



# Annual Security Report

Indiana University-Purdue University  
Columbus



September | 17

## Table of Contents

<b>Policy Statements</b> .....	<b>2</b>
I. Reporting Crimes and Other Emergencies .....	2
Response to Report .....	3
Voluntary, Confidential Reporting .....	3
Campus Security Authorities .....	3
Pastoral and Professional Counselors .....	3
II. Timely Warnings (Crime Notices) about Crimes .....	3
III. Emergency Notifications (Emergency Alerts) .....	4
IV. Emergency Response and Evacuation Procedures and Tests .....	5
Emergency Procedures .....	5
Tests, Drills, and Exercises .....	5
V. Daily Crime Log .....	6
VI. Security of and Access to Campus Facilities .....	6
Academic and Administrative Building Access .....	6
Campus Residence Access .....	6
VII. Security Considerations for the Maintenance of Campus Facilities .....	6
VIII. Crime Prevention and Security Awareness .....	7
IX. Campus Law Enforcement/Indiana University Police Department (IUPD) .....	8
Enforcement Authority and Jurisdiction .....	8
Working Relationship with State and Local Enforcement Agencies .....	8
X. Crimes at Non-Campus Locations .....	9
XI. Alcohol and Drugs .....	9
Alcohol and Drug Programs .....	10
XII. Dating Violence, Domestic Violence, Sexual Assault and Stalking (Sexual Misconduct) .....	12
Definitions .....	12
Prevention and Awareness Programs .....	16
Safe and Positive Options for Bystander Intervention .....	18
Risk Reduction .....	19
Healthy, Unhealthy, and Abusive Relationships .....	19
Procedures a Victim should follow if a crime of Domestic Violence, Dating Violence, Sexual Assault or Stalking Occurs .....	20
Written Notification to Student and Employee Victims .....	22
Protective Measures .....	23
Procedures the University Will Follow with Reports of Sexual Misconduct .....	24
Institutional Disciplinary Procedures .....	24
Confidentiality and Privacy .....	25
XIV. Obtaining Registered Sex Offender Information .....	27
XIII. Preparation of Disclosure of Crime Statistics .....	27
<b>Disclosure of Annual Crime Statistics</b> .....	<b>28</b>
XIV. 2016 Crime Statistics .....	28
Criminal Offenses .....	28
VAWA Offenses .....	28
Arrests and Referrals for Disciplinary Action .....	28
Hate Crimes .....	28
Unfounded Crimes .....	28
XV. 2015 Crime Statistics .....	29
Primary Crimes .....	29
VAWA Offenses .....	29
Arrests and Referrals for Disciplinary Action .....	29
Hate Crimes .....	29
Unfounded Crimes .....	29
XVI. 2014 Crime Statistics .....	30
Primary Crimes .....	30
Domestic Violence, Dating Violence, and Stalking .....	30
Hate Crimes .....	30
<b>Appendix A - Crime Definitions</b> .....	<b>30</b>
<b>Appendix B – Indiana University Sexual Misconduct Policy (UA-03)</b> .....	<b>32</b>
<b>Appendix C – Sexual Misconduct: Rights, Options, and Resource Guide</b> .....	<b>53</b>

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# *2017 Annual Security Report for Indiana University Purdue University Columbus (IUPUC)*

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## **Annual Security Report**

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In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the safety-related requirements of the Higher Education Opportunity Act, the Indiana University Police Department (IUPD) on each Indiana (IU) campus produces an Annual Security Report. Each report includes policy statements and specific information regarding the University's procedures, practices, and programs concerning safety and security (e.g. policies for responding to emergency situations and sexual offenses). Each report also includes three years' worth of statistics for particular types of crimes that occurred on campus; in certain non-campus buildings or property owned or controlled by the University; and on public property on or immediately adjacent to the campus.

These reports are available online at <https://protect.iu.edu/police-safety/annual-reports/index.html>. You may also request a paper copy from your campus IUPD contact at:

Indiana University Police Department – Office of Public Safety  
4601 Central Avenue, Room 105  
Columbus, IN 47203  
(812) 348-7388

## **Policy Statements**

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This section of the Annual Security Report discloses the procedures, practices, and programs IU has implemented to keep its students and employees safe and its facilities secure.

