noon
Promenade East Suite 102
55 University Drive, Valparaiso, IN 46383
health.center@valpo.edu
valpo.edu/student-health-center

Porter Hospital219.983.8300

Off-campus resource available to the public
Porter Health Care System
85 East US-6 Frontage Road, Valparaiso, IN 46383
www.porterhealth.com/emergency-department

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

Sexual Assault Awareness & Facilitative Education

.....219.464.6860
Available to currently enrolled students
Alumni Hall (North Side of Building)

saafe.office@valpo.edu

The Caring Place219.464.2128
Off-campus resource available to the public

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

RAINN (Rape, Abuse & Incest National Network)

National Sexual Assault Hotline800.656.4673
www.rainn.org

Mental Health Resources

Counseling Center.....219.464.5002

Available to currently enrolled, full-time students

Alumni Hall (north side of building)

valpo.edu/counseling-services

Employee Assistance Program.....800.538.3543

Secure Travel Assistance (24 hours).....888.226.4567

Identity Theft Services (24 hours).....888.226.4567

Will Preparation.....www.CignaWillCenter.com

National Suicide Prevention Hotline..800.273.8255

Veterans Crisis Line.....800.273.8255 (Press 1)

Or text 838255 for immediate help

U.S. Department of Veterans Affairs

www.veteranscrisisline.net

Substance Abuse Resources

Office of Alcohol & Drug Education....219.464.6820

Available to currently enrolled, full-time students

Alumni Hall (north side of building)

valpo.edu/counseling-services/office-of-alcohol-drug-education

Substance Abuse and Mental Health Services Administration

National Helpline.....800.662.4357

www.samhsa.gov

Chief of Police's Welcome Letter

The Valparaiso University Police Department is committed to maintaining a safe learning and living environment for the Valparaiso University campus and the surrounding area. Our police officers and staff are dedicated to community and emergency readiness policing, which provides a secure and safe campus for all students, faculty, staff, and guests. The Valparaiso University Police Department partners with other emergency responders, is compassionate when working with the community, and encourages all to take responsibilities for their own safety.

The annual Security and Fire Safety Report is published to provide information on Valparaiso University's security and safety resources, policies, and procedures, as well as statistical information of reports of crime, incidents, and fire on campus and select non-campus locations.

We hope this report helps you understand the safety resources available on our campus and gives you a glimpse into the efforts of the caring and compassionate people behind these services.

Sincerely,

Becky Walkowiak

Valparaiso University Chief of Police

Preparation of the Annual Security Report and Annual Fire Safety Report

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

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

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

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

VUPD distributed a notice of the availability of this report by Dec. 31, 2020. Anyone may view or print the report online at valpo.edu/vupd/safety-on-campus/annual-campus-safety-report. Paper copies are available by request by emailing vu.police@valpo.edu, in person at the police department at 813 LaPorte Ave., Valparaiso, IN 46383, or by phone at 219.464.5430.

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

2019 Clery Crime Statistics

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

OFFENSES	Year 2019					Year 2018					Year 2017				
	ON-CAMPUS PROPERTY		Public Property	Non-Campus	Total	ON-CAMPUS PROPERTY		Public Property	Non-Campus	Total	ON-CAMPUS PROPERTY		Public Property	Non-Campus	Total
	Residence Hall	Total On-Campus				Residence Hall	Total On-Campus				Residence Hall	Total On-Campus			
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	3	3	0	0	3	0	0	0	1	1	7	7	0	2	9
Fondling	2	2	0	0	2	1	1	0	0	1	1	1	0	0	1
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Burglary	0	4	0	0	4	2	2	0	0	2	1	1	0	0	1
Motor Vehicle Theft	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Arson	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
VAWA OFFENSES															
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	1	0	0	1	0	1	0	0	1	5	5	0	0	5
Stalking	1	4	0	0	4	2	6	0	0	6	0	8	0	0	8
ARRESTS															
Weapons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drugs	0	1	0	0	1	0	0	1	2	3	11	13	8	0	21
Liquor	0	1	0	0	1	0	0	4	1	5	2	2	3	0	5
REFERRALS															
Weapons	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1
Drugs	5	6	0	0	6	1	4	0	0	4	1	5	0	0	5
Alcohol	87	87	0	0	87	111	111	0	0	111	161	161	0	0	161
HATE CRIMES															
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism to Property	0	0	0	0	0	1-Ra	1-Ra	0	0	1	0	0	0	0	0

Hate Crime Key: (D) Disability (E) Ethnicity (Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (N) National Origin (GI) Gender Identity

*Unfounded: not included in Clery offense counts. ** (Note any updates from previous years — also put a double asterisk next to the revised portion on the chart).

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

Unfounded Crimes

Zero reported crimes were unfounded in 2019.

Valparaiso University Campus Security Policies

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

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

Reporting Crimes

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

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

- Valparaiso University Police Department: 911 from a campus phone or 219.464.5430 from a cell phone or non-campus phone

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

Campus constituents are encouraged to report all crimes to VUPD by either calling 911 from a campus phone, by using the Code Blue and Yellow telephones in an emergency situation, or by calling 219.464.5430. VUPD contact information and additional emergency resource information can be found on the University's website at valpo.edu/vupd and are also available in printed copy format via an emergency information flip chart that is posted in campus buildings.

Non-campus Locations of Officially Recognized Student Organizations

Valparaiso University operates off-campus housing and off-campus student organization facilities. Valparaiso University Police (VUPD) and Valparaiso City Police (VPD) both have jurisdiction, communicate, and respond to any criminal activity occurring at off-campus housing and off-campus student organization facilities. The Valparaiso City Police routinely work and communicate with VUPD on any serious incidents involving a Valparaiso University student occurring off campus or in the immediate neighborhood and business areas surrounding campus.

The City of Valparaiso Police Department has primary jurisdiction in most off-campus areas. Other county, state, and federal agencies also provide law enforcement services in the area. VUPD routinely works with Student Affairs on any serious incidents occurring off campus when a Valparaiso University student is involved. Carolyn Whittier, Ph.D., acts as

a liaison for Student Affairs when an incident involves Valparaiso University Fraternity and Sorority Life-affiliated students. There are many officially registered student organizations, including fraternities and sororities, with non-campus housing. Under advisement of the appropriate advisor, student members of fraternity and sorority governing boards should be in regular communication with Carolyn Whittier, Ph.D., regarding safety concerns and local ordinances.

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

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

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

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

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

Voluntary, Confidential Reporting

If you are the victim of a crime or want to report a crime you are aware of, but do not want to pursue action within the University or criminal justice system, we ask that you consider filing a voluntary, confidential report. Depending on the circumstances of the crime you are reporting, you may be able to file a report while maintaining your confidentiality. Filing a confidential report may allow the institution to pursue leads and investigations, while still keeping your personally identifying information confidential. Reports filed in this manner are counted and disclosed in the Annual Security and Annual Fire Safety Report. In limited circumstances, the University may not be able to assure confidentiality and will inform you in those cases. Voluntary reporters who wish to remain anonymous may use the VUPD confidential tip line by calling 888.988.8477. The confidential tip line is not to be used for emergencies or in cases where immediate assistance is needed. As a matter of policy, Valparaiso University directs individuals to report a Clery crime to VUPD, but such disclosures can be made to any Campus Security Authority (CSA). These reports may trigger investigations in cases of sexual assault, domestic violence, dating violence, and/or stalking.

Valparaiso University maintains an online reporting form at valpo.edu/titleix to collect statistical information for the Annual Security Report and Annual Fire Safety Report for Title IX related incidents. The form requires name, address, phone number, and campus status of the submitting individual to report. If the crime did not occur on Clery geography,² or it cannot be determined from the report whether the act occurred on Clery geography, it will not be included in the ASR.³

² Clery Act, Department of Education, available at <https://www2.ed.gov/admins/lead/safety/campus.html>

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

Professional and Pastoral Counselors

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

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

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

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

Timely Warning Reports

In an effort to provide timely notice to the campus community in the event of a Clery Act Crime that may pose a serious or ongoing threat to members of the community, VUPD will issue “timely warnings.” These warnings may be issued for the following: arson; aggravated assault; criminal homicide; domestic violence; dating violence; robbery; burglary; motor vehicle theft; sexual assault; hate crimes; and stalking. Valparaiso University may also issue a timely warning for liquor, drug, and weapon arrests or referrals that may cause a continuing threat to the community. Timely warnings will be distributed in a number of ways, including all-campus emails, message board posts, computer alerts, Twitter, and other University media.

Chief Becky Walkowiak or her designee has the authority to develop the content of a timely warning and authorize distribution using the guidelines listed below. Chief Becky Walkowiak or designee will consider the type of offense, location, nature of any threat, and whether there is a continuing threat to the community or a continuing crime pattern in determining the appropriateness of a warning. Some information may be withheld if there is a risk of compromising law enforcement efforts to investigate and/or solve the crime. If the victim of the crime is a person, that person will not be identified by name in a timely warning. Timely warnings are issued as soon as the pertinent information is available to Chief Becky Walkowiak and are sent through the following mechanisms: all-campus emails, message board posts, computer alerts, Twitter posts, and other University media.

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

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

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

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

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

Missing Student Notification for Students in On-Campus Housing

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

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

If a student is reported to have been missing for more than 24 hours, an RA, an RLC, or VUPD should be notified. If an RA or RLC is notified initially, they will immediately notify the assistant dean of students for residential life. Once a student is reported to be missing, Residential Life will immediately notify VUPD who will begin an investigation. VUPD will be informed if the missing person is under 18 and not emancipated. If the missing student is under 18 and not emancipated, VUPD will notify the City of Valparaiso Police Department, the custodial parent(s) or guardian, and any additional contact person designated by the student, within 24 hours of the determination that the student is missing. If a student is over 18 or emancipated, VUPD will notify the emergency contact, if any, and the City of Valparaiso Police Department within 24 hours of the determination that the student is missing.

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

- The Residential Life staff member will ensure Valparaiso University Police has the information they require.
- The Residential Life staff member will file an incident report in the campus database.

- The Residential Life staff member will direct RAs and RLCs to gather information on the student as requested by the Valparaiso University Police.
- The OneCard office will determine the last time and location the student accessed dining services as well as any University building access (including residence halls).

All the above is provided immediately to VUPD.

Important phone numbers to know:

- Assistant Dean of Students for Residential Life: 219.464.5413
- University Police: 219.464.5430 or 911

Emergency Response and Evacuation

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

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

Executive Emergency Group

The Executive Emergency Group is composed of the University's president, provost and vice president for academic affairs, vice president for student affairs, vice president for finance, and vice president and general counsel. The Executive Emergency Group's focus is on questions of policy during an emergency situation; they are supported by and work in conjunction with the Incident Command (IC) team.

Incident Command Team

The Incident Command (IC) team is led by an incident commander who has the responsibility and authority to make emergency decisions using an all-hazards approach. The IC team consists of 9–10 members representing various support functions including: VUPD, Facilities Management, Information Technology, Public Relations, Residential Life, Student Health Center, and a faculty member. IC team members receive National Incident Management System (NIMS) training, and the team meets regularly to engage in training, review the University's and/or other campus or national incidents, update emergency plans and resource information, identify emergency training needs and drills for the general campus, and establish and maintain a campus emergency corps.

An emergency meeting of the team may be called by any member of the Executive Emergency Group or the Incident Command Team by contacting the Valparaiso University Chief or Assistant Chief of Police who will in turn contact the entire IC team with notification to the Executive Emergency Group. Emergency meetings should be called whenever there is a matter or potential matter that might cause systematic harm to or threaten the University community. At the meeting, a leader or leaders, and a recorder shall be appointed. Ad hoc members and/or substitute members may be appointed on an as needed basis. The IC team shall meet as long and as often as necessary until the danger is abated. Any member of the Executive Emergency Group may sit in on any meeting and the group shall be regularly updated on the IC team's progress and direction.

Drills, Exercises, and Training

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

To ensure the Executive Emergency Group and Incident Command Team remains current and actionable, the campus conducts at least one scheduled test each year. On April 18, 2019, the Valparaiso University Incident Command Team conducted a Tabletop Exercise in reference to a “Major discriminatory incident on campus.” This exercise was unpublicized to the overall campus.

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

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

Emergency Notification

Valparaiso University is committed to immediately notifying the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Valparaiso University uses an Emergency Notification System (ENS), which uses multiple forms of communication in the event of an emergency. The University’s email system currently serves as the official form of communication. This system is supplemented by various other forms of communication including building alarms, outdoor sirens, message boards, computer alerts, Twitter, local media, and public address messaging. An emergency resource information guide is also posted in each building and available electronically at valpo.edu/alert. Note on Twitter Alerts: To receive emergency alerts via Twitter as a supplemental resource to email notification, individuals must become a follower of www.twitter.com/valpoalert. Make sure that the box to allow text postings to forward to your phone is checked.

The IC team will make all necessary notifications to the larger community via established protocol. The IC team commander, Valparaiso University chief of police, and public relations representative, in conjunction with the Executive Emergency Group, will identify the appropriate messaging.

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

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

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

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students and employees occurring on campus, VUPD will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a

notification will, in the professional judgment of VUPD compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

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

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

Determining the Contents of the Emergency Notification

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

Procedures to Notify the Campus Community

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

Procedures for Disseminating Emergency Information to the Larger Community

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

Enrolling in Valparaíso University's Mass Notification System

MessageNet is the campus' primary alert system and does not require active enrollment; all students and employees are automatically enrolled through their email address. We encourage employees and students to subscribe to @valpoalert on Twitter. The @valpoalert Twitter is promoted at FOCUS, through the VUPD, and in meetings through Residential Life.

On-Campus Safety Services

Valparaíso University's campus shuttle service runs Monday – Friday 7:30 a.m. – 6 p.m., and daily from 6 p.m. – 2 a.m. This serves as great campuswide, late-night resource. In addition to a late-night shuttle, the University also has several blue emergency lights and emergency phones across campus that allow students to immediately contact police via a landline.

Evacuation Procedures

General Procedures

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

- All are to evacuate a building when a fire alarm sounds and/or upon notification by the Emergency Notification System, the building contact person, Valparaíso Fire Department or VUPD.
- Be aware of all marked exits from your area and building. Know the routes from your work area.

- If necessary, or directed to do so by VUPD or the building contact person, activate the building's fire alarms. You must also call VUPD at 911 via a campus phone or 219.464.5430 via a cell phone and inform them of the emergency.
- When the building's fire alarm is sounded, or when told to leave by VUPD or building contact person, quickly walk to the nearest exit and ask others to do the same.
- Assist people with disabilities in exiting the building. Do not use elevators in case of fire.
- Once outside, move to a clear area away from the affected building. Keep streets and walkways clear for emergency vehicles and personnel.
- If requested, assist VUPD and/or building contact person.
- If necessary, an Emergency Command Post (CP) will be activated by VUPD. Keep clear of the CP unless you have important information to report. All emergency procedures will be directed through the CP. Building contact persons will be in contact with the CP and communications will flow through the building contact person.
- Do not return to an evacuated building unless directed to do so by VUPD, fire department personnel, or the building contact person.

Emergency Evacuation Process and Policy for Individuals with Physical Disabilities

Valparaiso University strives to protect the safety of its students, employees, and visitors with disabilities. This includes the safety of those people who are unable to evacuate a building on campus in the event of an emergency or to receive notice of that emergency because of their permanent or temporary disability. Such disabilities usually include those related to physical mobility, vision, or hearing. In certain situations, they may also include mental disabilities that trigger severe anxiety in an emergency evacuation situation. This policy and process is primarily directed toward anyone who will be on campus for a long-term period of time and has a disability that will interfere with their ability to evacuate a building on campus in the event of an emergency or prevent them from receiving notice of that emergency. Residential Life keeps a list of all students in housing who may need additional accommodations or assistance in case of an emergency due to long or short-term disabilities. In case of an emergency, this list is shared with VUPD to assist in the evacuation of students.

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

A person with a disability who thinks they might be unable to evacuate a building in the event of an emergency must have a working cell phone on them at all times. Upon request, the University will supply a limited use cell phone to such students and employees with disabilities who do not have one. In the event of an emergency evacuation, if possible, consult the building's posted emergency evacuation map and move to the nearest location of safety. Use your cell phone and contact the Valparaiso University Police directly at 219.464.5430. If you call 911 from a cell phone, your call will be directed through the county then redirected to the VUPD and slow down your evacuation process. Announce your exact location and remain in place. A VUPD officer, officers, or other emergency personnel will arrive as soon as possible to aid in your evacuation. In the event you evacuate with the help of others in the interim, call the VUPD back to inform them that you no longer need assistance. VUPD keeps stair chairs in patrol cars so they may assist individuals with disabilities in case of an emergency.

In order to assure you are covered by this policy and process, you must notify the proper person on campus and apprise them of your disability and need for any aid in or notification of an emergency evacuation. When possible notification should be given prior to arrival on campus. Students or potential students must notify the Access and Accommodations Resource Center who will notify Residential Life if the student is residing on campus. Employees must notify the Office of Human Resource Services. Long-term visitors must notify the person in charge of orchestrating their visit on campus.

Those contacts will further educate you on this policy and process and make sure you are adequately prepared in the event you encounter an emergency evacuation while you are on campus.

Security and Access to Valparaiso University Facilities

Academic and Administrative Buildings

The Valparaiso University campus is open to students, faculty, staff, parents, contractors, guests, and invitees. The academic and administrative buildings including Art-Psychology Building, Center for the Arts, Center for the Sciences: Chemistry and Biochemistry, College of Arts and Sciences, Dickmeyer Hall, Donald V. Fites Engineering and Innovation Center, Gellersen Engineering and Mathematics Center, Heritage Hall, Heidbrink Hall, Kallay-Christopher Hall/Schnabel Hall, LeBien Hall, LeBien Hall – Annex A, LeBien Hall – Annex B, Meier Hall, Mueller Hall, Neils Science Center, Observatory, Urschel Hall, and Wesemann Hall are guided by the Academic Building Access Policy. The policy does not include the Chapel of the Resurrection, Helge Center, Christopher Center for Library and Information Resources, residence halls (including sorority housing and the Kade-Duesenberg German House and Cultural Center), the Athletics-Recreation Center, Kretzmann Hall, McMillan Hall, or the Harre Union, all of which are governed by their own building access policies. The named buildings are open to these groups at 7 a.m. and changed to controlled status no later than 10 p.m. Some facilities have individual hours, and the hours may vary at different times of the year. Access to these buildings is controlled by either key or swipe card access after normal business hours. VUPD has several safety officers who are employees of the police department and are responsible for the lock down of buildings at night. After-hour access is coordinated through Facilities Management. Police can do a walk-through of any building at request. For information about the access protocol for a specific building, see the building manager, a department head, or contact the executive director of facilities management.

Special Considerations for Residence Hall Access

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

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

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

From 7 p.m. – 1 a.m. (Sunday – Thursday) and 7 p.m. – 3 a.m. (Friday and Saturday), a desk attendant student staff member is stationed by the main entrance of these residence halls. This staff member inspects a student's University ID card upon them entering the residence hall to verify the student's identity and their residency of the facility. If a resident of the residence hall has a guest (both student and/or non-student) visit them, they must sign the student in with the desk attendant and host/escort them throughout the building.

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

Sorority Housing Complex

These residential facilities are locked 24 hours a day, seven days a week. Residents of this facility may use their University ID to gain access the complex via the main entrance. Only residents of this facility may access this facility. Given the restrictive nature of the access to these facilities, there is not a desk attendant student staff position assigned to these areas.

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

Kade-Duesenberg German House and Promenade East Apartments

These residential facilities are locked 24 hours a day, seven days a week. Residents of these facilities may access the buildings via the main entrance using keys issued by the Office of Residential Life. Only residents of this facility may access this facility. Given the restrictive nature of the access to these facilities, there is not a desk attendant student staff position assigned to these areas.

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

Special Considerations for Athletic Facility Access

Athletic facilities are typically unlocked during regular business hours during the week, but access may change with special events, holidays, or weekends. Hours are updated on the recreational sports website at valpo.edu/recreational-sports/facilities/building-hours. All users must hold a valid University ID to gain access to the facilities. After-hours use is controlled using proximity card readers and/or desk attendants and limited to staff and student-athletes only. While open, facilities have the appropriate staff on duty to oversee operations conducted at that facility.

Special Considerations for Restricted Access Facilities

Valparaiso University has several areas that retain controlled access, including areas with chemicals, labs, and the cadaver lab. Access to these spaces require authorization through the OneCard office. To access these spaces, one must have swipe card access that limit access to only authorized persons at all times.

Security Considerations for the Maintenance of Campus Facilities

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

We encourage community members to promptly report any security concern, including concerns about locking mechanisms, lighting, or landscaping to Valparaiso University Police Department at 219.464.5430. Facility concerns should be communicated to Jason Kutch, executive director of facilities at 219.608.4841 or jason.kutch@valpo.edu

Informing Students and Employees of Campus Security Policies and Crime Prevention

Valparaiso University provides a number of ways for students and employees to engage in, and respond to, campus security procedures and practices. Every fall, all students and employees are provided with a copy of the institution's Annual Security Report. Prospective students and employees are provided notice of the availability of the Annual Security Report. In addition to this distribution, students and employees are offered a number of training opportunities to learn more about, and engage in, safe campus practices.

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

Crime Prevention Tips:

The People

- Never walk or jog alone at night.
- If you do walk or jog at night, do so with at least one other person or in groups.
- Should you find yourself walking alone at night, avoid secluded or dimly lit areas. Stay away from wooded areas or locations where shrubs or buildings might provide cover for assailants.
- If you believe you are being followed, yell or scream and move toward a public, well-lit area, or try to reach a campus emergency phone. Emergency phones, which automatically connect with the University police, are located in 34 areas on the campus.
- Should you be a victim of a hold-up, don't resist or endanger your own safety. Call the police immediately to report a crime.
- Always be aware of what is going on around you. Be alert to your surroundings and possible safety concerns whether you are in your place of residence or moving about the campus or city.
- Never accept a ride from a stranger.

Avoiding Acquaintance Assault or Date Rape

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

The Places

Residence Halls

- Keep your residence hall room door locked whenever the room is unoccupied, if you are in the room alone, or if you are sleeping.
- If you feel unsafe, do not open your residence hall room door unless you can identify the person seeking entrance.
- Report suspicious persons or activities in your residence hall to the University Police at 219.464.5430.
- Never prop open exterior doors to residence halls.
- Never allow unescorted visitors in the residence hall.

- If your residence hall room key is lost or stolen, report the loss immediately to residence hall staff. Never leave your keys lying around in your room when you are not in your room.
- Do not keep large amounts of cash in your room.

Off-Campus Apartment Residences

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

The Things

Personal Property

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

Automobiles

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

Bicycles

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

Safety Training

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

- Sexual Assault Awareness
- Active Threat (shooter), RUN HIDE FIGHT
- Stop the Bleed
- Self-Defense
- Alcohol and Drug Awareness

- Life Line Law
- Making Yourself Safe
 - International Travel
 - Domestic Travel Safety Tips
- Dealing with Difficult People
- Fire Safety
- Theft Prevention

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

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

Valparaíso University Policies Governing Alcohol and Other Drugs

Alcohol and Drug Abuse Programs and Interventions

Valparaíso University provides a variety of programs and interventions for drug and alcohol abuse. Confidential information, assessment, referral, and short-term counseling services are available for students at Valparaíso University's Office of Alcohol & Drug Education, oade.office@valpo.edu, or 219.464.6820. Insurance may affect your ability to use off-campus alcohol and other drug abuse service providers, and Valparaíso University urges all students and employees to have adequate insurance coverage.

Information about Valparaíso University's full compliance with the Drug Free Schools and Communities Act, including the descriptions of drug and alcohol abuse education and intervention programs, can be found at valpo.edu/counseling-services/office-of-alcohol-drug-education. The most recent report is available online at valpo.edu/counseling-services/files/2019/08/DFSCA-Compliance-Documents-2018.pdf.

Valparaíso University's Alcohol and Drug Policy

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

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

⁴ Indiana Code Section 7.1-5-1-6.5

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

Valparaiso University Alcohol Policy

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

The service and consumption of alcoholic beverages is regulated by the laws and policies of the state of Indiana, city of Valparaiso, and Valparaiso University. When alcohol is served or consumed at an event on campus, event guests and alcohol providers are charged to be in compliance with these laws and policies. The possession, service, and consumption of alcoholic beverages on the Valparaiso University campus are subject to the following policies and procedures.

Types of Events

Alcoholic beverages may **not** be served at events that are primarily designed for Valparaiso University students, regardless of age, including undergraduate, graduate, and law students.

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

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

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

Venues

The University prohibits alcohol in classrooms, residence halls, University-owned or leased apartments and houses governed by Residential Life regulations, uncontrolled outside areas (e.g. parking lots, lawns), or at athletic functions or functions at which attendees will primarily consist of Valparaiso University students, including graduate students, or persons under age 21.

The service of alcoholic beverages is restricted to the following University venues:

- Harre Union
- Law School Atrium
- Christopher Center for Library and Information Resources (CCLIR)
 - 4th floor Terrace
 - Board of Directors' Room
 - Community Room
- Athletics-Recreation Center (ARC)
- Mueller Hall Refectory
- Valparaiso University Center for the Arts
 - Bauer Museum
 - Lobby
- Christopher Center for Library and Information Resources (CCLIR)
 - Community Room
- Duesenberg Welcome Center
- Helge Center

In certain circumstances, other venues upon the approval of the University's president or the president's designee, in consultation with the University's general counsel and subject to other guidelines in this policy.

Types of Alcohol Allowed

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

Alcohol Provider

Unless otherwise allowed by this policy, alcohol must be provided and served by a licensed and insured third-party provider that: is approved to serve alcohol by the state of Indiana, carries necessary insurance for worker's compensation and liquor legal liability, and is on a list approved by the University through the general counsel's office. Specific insurance requirements and a list of approved third-party providers may be obtained from the Harre Union administration office.

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

All third-party providers of alcohol and third-party event sponsors must agree to defend, indemnify, and hold harmless The Lutheran University Association Inc., d/b/a Valparaiso University, a body corporate, and its Board of Directors, officers, employees, agents, and volunteers, from and against all liability, claims, and demands, on account of injury,

loss, damage, or expense, including defense costs and attorney fees, which arise out of or are in any manner connected to the service of alcohol at the event.

Security

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

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

General Procedures

1. A Request to Serve Alcoholic Beverages/Agreement Form needs to be obtained from the University Dining Services office. All requests to serve alcoholic beverages should be filed a minimum of thirty (30) days prior to an event or the requesting sponsor runs the risk of not having their request approved in time.
2. The University Dining Services Office will obtain all required approval signatures. Required signatures are as follows:
 - a. Supervisor of the building in which the event will take place or designee
 - b. Director of University Dining Services or designee
 - c. Chief of VUPD or designee
 - d. General counsel or designee
 - e. Senior vice president for finance or designee
3. For University events, expenditures for the purchase of alcohol may not be charged to general University funds, only restricted funds are allowed. Alcoholic beverages may not be purchased with state or federally appropriated funds.
4. The sponsoring organization's name should be displayed in all print and broadcast advertising.
5. Prior to all external events, the non-University sponsoring organization(s) must provide the University a certificate of liability insurance for a minimum of \$1 million per occurrence and \$2 million in the aggregate; property damage limits should be at least \$300,000 and medical payments at least \$5,000. The Lutheran University Association, Inc., d/b/a Valparaiso University, must be named as an additional insured. If motor vehicles (trucks, vans, and/or cars) are to be brought on campus, Valparaiso University must receive proof of vehicle insurance prior to the event.
6. If the event is being hosted by a non-University party, that hosting party shall be responsible for any damages, destruction of property, or injury to person(s) that occur as a result of the event.
7. All injuries must be reported at the time of occurrence to the Valparaiso University Police Department by the sponsor of the event.
8. Valparaiso University is a tobacco-free environment. The use of any tobacco products on University property is prohibited except in an enclosed personal vehicle.
9. Access to an event where alcoholic beverages are served will be controlled by the sponsor of the event. Only those people allowed to attend the event will be allowed access to it.

10. University officials have the right to deny admission, alcohol service, continued attendance at an event, or stop the event while it is in progress, without any recourse or cause of action by the event sponsor against the University.
11. Alcohol providers reserve the right to refuse service to any customer that may be intoxicated.
12. No one under the age of 21 may possess, consume, or be served alcoholic beverages.
13. Service of alcoholic beverages will be made exclusively by the University and/or approved alcohol provider(s) unless otherwise allowed by this Policy.
14. Alcohol may not be brought in by guests or hosts to be served at an event unless otherwise allowed by this policy.
15. Hors d'oeuvres or other foods must be served at the event.
16. Non-alcoholic beverages must be made available throughout the event.
17. Valparaiso University reserves the right to limit the duration of the event or the times in which alcohol may be served.
18. All alcoholic beverages must remain in the designated area reserved for the event.

Campus Discipline and Indiana State Law

Violation of alcohol and drugs laws or policies by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under Valparaiso University's Student Handbook (available at <https://www.valpo.edu/general-counsel/files/2016/10/2020-21-Student-Handbook-current-9.2.20.pdf>). Alcohol and drug education programs are utilized as a conduct sanction for alcohol policy violations committed by Valparaiso University students. For alcohol misuse, students may be referred to appropriate intervention programs to address high risk drinking practices among college students. For marijuana use, students may be referred to appropriate intervention programs to identify harm-reduction strategies or minimize use. For drug or alcohol violations, students may also be required to alcohol or drug abuse assessments with a licensed clinician. Student organizations or groups violating alcohol and drug policy or laws may also be subject to discipline by Valparaiso University consistent with the Student Guide to University Life. Violations of local, state, or federal laws may result in civil forfeitures or criminal prosecution.

University employees are also subject to disciplinary sanctions for violation of Valparaiso University's policies and of local, state, and federal drug and alcohol laws occurring on University property or the worksite or during work time or in the course of their employment, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Indiana statutes, administrative rules, faculty policies, and employee policies and procedures. Faculty sanctions are assigned according to the Faculty Handbook (https://www.valpo.edu/general-counsel/files/2020/06/Faculty-Handbook_August-2020.pdf). Staff sanctions are assigned according to the Staff Handbook (available at [valpo.edu/general-counsel/files/2018/08/2018.08.14-ULA_Staff_Handbook_v2018r2.pdf](https://www.valpo.edu/general-counsel/files/2018/08/2018.08.14-ULA_Staff_Handbook_v2018r2.pdf)). Referral for prosecution under criminal law is also possible.

Indiana Statute 7.1-5-7-7

Sec. 7. (a) Subject to IC 7.1-5-1-6.5, it is a Class C misdemeanor for a minor to knowingly:

- (1) possess an alcoholic beverage;
- (2) consume an alcoholic beverage; or
- (3) transport an alcoholic beverage on a public highway when not accompanied by at least one (1) of the minor's parents or guardians.

(b) If a minor is found to have violated subsection (a)(2) or (a)(3) while operating a vehicle, the court may order the minor's driving privileges suspended for up to one (1) year. However, if the minor is less than eighteen (18) years of age, the court shall order the minor's driving privileges suspended for at least sixty (60) days.

(c) The court shall deliver any order suspending a minor's driving privileges under this section to the bureau of motor vehicles, which shall suspend the minor's driving privileges under IC 9-24-18-12.2 for the period ordered by the court.

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

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

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

- (1) The law enforcement officer has contact with the person because the person:

(A) either:

- (i) requested emergency medical assistance; or
- (ii) acted in concert with another person who requested emergency medical assistance; for an individual who reasonably appeared to be in need of medical assistance;

(B) is the victim of a reported sex offense (as defined in IC 11-8-8-5.2); or

(C) witnessed and reported what the person reasonably believed to be a crime.

- (2) The person described in subdivision (1)(A), (1)(B), or (1)(C):

(A) provided:

- (i) the person's full name; and
- (ii) any other relevant information requested by the law enforcement officer; and

(B) in the case of a person described in subdivision (1)(A):

- (i) remained at the scene with the individual who reasonably appeared to be in need of medical assistance until emergency medical assistance arrived; and
- (ii) cooperated with emergency medical assistance personnel and law enforcement officers at the scene.

(b) A person who meets the criteria of subsection (a)(1) and (a)(2) is immune from criminal prosecution for an offense under:

- (1) section 3 of this chapter if the offense involved a state of intoxication caused by the person's use of alcohol;
- (2) section 6 of this chapter if the offense involved the person being, or becoming, intoxicated as a result of the person's use of alcohol; and
- (3) IC 7.1-5-7-7.

(c) A person may not initiate or maintain an action against a law enforcement officer based on the officer's compliance or failure to comply with this section.

Indiana Controlled Substances Laws

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

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

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

Sec. 13. A person may not possess or use a legend drug or a precursor unless the person obtains the drug:

- (1) on the prescription or drug order of a practitioner; or
- (2) in accordance with section 11(2) or 21 of this chapter.

IC 35-48-4-7 Possession of a controlled substance; obtaining a schedule V controlled substance

Sec. 7. (a) A person who, without a valid prescription or order of a practitioner acting in the course of their professional practice, knowingly or intentionally possesses a controlled substance (pure or adulterated) classified in schedule I, II, III, or IV, except marijuana or hashish, commits possession of a controlled substance, a Class D felony. However, the offense is a Class C felony if the person in possession of the controlled substance possesses the controlled substance:

- (1) on a school bus; or
- (2) in, on, or within one thousand (1,000) feet of:
 - (A) school property;
 - (B) a public park;
 - (C) a family housing complex; or
 - (D) a youth program center.

(b) A person who, without a valid prescription or order of a practitioner acting in the course of his professional practice, knowingly or intentionally obtains:

- (1) more than four (4) ounces of schedule V controlled substances containing codeine in any given forty-eight (48) hour period unless pursuant to a prescription;
- (2) a schedule V controlled substance pursuant to written or verbal misrepresentation; or
- (3) possession of a schedule V controlled substance other than by means of a prescription or by means of signing an exempt narcotic register maintained by a pharmacy licensed by the Indiana state board of pharmacy; commits a Class D felony.

Sexual Assault, Domestic Violence, Dating Violence, & Stalking

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

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

Definitions

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

Consent

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

There is no consent if:

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

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

Dating Violence

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

Dating violence is not specifically defined within the Indiana Code. However, dating violence may be defined as:

Violence committed by any person who:

- (a) is or has been in a relationship of a romantic or intimate nature; and
- (b) where the existence of such a relationship will be determined based on a consideration of the following factors:
 - i. length of the relationship
 - ii. type of relationship
 - iii. the frequency of interactions between the persons involved in the relationship

Domestic Violence

According to the Clery Act, domestic violence is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.⁷

IC 5-26.5-1-3 Domestic violence (effective July 1, 2014)

Sec. 3. “Domestic violence” includes conduct that is an element of an offense under IC 35-42 or a threat to commit an

⁵ Valparaiso University Nondiscrimination, Harassment, and Sexual Misconduct Policy, available at <https://www.valpo.edu/titleix/>

⁶ U.S. Department of Education (2016), Clery Handbook at 3-36, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

⁷ U.S. Department of Education (2016), Clery Handbook at 3-38, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

act described in IC 35-42 by a person against a person who:

- (1) is or was a spouse of;
- (2) is or was living as if a spouse of;
- (3) has a child in common with;
- (4) is a minor subject to the control of; or
- (5) is an incapacitated individual under the guardianship or otherwise subject to the control of; the other person regardless of whether the act or threat has been reported to a law enforcement agency or results in a criminal prosecution.

IC 35-42-2-1.3 Domestic battery (effective July 1, 2014)

Sec. 1.3. (a) A person who knowingly or intentionally touches an individual who:

- (1) is or was a spouse of the other person;
- (2) is or was living as if a spouse of the other person as provided in subsection (c); or
- (3) has a child in common with the other person; in a rude, insolent, or angry manner that results in bodily injury to the person described in subdivision (1), (2), or
- (4) commits domestic battery, a Class A misdemeanor.

(b) However, the offense under subsection (a) is a Level 6 felony if the person who committed the offense:

- (1) has a previous, unrelated conviction:
 - (A) under this section (or IC 35-42-2-1(a)(2)(E) before that provision was removed by P.L.188-1999, SECTION 5); or
 - (B) in any other jurisdiction, including a military court, in which the elements of the crime for which the conviction was entered are substantially similar to the elements described in this section; or
- (2) committed the offense in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.

(c) In considering whether a person is or was living as a spouse of another individual for purposes of subsection (a)(2), the court shall review:

- (1) the duration of the relationship;
- (2) the frequency of contact;
- (3) the financial interdependence;
- (4) whether the two (2) individuals are raising children together;
- (5) whether the two (2) individuals have engaged in tasks directed toward maintaining a common household; and
- (6) other factors the court considers relevant.

Sex Offenses

According to the Clery Act, sex offenses are any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.⁸

Fondling

According to the Clery Act, fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.⁹

Incest

According to the Clery Act, incest is sexual intercourse between persons who are related to each other within the

⁸ U.S. Department of Education (2016), Clery Handbook at 3-6, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

⁹ U.S. Department of Education (2016), Clery Handbook at 3-6, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

degrees wherein marriage is prohibited by law.¹⁰

In the State of Indiana, 35-46-1-3 applies.

Sec. 3. (a) A person eighteen (18) years of age or older who engages in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with another person, when the person knows that the other person is related to the person biologically as a parent, child, grandparent, grandchild, sibling, aunt, uncle, niece, or nephew, commits incest, a Level 5 felony. However, the offense is a Level 4 felony if the other person is less than sixteen (16) years of age.

(b) It is a defense that the accused person's otherwise incestuous relation with the other person was based on their marriage, if the marriage was valid where it was entered into.

Rape

According to the Clery Act, rape is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.¹¹ Under Indiana law, it is further defined as follows:

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

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

- (1) the other person is compelled by force or imminent threat of force;
- (2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or
- (3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given; commits rape, a Level 3 felony.

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

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

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.¹²

In the state of Indiana, sexual assault is captured in its sexual battery laws.

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

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

- (1) touches another person when that person is:
 - (A) compelled to submit to the touching by force or the imminent threat of force; or
 - (B) so mentally disabled or deficient that consent to the touching cannot be given; or
- (2) touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that

¹⁰ U.S. Department of Education (2016), Clery Handbook at 3-6, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

¹¹ U.S. Department of Justice (2013). Summary Reporting System (SRS) User Manual, 31. Available at <https://ucr.fbi.gov/nibrs/summary-reporting-system-srs-user-manual>.

¹² Violence Against Women Act of 1994, 34 C.F.R. 668.46(a).

the touching is occurring; commits sexual battery, a Level 6 felony.

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

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

Statutory Rape

Statutory rape is sexual intercourse with a person who is under the statutory age of consent.¹³ In the state of Indiana, the age of consent is 16.¹⁴ Statutory rape or sexual misconduct with a minor are subject to the following criminal penalties:

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

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

- (1) a Level 4 felony if it is committed by a person at least twenty-one (21) years of age; and
- (2) a Level 1 felony if it is committed by using or threatening the use of deadly force, if it is committed while armed with a deadly weapon, if it results in serious bodily injury, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

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

- (1) a Level 5 felony if it is committed by a person at least twenty-one (21) years of age; and
- (2) a Level 2 felony if it is committed by using or threatening the use of deadly force, while armed with a deadly weapon, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

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

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

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

- (1) The person is not more than four (4) years older than the victim.
- (2) The relationship between the person and the victim was a dating relationship or an ongoing personal relationship. The term "ongoing personal relationship" does not include a family relationship.
- (3) The crime:
 - (A) was not committed by a person who is at least twenty-one (21) years of age;
 - (B) was not committed by using or threatening the use of deadly force;
 - (C) was not committed while armed with a deadly weapon;
 - (D) did not result in serious bodily injury;

¹³ U.S. Department of Education (2016), Clery Handbook at 3-7, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

¹⁴ IC 35-42-4-9 Sexual Misconduct with a minor.

(E) was not facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge; and
(F) was not committed by a person having a position of authority or substantial influence over the victim.

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

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

Stalking

According to the Clery Act, stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.¹⁵

In the state of Indiana, the following laws apply:

IC 35-45-10-1 "Stalk" defined

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

IC 35-45-10-5 Criminal stalking (effective July 1, 2014)

Sec. 5. (a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:

(1) A person:

(A) stalks a victim; and

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

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

(ii) serious bodily injury; or

(iii) death.

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

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

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

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

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

¹⁵ U.S. Department of Education (2016), Clery Handbook at 3-37:38, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

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

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

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

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

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

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

(A) tribe;

(B) band;

(C) pueblo;

(D) nation; or

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

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

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

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

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

Educational Programs and Campaigns

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

Valparaiso University is committed to providing primary, secondary, and tertiary educational prevention and awareness programs for its students and employees. Primary prevention programs means programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcomes that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.¹⁶ Awareness programs are defined as community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.¹⁷ Secondary programs focus on higher risk groups, and tertiary prevention involves working with vulnerable individuals.

¹⁶ U.S. Department of Education (2016), Clery Handbook at 8-4, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

¹⁷ U.S. Department of Education (2016), Clery Handbook at 8-4, available at <https://www2.ed.gov/admins/lead/safety/handbook.pdf>.

To request professional development, training, or additional information on how to prevent and respond to sexual harassment, please contact the Title IX Coordinator at title9@valpo.edu or by phone at 219.464.6370. Students may also request programming from the SAAFE office by contacting SAAFE.office@valpo.edu; or calling 219.464.6860.

Primary Prevention Programs and Awareness Campaigns

Valparaiso University has a number of primary prevention programs, including online training for all incoming students through a system-wide contract with EverFi student sexual assault prevention training, Think About It, Sexual Assault Prevention for Undergraduates and Graduate Students, and the Prevention for Collegiate Athletics Suite. Valparaiso University also provides prevention training for faculty and staff at the time of onboarding through EverFi's Faculty and Staff Workplace Inclusion Suite.

Valparaiso University implements annual educational programs and campaigns to promote the awareness of dating violence, sexual assault, and stalking for students through the culturally relevant, diversity-inclusive, sustainable, online training programs through EverFi. All incoming freshman and transfer students are trained with EverFi on responsible alcohol use, obtaining consent, and healthy relationships.

The University's Sexual Assault Awareness and Facilitative Education Office (SAAFE) educates all incoming students about sexual misconduct, consent, definitions of the crimes under Indiana law, bystander intervention, and risk reduction during freshmen orientation each fall and through outreach programs that are available to all students. Specifically, the SAAFE office coordinates with the University's theatre department to showcase the play "Limits" as part of a year-long strategic plan. The play's focus on the messages "why here?" and "why now?" serves as an effective communication and education method for the incoming freshmen. Additionally, the cast and crew of "Limits" receive training from SAAFE about sexual misconduct and information on the services that the SAAFE office provides. This has the benefit of helping the actors better understand their characters and also gives them a chance to infuse any missing or relevant pieces into the play.

Furthermore, the Title IX coordinator's primary prevention and awareness program includes a "What You Need to Know About Title IX" training to all faculty and staff across campus. The Title IX coordinator offers training programs to each college and department across campus, which includes required mandatory participation by all responsible employees.

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

Ongoing Secondary and Tertiary Prevention Awareness Programs:

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

SAAFE Advocates Program

SAAFE advocates perform duties in peer education of sexual assault, sexual harassment, domestic violence, dating violence, stalking, consent, and bystander intervention; advocate for a safe campus with individuals who have been victimized; determine areas that are relevant to the student population that need to be addressed; and help to create a more complete programming system involving assessment, planning, and evaluation. The SAAFE advocates also facilitate trainings with University offices and departments throughout campus.

They are available to all students as a resource in the areas of wellness, sexual assault, sexuality, and sexual health. For example, the SAAFE advocates host a “Sex in a Fishbowl” event. In this event, each panelist chooses a topic and introduces it along with a scenario played on video. The panelists are experts in their field, including sexuality research, and the SAAFE coordinator.

SAAFE advocates were active with multiple events in April, during Sexual Assault Awareness month. They held a table at the Union from April 1–5, ran a Ribbon Campaign, partnered with LIVE in their Day of Action, held a red flag Culture of Respect campaign, hosted a SAAFE training for student organizations, VU Owns the Night, Denim Day and Dinner, and a Poetry Slam.

SAAFE hosted VU Owns the Night march and rally, a day to celebrate the campus, its students, faculty, and staff and a culture of respect across genders. This celebration capped a fantastic year’s worth of programming featuring the work of Valparaiso University’s SAAFE and Empowering Organizations: The Advocates, SEO Fraternity and Sorority Life, SEO Athletics, The Torch, VUTV, Title IX Office, VUPD, Counseling Services, Student Affairs, faculty and staff, and Core.

SAAFE Resource Ambassadors

SAAFE advocates who complete further training are able to complete speaking engagements for individuals, groups, and other organizations on a variety of issues involving any of the five Title IX violations: sexual assault, sexual harassment, stalking, dating and domestic violence. Advocates completed their training and passed their test to become the newest resource ambassadors for the 2019–2021 years.

SAAFE Empowering Organizations (SEO)

1. SAAFE Empowering Organizations (SEO) — Fraternity and Sorority Division

SAAFE Empowering Organizations (SEO) act as resources for campus climate. Annually, fraternity and sorority members have the opportunity to participate in a number of educational programs and activities in an effort to educate the community about issues related to sexual assault, sexual assault prevention, bystander intervention, and personal wellness. In addition, the SAAFE office has created and facilitated a presentation for Fraternity and Sorority Life based on research regarding best practices for spreading and sustaining a culture of respect across genders. SAAFE began a Consent and Bystander Intervention campaign effectively addressing their connection in creating a culture of respect. One of the culminating events for both sororities and fraternities as well as other groups is the annual “VU Owns the Night” walk in April each academic year.

2. SAAFE Empowering Organizations (SEO) — Athletics Division

The Athletics department, in conjunction with the SAAFE office, acts as a campus community advocate on bystander intervention. The program disseminates the message of sexual assault prevention, respect, consent,

and bystander awareness through an organizational structure. The Athletics division along with the SAAFE office, Title IX coordinator, and a SAAFE intern trained all athletes in bystander intervention and dating violence.

Campaigns and Collaborative Partnerships

1. The Bystander Intervention Awareness Campaign

This campaign is focused on how to intervene to prevent sexual assault and sexual misconduct. The training involves applicable information on how to become an active bystander, as well as provides a chance for a commitment to become more vigilant about unsafe situations. The message that resonates across the campus community is “sustaining campus culture of respect between and within genders.”

2. Collaborative Prevention Efforts with the College of Nursing and Health Professions

The SAAFE office worked in collaboration with the College of Nursing and Health Professions, and the SAAFE coordinator was a member of a 5-member panel that was held for the community, faculty, and students in the college. This was one of four major events held in celebration of their 50th anniversary for the College of Nursing and Health Professions.

3. Residence Life & the SAAFE Office Partnership

Valparaiso University's Residential Life, in partnership with the SAAFE office, spreads sexual assault awareness and prevention through an annual poster campaign and traveling bulletin boards. These campaigns focus on the message of “respect between and within genders” to emphasize the need to demonstrate and sustain efforts strategically in keeping the campus a safe community. Residential Life and the SAAFE office work together to create bulletin boards for the Resident Assistants to put up in each residence hall on campus. Multiple bulletin boards were created by SAAFE advocates and displayed across campus on topics covering consent, bystander intervention, SAAFE Spring Break tips, information about the SAAFE office, and healthy relationships. Residential Life hosted SAAFE's training on bystander intervention for all the RAs. SAAFE focused its messaging on prevention, safety, investigative and culturally sustaining efforts, crisis management, training, and statewide networking. Together SAAFE and the RLCs coordinated all that entailed the follow up after the “Limits” play through the follow up discussion between freshmen and RAs.

4. SAAFE Office and VUPD

The Assistant Director of Counseling Services and SAAFE Coordinator provided training to VUPD Officers on working with victims of sexual harassment and assault, and specific ways of working with victims who are LGBTQ+ students. The SAAFE Office and VUPD work closely in matters of campus safety through case involvement and crisis engagement.

5. SAAFE Office and the Theatre Department

SAAFE and SAAFE advocates both oversaw and hosted the play “Limits” in collaboration with the theatre department for all freshmen. This event was mandatory for all incoming freshmen. “Limits” is written and updated by University theatre students every year to keep the content fresh and relevant to students. The students were given a handout that laid out the violations of Title IX and their definitions, the importance and critical nature of affirmative consent, that alcohol or drugs did not provide any excuse for sexual assault, expectations regarding bystander intervention and information about the SAAFE office. Follow-up questions were also provided and they were made aware that these questions would be part of an additional discussion held with their RA during their next mandatory hall floor meeting.

6. SAAFE's Internship Program

The interns have handled different areas of focus for the SAAFE office but also some areas that are a collaboration. The 3 interns were instrumental in creating a legacy project, providing their perspectives; each is a person of color, one being male and two females and have separately laid out their suggested strategies and focus for the upcoming year.

7. SAAFE Office Interns and Advocates

These students generate relevant ideas for outreach and developed a presentation and a work in progress on future events regarding the impact of sexual assault on both the victim and perpetrator, and the ripple effect on those surrounding them. Both Advocates and Interns, once trained on aspects of Title IX and sustaining a culture of respect, partnered in creating an original presentation on EMAZE regarding Title IX on the Valpo campus and Bystander Intervention tips. They presented their Outreach program to Freshmen CORE classes, a sorority and RA's and students in their residence hall wings, which they successfully accomplished.

8. SAAFE Office and SAFE B.A.E. Partnership

SAFE B.A.E. is a national organization that seeks to create change in the culture. The SAAFE office maintains its partnership with this organization and is the first University partner. As well as our partnership with "STEP UP," a national organization that promotes training and materials surrounding Bystander Intervention.

9. Other programs and partnerships:

Core (yearlong course for all freshmen) — Providing bystander intervention training and discussion in the classroom for freshman students.

VUTV — VUTV covered "VU Owns the Night" and they have created a promotional video about the SAAFE office, SAAFE advocates, and SEO affiliated organizations such as Phi Delta Kappa.

The Torch — Continuing their work as an SEO, The Torch produced articles on the SAAFE office and advocates. In addition, the Torch covered VU Owns the Night and the message behind the Rally, March, and the month-of activities.

Title IX Working Group: Organized and coordinated by the Title IX Coordinator

Title IX Office, VUPD, and SAAFE Office — Weekly meetings throughout the academic year to manage ongoing case investigations and provide 360 support to students engaging in the Title IX process.

Other Media; Title IX Graphic Artwork and the Union — We continue to showcase a poster project completed under the guidance of the graphics arts professor. These framed posters created by the graphic arts students were featured in the student center Harre Union display case. Our Union display occupied three display cases called "Sexual Assault: There's No Gray Area ..." These posters were, on their own, works of art covering any one of five Title IX violations.

Collaboration with Porter County Victim's Assistance Bureau: The Title IX Coordinator along with the Assistant Director of Counseling Services/SAAFE Coordinator, met with two attorneys and the Victim Advocate for Porter County's Victim's Assistance Office. Information about each of the offices was shared with everyone and clarification was sought on the process that the County follows, which highlighted the differences in each Court's protocol from one another and that the timeline for cases going to trial was a long one.

Bystander Intervention Programs and Risk Reduction

Valparaiso University is committed to providing bystander intervention strategies. This is facilitated primarily through SAAFE bystander intervention training. In addition, all employees and students can engage as a proactive bystander, identify signs of an abuse dating partner, or engage in protective behaviors and risk-reduction techniques by adopting the tips below.

Bystander intervention training is available on request. In addition, bystander training is required for Resident Assistants and SAAFE advocates. On a voluntary basis, every residence hall is provided our bystander intervention posters. Presentations were also offered for Core classes. Fraternity and Sorority Life, including the Executive Board, participated in training that included bystander intervention and risk reduction.

The SAAFE office also makes bystander intervention tips available in multiple mediums including the Title IX handouts and the SAAFE website.

Bystander Intervention Tips

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

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

Protective Behaviors and Risk Reduction: What Everyone Can Do

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

- Have healthy, open, and ongoing conversations with your partner or potential partner about sex and sexual contact. Talk about your boundaries and what behaviors you both feel comfortable, and uncomfortable, engaging in.
- The next time you hear yourself talking about gender or sex in a derogatory way, stop. Speak up when you hear others talk this way — no matter their gender.
- Listen to or read the personal story of a survivor of violence.
- Make sure you have enthusiastic, affirmative, and ongoing consent from your partner. Consent is a clear and freely given yes, not the absence of a no.
- Consent to one act does not mean consent to other acts. Communicate and be responsive. You must continually get consent for sex. If someone seems not okay with what's happening, it is your responsibility to check in.
- When you have sex, be sure you understand your partner's limits, and communicate your own limits clearly. Don't engage in sexual activities without affirmative consent from your partner.
- Most commonly, sexual assault is perpetrated not by a stranger but by someone the victim knows, typically a date or acquaintance.
- People who are incapacitated by alcohol or drugs cannot give consent. Signs of incapacitation may include — but are not limited to — throwing up, slurring words, stumbling, or not being able to remember conversations.
- Do not pressure others to drink or use drugs and be alert to people pressuring you or others to use.
- Alcohol and drugs are often used to create vulnerability to sexual assault. Studies of sexual assault incidents show a high correlation between sexual assault perpetration, victimization, and drug/alcohol usage.

- Some sex offenders target people by using alcohol as a weapon. Get your own drinks; don't let someone continually fill your cup or leave your drink unattended.
- If an authority figure pressures you to engage in sexual activity, tell someone.
- Understand that crime victims are never responsible for the behavior of perpetrators.
- If you've been sexually assaulted or victimized, tell someone — there are resources available to help.

Signs of an Abusive Dating Partner

An abusive dating partner may include someone who:

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

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

Offense	Contact	Location	Phone
Criminal Reporting	Police	813 LaPorte Ave.	911 or 219.464.5430
University Administrative Reporting	For Employees: Human Resource Services	Kretzmann Hall 152	219.464.5214
	For Everyone: Title IX Coordinator	Kretzmann Hall 134	219.464.6370

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

A victim has the right, and is encouraged, to notify proper law enforcement authorities, including University police and local police, to report sexual assault, domestic violence, dating violence, and/or stalking. Victims have the right to be assisted by campus authorities in notifying law enforcement if the victim chooses. Valparaiso University will comply with a request for assistance in notifying law enforcement. Victims also have the right to decline to notify law enforcement. If the crime occurred on University property, VUPD has jurisdiction. If the crime occurred off campus, the victim can notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. VUPD will assist the victim in

identifying the correct law enforcement agency, and will assist the victim in reporting it to that agency. Victims have the right NOT to notify law enforcement or report the crime if they so choose.

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

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

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

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

Victims' Rights

Criminal Victims' Rights

In the state of Indiana, individuals who are the victims of crime, and who report that crime to the police, are entitled to certain protections.¹⁸ These rights include the general right to be “treated with dignity, respect, and sensitivity at all stages of the criminal justice process”¹⁹ as well as to be notified of updates to the case and time, place, and date of the sentencing proceeding;²⁰ to have their safety considered in “determining release from custody of a person accused of committing a crime against the victim”²¹ and to be informed of financial assistance and other social services available as a result of being a witness of a crime;²² A full description of the rights of victims and witnesses of crimes is available at www.in.gov/attorneygeneral/2340.htm.

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

¹⁸ IC 35-40-1-1 to IC 35-40-13-5.

¹⁹ IC 35-40-6-1.

²⁰ IC 35-40-6-7 & IC 35-40-6-10.

²¹ IC 35-40-5-4

²² IC 35-40-5-9

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

Order of Protection and No-Contact Orders

The following information is provided by the Indiana Judicial Branch, available at www.in.gov/judiciary/selfservices/2352.htm.

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

A protection order is a court order that orders someone not to hurt you, to stay away from you, move out of the house, have no contact with you, or stop harassing you. Protection order forms can be found at <https://www.in.gov/judiciary/selfservice/2352.htm>. In addition, the courts page provides a list of victim advocates who are able to assist in the proper filing of these forms.

Enforcing a Protective Order

If the respondent violates the protection order, call the police immediately. The respondent has just committed a crime. Ask the police to have the prosecutor's office review the case for charges even if no arrest is made. If the respondent is on probation or parole, give a copy of the protective order to the parole agent and report any violations. To find out who their probation agent is, call the Indiana Department of Corrections Offender Records at 317.232.5765 and provide the person's name or birthday, or email at COAOffenderRecordRequest@idoc.in.gov.

Valparaiso University and Court-Ordered Protective Orders

Valparaiso University will enforce active protective orders issued by a court of law, including tribal courts, when provided notice of the order. Students who have a court-issued protective order and wish to inform the University should contact the dean of students office and VUPD. Employees who have a court-issued protective order should notify Human Resource Services and VUPD. Please be aware that notification to the University of an existing court-ordered protective order may require the Title IX coordinator to follow up as prescribed by Title IX.

If your protective order is being violated, regardless of whether or not you have informed VUPD or the University, please call the VUPD at 219.464.5430 immediately. You may also follow up with Human Resource Services or the dean of students.

No-Contact Directives Issued by Valparaiso University

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

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

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

Students

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

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

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

Employees

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

Requesting a No-Contact Directive

Requests for no-contact directives will be reviewed on a case-by-case basis and will take into account factors such as safety, alleviating a hostile environment, and educational and employment needs. Victims may request a no-contact

directive by contacting one of the following offices: the dean of students, the Title IX coordinator, or the Office of Human Resource Services.

Enforcing a Valparaiso University No-Contact Directive

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

Information About Sex Offenders

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

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

The Porter County Sexual Offender site is available at <http://www.portercountysheriff.com/main/sexoffender.html>.

The Indiana Sexual Offender site is available at <http://www.icrimewatch.net/indiana.php>.

The Nationwide Sexual Offender site is available at <http://www.findmissingkids.com/nationsexoffsearchmap.htm>.

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

Valparaiso University Protective Measures and Resource Notification

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

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

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The following offices can provide information and assistance to those requesting accommodations and changes to academic, living, transportation, working situations, and other protective measures:

Students or Employees?	Contact	Location	Email	Phone
For Students	University Housing	Harre Union 250	reslife@valpo.edu	219.464.5413
	Dean of Students	Harre Union 250D	---	219.464.5411
For Employees	Human Resource Services	Kretzmann 152	human.resources@valpo.edu	219.464.6759
Community Resources	The Caring Place	---	---	219.464.2128
	Valparaiso University Police	813 LaPorte Ave.	vu.police@valpo.edu	219.464.5430

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

The University will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. This will be provided whether the offense occurred on or off campus. Valparaiso University is obligated to comply with the above and will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. This information is also provided to all students and employees in this ASR.

Confidentiality

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

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

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

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

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

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

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

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

On-Campus Confidential Resources for Students

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

Contact	Description	Location	Email	Phone
SAAFE advocate	Victim advocacy	Alumni Hall	saafe.office@valpo.edu	219-464-6820
Counseling Center	Mental health counseling services	Alumni Hall	counseling.center@valpo.edu	219-464-5002
University Ministers	219.464.5093	Helge Center	---	219.464.6732
Student Health Center	Confidential health services, including STI testing	55 University Drive	health.center@valpo.edu	219.464.5060

On-Campus Confidential Resources for Employees

Employees can contact the following resources on campus:

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

Off-Campus Confidential Resources

Anyone can contact the following community resources:

Contact	Description	Location	Email	Phone
Immigration Assistance	Non-confidential referrals for off-campus confidential immigration attorneys	Harre Union 209	international@valpo.edu	219.464.5333
Lake County Bar Association Lawyer Referral Service	Non-confidential referrals for confidential legal services	----	----	219.738.1905
The Caring Place		---	---	219.464.2128
National Sexual Assault Hotline	Confidential hotline for victims & survivors of sexual assault	—	—	1.800.656.HOPE
Porter Hospital Emergency Room	Confidential emergency services, including SANE kits	85 E US-6 Frontage Road	---	219.983.8300

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

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

The disciplinary proceeding will be based on the status of the accused person to the University. Complaints against employees should be reported to Human Resource Services, the online form, or the Title IX coordinator. Complaints against students should be reported to the dean of students, the online form, or the Title IX coordinator. If the alleged violator is a nonstudent or nonemployee, you may file with the Title IX coordinator.

Complaints against students will be processed through Valparaiso University's judicial procedure under the Student Guide to University Life.²³ Complaints against employees will be processed under the Staff Employee Handbook,²⁴ or the Faculty Handbook.²⁵ The following policy details Valparaiso University's response to prohibited acts of sexual harassment and misconduct.

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

It is the policy of Valparaiso University that no person shall on the grounds of race, color, gender, age, disability, veteran status, religion,²⁶ national origin, or sexual orientation be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or in any educational program or activity of the University. The prohibited

²³ Available at valpo.edu/general-counsel/files/2019/05/2019-2020-Student-Guide.pdf

²⁴ Available at valpo.edu/general-counsel/files/2018/08/2018.08.14-ULA_Staff_Handbook_v2018r2.pdf

²⁵ Available at valpo.edu/general-counsel/files/2018/07/Faculty-Handbook_August-2018.pdf

²⁶ An institution committed to its Lutheran tradition, the University reserves its right to promote the teachings of the church and to exercise preferences in admissions and employment-related practices in favor of Lutherans.

discrimination also includes discrimination based on pregnancy. To that end, and in compliance with federal and state laws, the University prohibits any member of the faculty, staff, administration, student body, or visitors to campus, whether they are guests, patrons, independent contractors, or clients, from discriminating against any other such person or member of the University community in violation of this policy. A person may also file a complaint of discrimination with the United States Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html, or calling 800.421.3481. The U.S. Department of Education Office for Civil Rights is also located at: Lyndon Baines Johnson Department of Education Bldg., 400 Maryland Avenue, SW Washington, D.C. 20202-1100.

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

Certain "responsible employees" have a duty to promptly report when the responsible employee knows or reasonably should know of a possible discrimination, harassment, or sexual misconduct. Responsible employees are those (1) who have the authority to take action to redress sexual misconduct; (2) who have been given the duty of reporting incidents of sexual misconduct such as sexual violence, sexual harassment, domestic violence, dating violence, stalking, or any other misconduct by students to the Title IX coordinator or other appropriate school designee; or (3) who could reasonably be believed to have this authority or duty. Responsible employees include, but are not limited to, the following: faculty, adjunct faculty, administrators, department chairs, Discrimination Complaint Advisors (DCAs), resident assistants (RAs), and Residential Life and Student Affairs staff. Responsible employees must promptly report incidents of discrimination, harassment, and sexual misconduct to the Title IX coordinator. Furthermore, Indiana law requires that anyone who has reason to believe a minor (17 years of age or less) has been sexually assaulted immediately report the matter to the Valparaíso University Police Department or other local law enforcement.

This policy, and its procedures and processes, are administered by numerous University employees as mentioned throughout. All involved employees are to recuse themselves from a matter when there is a conflict of interest. Any involved employee may raise the issue of a potential conflict of interest to the University's general counsel to determine whether an employee has a conflict of interest in any particular case, and the general counsel may then replace that person or take other action to the extent necessary to abate the conflict and preserve impartiality.

I. PROHIBITED HARASSMENT AND SEXUAL MISCONDUCT POLICY STATEMENT

Harassment on the basis of sex, as later defined under this policy, is a violation of federal and state law. Valparaíso University strives to create a safe and nondiscriminatory environment where individuals treat one another with respect and, therefore, does not tolerate sexual harassment on campus or within the scope of its activities. Individuals who believe they are victims of sexual harassment are strongly urged to promptly report such incidents as set forth under the reporting procedures below. Valparaíso University will investigate every sexual harassment complaint in a timely manner and, when there is a finding of sexual harassment, take corrective action to stop the harassment and prevent the misconduct from recurring, and correct any discriminatory effects of such harassment. The severity of the corrective action will depend on the circumstances of the particular case.

The determination of what constitutes sexual harassment will vary with the facts and circumstances of a particular case but generally involves unwanted sexual attention. Any person may be subject to sexual harassment, and one can be sexually harassed by a member of the same gender. Sexual harassment is generally defined as unwelcome advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other University activities;
- (2) submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual; or
- (3) such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.

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

- (1) Direct or implied threats that submission to sexual advances will be a condition of advancement or promotion in any endeavor, including but not limited to employment, work status, promotion, or academic grades;
- (2) Direct propositions of a sexual nature;
- (3) Unnecessary touching, hugging, or brushing against another person's body;
- (4) Sexually explicit statements, questions, or jokes;
- (5) Remarks of a sexual nature about a person's clothing or body, sexual activity, sexual orientation, gender identity, failure to conform to stereotypical notions of masculinity or femininity, or previous sexual experience;
- (6) 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 ("stalking");
- (7) Intimate partner violence such as domestic²⁷ or dating violence²⁸; or
- (8) Physical assault or violence.

Sexual violence is a form of prohibited sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent because of his or her drug or alcohol use, because of his or her temporary or permanent mental or physical incapacity, or because of his or her youth. Consent is informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. Consent is not passive.

There is no consent if:

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

Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent can be withdrawn. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that

²⁷ A violent act committed by a: (1) current or former spouse or intimate partner of the victim; (2) person with whom the victim shares a child in common; (3) person cohabitating with, or has cohabited with, the victim as a spouse or intimate partner; (4) person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the violence occurred; or (4) 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 violence occurred.

²⁸ A violent act 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 relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.

occurs after he or she withdraws consent. Finally, consent to previous sexual activity does not imply consent to future sexual activity.

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

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

Sexual harassment does not include:

- (1) Discussions, communications, or actions that are sexual in nature but part of a legitimate academic exchange of ideas or artistic performance. As a University that values academic freedom and expression, there may be times when debates or performances of this type are acceptable and even encouraged; or
- (2) Any other harassment not based on race, color, sex, age, disability, veteran status, religion, national origin, sexual orientation, or gender identity.

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

Title IX Coordinator

The Title IX coordinator is appointed by the president and responsible for monitoring, advising, and overseeing all complaints involving discrimination harassment, and sexual misconduct, and identifying and addressing any patterns or systemic problems that arise during the review or administration of any aforementioned complaints. The Title IX coordinator is also responsible for assessing the campus climate, coordinating any remedial or interim measures, and providing training to campus community members. The Title IX coordinator will be available to meet and provide assistance to individuals, who believe they have been a target or victim of discrimination, harassment, or sexual misconduct, but the Title IX coordinator is not an emergency contact person that provides immediate assistance for anyone who has been sexually assaulted or is a victim of a crime. The Title IX Coordinator is to be adequately trained to deal with issues arising from discrimination, harassment, or sexual misconduct on campus, has a thorough understanding of the grievance processes, and is available as a general resource in addition to overseeing the administration of a discrimination, harassment, and sexual misconduct complaint processes. The Title IX coordinator be contacted at 219.464.6370 (office) or title9@valpo.edu.

II. RETALIATION, MALICIOUS COMPLAINTS, FALSE INFORMATION

It is a violation of this policy for a person to retaliate against an individual because that individual, in good faith, reports a violation of this policy or files a complaint pursuant to this policy claiming a violation of this policy. Retaliation against witnesses and others who assist in bringing a complaint or otherwise cooperate in an investigation is prohibited. A retaliation complaint will be considered a separate claim from the original complaint, with separate proceedings and subjecting the alleged violator to separate disciplinary action.

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

III. SANCTIONS/DISCIPLINE

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

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

While counseling is not considered a sanction, it may be offered or required in combination with sanctions. If a student or student groups are found to be in violation of this policy, any of the sanctions set forth in the Student Guide to University Life may also be involved.

V. SEXUAL MISCONDUCT RESOURCES AND REPORTING OPTIONS

CONFIDENTIAL RESOURCES ²⁹	NON-CONFIDENTIAL RESOURCES
(1) Sexual Assault Awareness & Facilitative Education Office (SAAFE) ▪ Crisis Line: 219.464.6789 ▪ Emergencies: 219.929.7087 (2) Counseling Center ▪ 219.464.5002 (3) University Pastors ▪ 219.464.5093 (4) Student Health Center ▪ 219.464.5060 (5) The Caring Place	(1) Title IX Coordinator ▪ title9@valpo.edu ▪ 219.464.6370 (2) Valparaíso University Police Department ▪ 219.464.5430 (3) Office of Residential Life ▪ 219.464.5413 (4) Office of Student Affairs ▪ 219.464.5411 (5) Discrimination Complaint Advisors (DCAs) (6) Resident Assistants (RAs)

²⁹ Confidential resources will report crimes to appropriate University personnel for inclusion in the annual crime statistics disclosure, though the victim's name will be withheld from the report. Further, all University publicly available recordkeeping excludes personally identifiable information to the extent permitted by law.

▪ 219.464.5060 (6) National Sexual Assault Hotline ▪ 800.656.HOPE (7) RAINN (Rape Abuse Incest Nat'l Network) ▪ 800.799.7233	(7) Faculty (8) Administrative staff
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Confidential vs. Non-Confidential Resources

A student or employee who has been a target or has been accused of discrimination, harassment, or sexual misconduct, and wishes to keep his or her identity and information private and confidential, should seek a confidential resource listed above. A student or employee who has been a target or has been accused of discrimination, harassment, or sexual misconduct and wishes to report an incident should seek a non-confidential resource listed above. The non-confidential resources will protect a student or employee's privacy by limiting the people with whom they share the reported information; however, non-confidential resources cannot guarantee complete confidentiality, as they must notify and report to the Title IX coordinator.

Protective Measures

The SAAFE office and the Office of Student Affairs assists students with interim measures such as academic, housing, and transportation accommodations, in addition to no-contact directives, that are reasonably available. For employees, Human Resource Services will also coordinate working accommodations if such accommodations are reasonably available. Regardless of whether a student or employee decides to report to the incident of sexual misconduct to the Valparaiso University Police Department, interim measures and accommodations are available upon the victim's request and will be implemented when they are reasonably available.

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

Additional Options Available for Reporting Sexual Misconduct

Both men and women can be victims or perpetrators of sexual misconduct. Valparaiso University does not tolerate violence and strongly encourages all persons who believe they may have been a victim of violence while on campus or participating in a University endeavor to report the incident to the Valparaiso University Police Department. Valparaiso University Police Department is a non-confidential resource. Victims may notify proper law enforcement authorities, including Valparaiso University Police Department and local police; be assisted by Valparaiso University Police Department in notifying law enforcement authorities if the victim so chooses; and decline to notify such authorities. DCAs and the Title IX coordinator will assist a victim in notifying the Valparaiso University Police Department and/or local police if requested by the victim.

A person who perpetrates a sexual violence, such as rape or sexual assault, while on campus or during a University-sponsored activity or endeavor is subject to a broad range of disciplinary actions including, but not limited to: suspension, expulsion, termination of employment, and/or permanent separation from the University.

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

- Provide for the person's immediate need for safety;
- Call a counselor to come on campus to speak with the person;
- Provide transportation to the emergency room if requested;

- Gather information pertaining to the incident;
- Advise the person on obtaining a protective order, and by request, notify someone with authority over the assailant so contact between the two parties can be limited; and
- Call the Title IX Coordinator to assist in the matter.

An individual is not required to report the Valparaiso University Police Department immediately; however, it is important to preserve any evidence of the incident as it may be necessary to prosecute a crime or obtain an order of protection. An individual is strongly encouraged not to shower, douche, brush teeth, eat, or change clothing in an effort to preserve physical evidence. If a victim changes clothes, a victim is encouraged to put all clothing wearing at the time of the incident into a paper bag.

Students have the following additional options available immediately:

- (1) Call the Sexual Assault Awareness and Facilitative Education (SAAFE) Office crisis line at 219.464.6789. For emergencies occurring after regular business hours, call 219.929.7087;
- (2) Call the Counseling Center crisis response line at 219.464.5002. The caller will receive a recording that will provide instructions for contacting a counselor at home. The counselor may come to campus to speak to the person and assist him/her in reporting the assault to the VUPD;
- (3) Call the Title IX coordinator at 219.464.6370 or title9@valpo.edu; and/or
- (4) Go directly to the Porter Hospital Emergency Room. Porter Hospital may charge the student for services. Medical personnel will call the VUPD. A person choosing this option for requesting assistance may expect appropriate professionals to fill the following roles:
 - PH Emergency Room personnel will conduct a physical examination, treat any injuries, gather physical evidence of the assault and supply aftercare instructions;
 - VUPD officer will interview relevant parties, including the victim, to initiate an official investigation; and
 - The SAAFE and/or Counseling Center advocate will provide emotional support, safeguard the person's right to make choices, assist the person in examining alternatives and begin the recovery and re-empowerment process.

Employees and students have the following additional options available:

- (1) Contact the Title IX coordinator at 219.464.6370 or title9@valpo.edu;
- (2) Contact the Office of Human Resource Services, which will assist in placing the employee into the Employee Assistance Program; and/or
- (3) Contact an off-campus service available to assault victims, which include:
 - National Sexual Assault Hotline 1.800.656.HOPE
 - Sexual Assault Recovery Project 219.465.3408
 - Victim's Assistance Unit 219.465.3433
 - Porter County Prosecutor's Office 219.465.3415
 - Porter Starke Services 219.531.3500

Available Reporting Options

The University will respond to discrimination, harassment, or sexual misconduct if it knows or reasonably should know of the situation. Certain responsible employees have a duty to promptly report discrimination, harassment, or sexual misconduct as set forth above in this policy. Indiana law requires that anyone who has reason to believe a minor (17 years of age or less) has been sexually assaulted immediately report the matter to the Valparaiso University Police Department or other local law enforcement. Members of the University community who believe they have been discriminated against, harassed, or a target of sexual misconduct, or know or reasonably should know of discrimination, harassment, or sexual misconduct, or have been accused of discrimination, harassment, or sexual misconduct while on

campus or participating in a University-sponsored activity or endeavor, should contact the Title IX coordinator or Discrimination Complaint Advisor (DCA) to request advice and information about how to proceed. DCAs are appointed by the president. A list of current DCAs can be obtained from the general counsel's website at valpo.edu/general-counsel/policies/university-policies-general/. If invoked, the role of the DCA is to stay in close contact with the individual and serve as a resource for information about procedures, services, and techniques for resolving the situation. The DCA is responsible for providing impartial assistance, identifying, and discussing the options an individual who feels he or she has been discriminated against, harassed, or a target of sexual misconduct or an individual who has been accused of discrimination, harassment, or sexual misconduct might wish to follow. These options include both an informal and formal complaint/resolution process. The informal process is set forth below. The DCA will report complaints to the Title IX coordinator, who will provide further assistance and oversight into procedures as required.

Employees and students can file an informal or formal complaint anytime, whether or not they contacted or sought the assistance of a DCA. Employees and students may file an informal or formal complaint against an employee or student pursuant to the informal and formal complaint/resolution processes as prescribed below. Complaints by or against non-employees and non-students that allege sexual violence such as sexual assault or rape or the violation of a crime may be made with the Valparaíso University Police Department or the Title IX coordinator. Complaints by or against non-employees and non-students that allege discrimination, harassment, or sexual misconduct must be filed with the director of Human Resource Services if the alleged violator is an employee, or with the dean of students if the alleged violator is a student. The Title IX coordinator may take all reasonable steps to investigate or file a complaint against an employee or student if victim does not invoke the informal or formal complaint resolution process in circumstances where there is a continuing or broader threat to the campus community.

All reporting mechanisms may also apply to any student or employee who has been discriminated, harassed, or a target of sexual misconduct by another student or employee off campus or during a non-University activity. Finally, the University has the authority to take interim action against any alleged violator while the applicable complaint processes is pending. The purpose of any interim action is to separate the complainant from the alleged violator or alleviate any potential danger while the applicable process is pending. Any employee subject to an interim action will still be paid their normal rate of pay while the applicable process is pending.

VI. INFORMAL DISCRIMINATION, HARASSMENT, AND SEXUAL MISCONDUCT COMPLAINT/RESOLUTION PROCESS

Using the informal complaint/resolution process for a discrimination, harassment, or sexual misconduct complaint is not required or necessarily encouraged, but the alleging individual may prefer to attempt to resolve the matter utilizing this process. The purpose of this process is to expeditiously resolve the matter to the satisfaction of the complainant without having to undergo a formal complaint/resolution process.

To invoke this process, *if the alleged violator is an employee*, the complainant must file an informal complaint form (<https://www.valpo.edu/general-counsel/files/2016/10/Discrimination-Informal-Complaint-Form.pdf>) with the director of Human Resource Services. However, the complainant may also contact the Title IX coordinator to assist in filing an informal complaint form. If the complainant is a student claiming sexual misconduct, the SAAFE office coordinator will contact the director of Human Resource Services on his/her behalf. The director of Human Resource Services will notify the Title IX coordinator in all cases, and the Title IX coordinator will provide oversight of the process.

If the alleged violator is a student, the complainant must file an informal complaint form (<https://www.valpo.edu/general-counsel/files/2016/10/Discrimination-Informal-Complaint-Form.pdf>) with the dean of students. However, the complainant may contact the Title IX coordinator or the SAAFE office coordinator to assist in filing an informal complaint form. The SAAFE office coordinator will contact the dean of students on behalf of the complainant. In cases where a student claims sexual misconduct, the student complainant is encouraged to contact the SAAFE office coordinator first. The dean of students will notify the Title IX coordinator in all cases, and the Title IX coordinator will provide oversight of the process.

If the alleged violator is a nonstudent or nonemployee, the complainant must file an informal complaint form (<https://www.valpo.edu/general-counsel/files/2016/10/Discrimination-Informal-Complaint-Form.pdf>) with the Title IX coordinator.

The complainant must supply a brief description of what occurred, the name of the violator(s), any witnesses, any evidence of his/her claim, and his/her desired outcome or results. The investigator(s) will review the complaint, will meet with the parties and any available witnesses, and will review all available evidence. A proposed resolution will be presented to the complainant and respondent for approval or disapproval. Possible resolutions include: temporary, indefinite, or permanent separation of the parties, explicit agreements about future conduct, change in workplace assignments, substitution of one class for another, or other appropriate relief. The complainant may choose to dismiss his/her Informal complaint anytime during this process and/or file a formal complaint.

If the matter does not result in the alleging individual's desired outcome, he or she may reject the proposed resolution and file a formal complaint. If the alleging individual is satisfied with the outcome or it results in his/her desired outcome, the results will be documented and the matter will be resolved.

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

Purpose

The purpose of this process is to provide avenues for formally addressing and resolving claims of discrimination, harassment, or sexual misconduct and taking action against an employee who has violated the University's policy that prohibits discrimination, harassment, or sexual misconduct. This process applies to any student or employee wanting to make a complaint against any employee, but this process does not apply to any tenure-track faculty member claiming that he/she was denied tenure or not renewed as the result of prohibited discrimination or harassment. Such complaints are made pursuant to procedures set forth in the Faculty Handbook. Formal complaints against a student must be made with the dean of students pursuant to the Student Judicial System as set forth in the Student Guide to University Life. Such a complaint will be governed by the process therein. All reported incidents will be treated seriously and given prompt attention.

Confidentiality

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

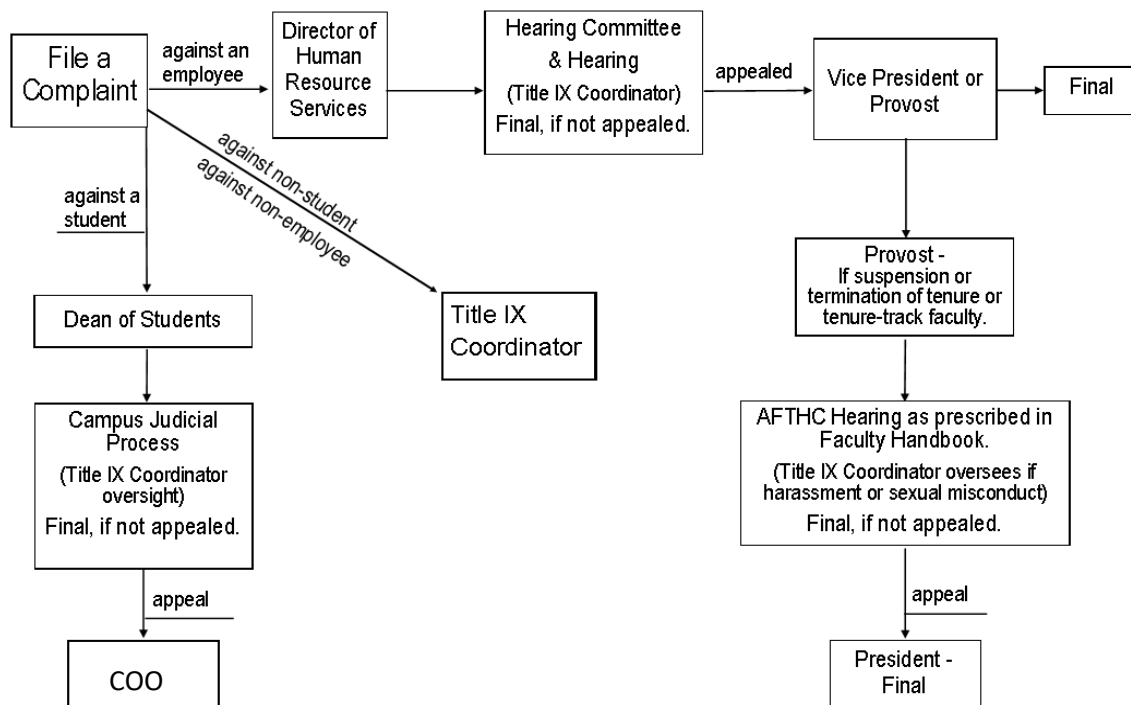
Starting the Process

A formal complaint against an employee is filed with the director of Human Resource Services. A complaint form can be obtained from the Office of Human Resource Services, or available online at <http://www.valpo.edu/general-counsel/files/2016/10/Discrimination-Formal-Complaint-Form.pdf>. The form will require the complainant to set forth sufficient details of the incident(s), along with alleged violators, witnesses, evidence (included or attached), and relief sought. Complainants are encouraged to file their complaint in a timely manner to preserve evidence. The director of Human Resource Services will immediately forward a copy of the form and its attachments to the Title IX coordinator and alleged violator(s). The alleged violator(s) may submit a written response to the director of Human Resource Services, attach additional evidence to the response, and name any additional witnesses. Any written response must be submitted to the director of Human Resource Services within ten (10) calendar days after the alleged violator received a

copy of the form. The director of Human Resources will immediately forward a copy of the written response to the complainant. All members of the Valparaiso University community should understand that this policy is not intended to keep them from filing a criminal complaint if they so choose. The University's process is separate from a criminal investigation or other criminal proceedings. The University's responsibilities under this policy are not relieved if a criminal complaint is filed in court or if there is an outside law enforcement agency investigating the matter. Further, the University can find a violation of this policy even if the criminal standard for a conviction cannot be met.

Discrimination, Harassment, Sexual Misconduct

Formal Complaint/Resolution Process at a Glance



Investigation and Procedures

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

The University investigation and resolution proceedings shall be prompt, fair, and impartial. During the investigation and resolution of a complaint, the complainant and respondent shall have equal rights. They include: (1) equal opportunity to identify and have considered witnesses and other relevant evidence; (2) similar and timely access to all information considered by the committee; (3) equal opportunity to review any statements or evidence provided by the other party; and (4) equal access to review and comment upon any information independently developed by an investigator or the committee.

The committee may dismiss any complaint by majority vote if, assuming the allegations were true, it would not constitute a violation of the University's policy against discrimination, harassment, or sexual misconduct. The president of the University may appoint outside legal counsel or a consultant to guide or direct the committee. The Title IX coordinator shall oversee the process, and may provide the committee advice on the process, but shall have no authority over the committee. The committee shall choose one of its members to chair the committee.

Should a committee member have a conflict of interest in hearing the matter, he or she must withdraw from this matter. In such a case, the withdrawing committee member will be replaced by a similarly situated person.

The University will strive to resolve a complaint within sixty (60) calendar days of receiving it, though certain resolutions may take longer depending on the circumstances. If resolution will take longer than sixty (60) calendar days, the parties will be given notice and an explanation in writing. The University's internal investigation is separate from the investigation of outside law enforcement agencies, and the University will only delay its investigation due to an outside investigation if particular circumstances warrant such a delay. Delays for this reason will typically not exceed 3–10 calendar days. At the hearing, standard courtroom procedures and rules of evidence will not apply. The committee must review the complaint, its attachments, and any written responses and their attachments; separately interview and question the complainant and alleged violator(s); and call to attendance available witnesses they determine might have relevant information. The complainant and the alleged violator(s) may have advisors of their choice at the hearing or any related meeting but such person may not ask questions of the committee members, witnesses, or otherwise participate in the hearing. Members of the committee may make negative inferences from any alleged violator's refusal to participate in the process or answer questions from the committee members. In cases of alleged sexual misconduct, questioning about the complainant's sexual history with anyone other than the respondent will not typically be permitted, especially when the purpose is purely to show the complainant's sexual predisposition. However, in certain circumstances it may be permissible, such as if the complainant raises the issue or if it is of particular relevance to the current complaint. When requested, the University will make arrangements so that the complainant and the alleged violator(s) do not have to be present in the same room at the same time.

A written determination shall be rendered by a majority vote of the committee within five (5) calendar days after the hearing. **The decision shall be written by the chair, set forth justification for the decision, and signed by each member stating that a majority of the committee supported the decision.** A determination against the violator shall set forth any sanctions. The matter shall be final and binding unless appealed. The vice president (or provost) over the violator may postpone the sanctions or suspend the violator, with pay, until the time to appeal the determination has expired or the appeal process has been exhausted. The chair may attach any relevant documents to the written determination. Both the complainant and the respondent shall be simultaneously notified in writing of: (1) the outcome of the hearing; (2) appeal procedures; (3) any changes to the results that occur prior to the time the results become final; and (4) the final determination.

A copy of the committee's written determination shall be provided to the Title IX coordinator and the immediate supervisor and placed in personnel files.

Appeals Process

The complainant or any violator(s) can appeal the committee's determination by submitting a written appeal to the alleged violator's respective vice president or provost within five (5) calendar days from the date of receipt of the committee's determination. The appeal must be dated, signed by the party appealing, set forth reasons why the committee's determination is unjustified, and include a copy of the determination. The vice president or provost will immediately forward a copy of the appeal to the chair of the committee, the Title IX coordinator, and the non-appealing party. The chair will provide the vice president or provost a written response within five (5) calendar days from the date of his/her receipt of the appeal, and the non-appealing party may provide a written response within five (5) calendar days from the date of his/her receipt of the appeal.

The respective vice president or provost has the discretion to review the determination of the committee on any basis he/she deems appropriate, interview witnesses, and render any decision on appeal that he/she deems appropriate. The Title IX coordinator will be available to provide the vice president or provost advice. The vice president or provost shall issue a written determination within fifteen (15) days of his/her receipt of the appeal. A copy of the written decision shall be provided to the appealing party, the non-appealing party, the Title IX coordinator, and the parties' personnel files. All decisions of the vice president or provost are final and binding. However, the decisions of a provost that support a determination that a faculty member violated the University's policy against discrimination, harassment, or sexual misconduct may be subject to additional process pursuant to the Faculty Handbook.

Sanctions

The employee's respective vice president or provost will review sanction(s) recommended and may modify the sanction(s) if so inclined. However, should the provost seek to impose suspension or expulsion of a tenure or tenure-track faculty member, additional process may be due pursuant to the Faculty Handbook.³⁰

The Student Disciplinary Process

Valparaiso University has implemented supplemental disciplinary procedures for investigations and hearings involving sexual assault, domestic violence, dating violence, and/or stalking, pursuant to federal law. Sexual assault, domestic violence, dating violence, and/or stalking cases receive a prompt, fair, and impartial investigation and resolution per the process described in the Student Guide to University Life.

Employee Disciplinary Procedures

Valparaiso University has two categories of employees: faculty and staff. Each of these categories of employees has distinct procedures for discipline and dismissal for non-academic dismissal, which are provided below. All employees may be subject to one or more of the following disciplinary responses: written reprimand, unpaid suspension, dismissal, demotion, revocation of responsibilities, reassignment, and retraining.

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

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

³⁰ To the extent there are any inconsistencies between the *Nondiscrimination, Harassment, and Sexual Misconduct Policy* and other University grievance, complaint, or discipline procedures, the *Nondiscrimination, Harassment, and Sexual Misconduct Policy* will control.

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

Termination of Tenured and Tenure-Track Faculty Members

Faculty retain certain rights under Valparaíso University's Faculty Handbook. A faculty member who is accused of a violation of Valparaíso University's Nondiscrimination, Harassment, and Sexual Assault Policy is subject to the procedures as outlined in section 2.3.10 of the Faculty Handbook.

Termination of Valparaíso University Staff

Valparaíso University staff do not retain any additional procedural protections beyond those explicitly enumerated in Valparaíso University's Nondiscrimination, Harassment, and Sexual Assault Policy. The following is an excerpt from Valparaíso University's Staff Handbook, further describing Valparaíso University's authority to end the employment relationship at will.³¹

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

³¹ Staff Handbook, available at https://www.valpo.edu/general-counsel/files/2018/08/2018.08.14-ULA_Staff_Handbook_v2018r2.pdf

Fire Safety Report

Fire Statistics for On-Campus Student Housing Facilities

2019 Fire Statistics

Location	Address	Total # of Fires	Cause of Fire	# Injuries	# Deaths	Value of Property Damage
Alumni Hall	1605 Campus Drive East	0	NA	0	0	0
Beacon Hall	150 North Campus Drive	0	NA	0	0	0
Brandt Hall	1710 Campus Drive East	0	NA	0	0	0
Guild Hall	1210 Union St.	0	NA	0	0	0
Memorial Hall	1200 Union St.	0	NA	0	0	0
Kade-Duesenberg German House and Cultural Center	822 Mound St.	0	NA	0	0	0
Lankenau Hall	1515 Campus Drive East	0	NA	0	0	0
Promenade East	55 University Park	0	NA	0	0	0
Uptown East Building 2	1401 LaPorte Ave.	0	NA	0	0	0
Wehrenberg Hall	1810 Campus Drive East	1	Paper on wall was lit on fire	0	0	0
Sorority Complex Housing	805 Union St.	0	NA	0	0	0
Sorority Complex Housing	807 Union St.	0	NA	0	0	0
Sorority Complex Housing	809 Union St.	0	NA	0	0	0
Sorority Complex Housing	811 Union St.	0	NA	0	0	0
Sorority Complex Housing	813 Union St.	0	NA	0	0	0
Sorority Complex Housing	815 Union St.	0	NA	0	0	0

2018 Fire Statistics

Location	Address	Total # of Fires	Cause of Fire	# Injuries	# Deaths	Value of Property Damage
Alumni Hall	1605 Campus Drive East	0	NA	0	0	NA
Beacon Hall	150 North Campus Drive	0	NA	0	0	NA
Brandt Hall	1710 Campus Drive East	0	NA	0	0	NA
Guild Hall	1210 Union St.	0	NA	0	0	NA
Memorial Hall	1200 Union St.	0	NA	0	0	NA
Kade-Duesenberg German House and Cultural Center	822 Mound St.	0	NA	0	0	NA
Lankenau Hall	1515 Campus Drive East	0	NA	0	0	NA
Promenade East	55 University Park	0	NA	0	0	NA
Uptown East Building 1	1300 East Lincolnway	0	NA	0	0	NA
Uptown East Building 2	1401 LaPorte Ave.	1	Dryer Fire	0	0	\$2,000,000*
Uptown East Building 3	1301 LaPorte Ave.	0	NA	0	0	NA
Wehrenberg Hall	1810 Campus Drive East	0	NA	0	0	NA
Sorority Complex Housing	805 Union St.	0	NA	0	0	NA
Sorority Complex Housing	807 Union St.	0	NA	0	0	NA
Sorority Complex Housing	809 Union St.	0	NA	0	0	NA
Sorority Complex Housing	811 Union St.	0	NA	0	0	NA
Sorority Complex Housing	813 Union St.	0	NA	0	0	NA

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Sorority Complex Housing	815 Union St.	0	NA	0	0	NA
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*Total value unknown due to pending litigation, but estimated damage valuation is set between \$200,000 and \$2,000,000.

2017 Fire Statistics

Location	Address	Total # of Fires	Cause of Fire	# Injuries	# Deaths	Value of Property Damage
Alumni Hall	1605 Campus Drive East	0	N/A	0	0	N/A
Beacon Hall	150 North Campus Drive	0	N/A	0	0	N/A
Brandt Hall	1710 Campus Drive East	0	N/A	0	0	N/A
Guild Hall	1210 Union St.	0	N/A	0	0	N/A
Memorial Hall	1200 Union St.	0	N/A	0	0	N/A
Kade-Duesenberg German House and Cultural Center	822 Mound St.	0	N/A	0	0	N/A
Lankenau Hall	1515 Campus Drive East	0	N/A	0	0	N/A
Promenade East	55 University Park	1	Unintentional cooking fire	0	0	\$99
Uptown East Building 2	1401 LaPorte Ave.	0	N/A	0	0	N/A
Wehrenberg Hall	1810 Campus Drive East	0	N/A	0	0	N/A
807 Mound Street	807 Mound St.	0	N/A	0	0	N/A
Sorority Complex Housing	805 Union St.	0	N/A	0	0	N/A
Sorority Complex Housing	807 Union St.	0	N/A	0	0	N/A
Sorority Complex Housing	809 Union St.	0	N/A	0	0	N/A
Sorority Complex Housing	811 Union St.	0	N/A	0	0	N/A

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Sorority Complex Housing	813 Union St.	0	N/A	0	0	N/A
Sorority Complex Housing	815 Union St.	0	N/A	0	0	N/A

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

There were no fires in 2019.

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

All campus residence halls are equipped with Siemens MXL fire systems, which consist of pull stations, smoke and fire detectors, alarm horns, and built-in water hoses. These systems are tied directly to University police alarm systems, with a back-up link to the University's Facilities Management Services alarm system. In addition to the Siemens system, all residence halls have fire extinguishers located throughout the building. Uptown East residences have Firelite fire systems, which consist of pull stations, smoke and fire detectors, and alarm horns. Fire department connections and stand pipe connections are located around and in each building. The entire property also has full sprinkler capability with sprinklers in all common areas, hallways, and suite units. Areas with commercial cooking, including the Helge Center, Union café and Union Dining are equipped with an Ansel hood fire suppression system. All systems are monitored by A.B.C. Burglar & Fire Alarm Corporation with emergency response provided by the city of Valparaiso.

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

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Cultural Center								
Lankenau Hall	1515 Campus Drive East	Yes	No	No	Yes	Yes	Yes	2
Promenade East	55 University Park	Yes	Yes	Yes	Yes	Yes	Yes	2
Wehrenberg Hall	1810 Campus Drive East	Yes	Yes	No	Yes	Yes	Yes	2
807 Mound Street	807 Mound St.	Yes	No	No	Yes	Yes	Yes	2
805 Union Street	805 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
807 Union Street	807 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
809 Union Street	809 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
811 Union Street	811 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
813 Union Street	813 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2
815 Union Street	815 Union St.	Yes	Yes	Yes	Yes	Yes	Yes	2

Valparaiso University Residential Life Fire Safety Policy

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

Valparaiso University Residence Halls

Residence Hall Fire Drills

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

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

Electrical Appliances

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

Open Flames

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

Smoking

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

Procedures to Use In Case of A Fire

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

- Know the location of fire extinguishers in your area and know how to use them. Training and information are available through _Valparaiso University Police.
- For a minor fire that appears controllable, IMMEDIATELY contact VUPD at 219.464.5430. Promptly direct the charge of the fire extinguisher toward the base of the flame.
 - Remember “PASS”
 - Pull
 - Aim
 - Squeeze
 - Sweep
- If necessary, or if directed to do so by VUPD or building contact person, activate the building’s fire alarm. In addition, you must call VUPD or building contact person.
- For large fires that do not appear controllable, IMMEDIATELY contact VUPD at 219.464.5430 and building contact person. Evacuate all affected rooms, closing all doors to confine the fire and reduce oxygen. Do not lock doors.
- Assist people with disabilities in exiting the building. Do not use elevators in case of fire.
- Once outside, move to a clear area away from the affected building(s). Keep streets and walkways clear for emergency vehicles and personnel.
- If requested, assist VUPD and/or building contact person.
- If necessary an Emergency Command Post (CP) will be activated by VUPD. Keep clear of the CP unless you have important information to report. All emergency procedures will be directed through the CP. Building contact persons will be in contact with the CP, and communications will flow through the building contact person.
- Do not return to an evacuated building unless directed to do so by VUPD or the building contact person.

- If you become trapped in a building during a fire and a window is available, place an article of clothing (shirt, coat, etc.) outside the window as a marker for emergency personnel. If there is no window, stay near the floor, where the air will be more breathable and shout at regular intervals to alert emergency personnel of your location.

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

General safety and fire safety information is available to students, faculty, and staff in flipcharts that are distributed in each building, online on the Valparaiso University alert page, and in this report. The training includes procedures students and employees should follow in case of a fire.

Fire Safety Education for Student Employees and Occupants of University Housing

The Student Affairs professional staff, residential learning coordinators, and resident assistants participate in live fire extinguisher training each year, prior to the beginning of the fall semester, with the Valparaiso University Police Department. In 2019, this training was attended by residential learning coordinators, resident assistants, and professional staff.

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

The training covers the following topics:

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

Fire Safety Training and Education for Staff

Facilities Management Services staff receive fire extinguisher, fire watch, personal protective equipment, and ladder safety on an annual or bi-annual basis. Each IC team member receives National Incident Management System (NIMS) training. NIMS training provides a systematic, proactive approach to prevent, protect against, respond to, recover from, and mitigate the effects of incidents.

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

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

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

Plans for Future Improvement in Fire Safety

Further fire safety improvements are not necessary. We will continue to adhere to stringent inspection, testing, and maintenance of all fire safety systems, equipment, and devices.

[End]