### **I. Reporting Crimes and Other Emergencies**

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All community members, including students, faculty, staff, and guests, are encouraged to accurately and promptly report all criminal or suspicious actions and any potential emergencies to the Indiana University Police Department (IUPD) or appropriate law enforcement agency, including when the victim of a crime elects to, or is unable to, make such a report. Situations occurring on campus should be reported to the IUPD. For emergencies, dial 9-1-1; if you are using a cell phone, immediately state your location. Incidents may also be reported in any of the following ways:

- By telephone for non-emergencies: (812) 348-7388.
- Via the blue light telephones located on campus property.
- To any police officer, security officer, or cadet when encountered.
- Using the online Campus Security Authority Crime Report form at: <https://protect.iu.edu/machform/view.php?id=11507>.

For crimes or emergencies occurring off-campus, reports should be made to local law enforcement by either dialing 9-1-1 or visiting in person.

Clery Act crimes, as described in Appendix A of this report, should be reported to the IUPD for inclusion in the annual statistical disclosure of crimes, and for assessment for Timely Warning notifications.

## Response to Report

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Depending on the nature of the particular report, the IUPD dispatcher may either send an officer to the caller's location or ask the caller to come to the IUPD office to file an incident report. After the report is filed, an investigation may be conducted.

As required by law or policy, an incident report may be forwarded to other University offices for review for potential action. These offices include but are not limited to:

- Office of the Vice President and General Counsel
- University Title IX Coordinator
- Deputy Title IX Coordinator
- Human Resources
- Academic Affairs
- Office of Insurance, Loss, Control and Claims
- Environmental Health and Safety
- Vice Chancellor and Dean
- Executive Director, Finance and Administration
- Dean of Students

## Voluntary, Confidential Reporting

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If you are a victim of or witness to a crime, but you do not want to pursue action within the University system or the criminal justice system, you may still choose to make a report and request that it remain confidential. The purpose of such a report is to comply with your wish to keep your identity confidential, while also providing information to help ensure the future safety of yourself and others. An IUPD officer can file a confidential report detailing the incident without revealing your identity, to the extent allowed by state and federal laws. Certain information and details may be requested for public inspection, as stated in [Indiana Code 5-14-3](#) and as described in the Daily Crime Log section below. Using the information provided in the confidential police report, the University can: keep an accurate record of the number of incidents involving students, employees, and visitors; determine whether there is a pattern of crime with regard to a particular location, method, or assailant; and alert the University community to potential dangers. Reports filed in this manner may be counted and disclosed in the annual statistical disclosure for the University, included in the Daily Crime Log, and used for the assessment of timely warning notifications without using any personally identifiable information.

## Campus Security Authorities

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Many individuals throughout the University have been identified as Campus Security Authorities (CSA) and have responsibilities to inform the IUPD of specific information regarding any crimes of which they are made aware. If you make a report to a CSA, be aware of their responsibilities and clearly express any interest you have in remaining confidential. Additional information on who at the University may qualify to be a CSA can be found at <https://protect.iu.edu/police-safety/clery/csa.html>.

## Pastoral and Professional Counselors

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Any pastoral counselors and licensed professional counselors on campus, working in that capacity, are not considered campus security authorities (CSAs). Therefore, they are not required to report crimes for inclusion into the annual disclosure of crime statistics. However, if they deem it appropriate, these counselors may inform students about the University's policies and procedures about reporting crimes on a voluntary basis and seeking help if they are the victim of a crime (see above section on Voluntary, Confidential Reporting).

## II. Timely Warnings (Crime Notices) about Crimes

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In order to promptly alert students and employees of a serious or continuing threat on or near campus, and to provide them with enough time and information to promote safety and aid in the prevention of similar crimes, IU has instituted a timely warning system. Timely Warnings at IU are called Crime Notices and may be issued for any of the Clery Act crimes, as described in Appendix A of

this report, that occur on campus; in certain non-campus buildings or property owned or controlled by the University; and on public property on or immediately adjacent to the campus. Crime Notices may also be distributed for other crimes if deemed necessary by the campus IUPD Chief or their designee.

Crime Notices will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. For a Crime Notice to be issued, the crime must be considered a serious or continuing threat to students or employees. The campus IUPD Chief or their designee is responsible for determining the necessity of a Crime Notice and for issuing the notice to members of the IU community. If a crime occurring on campus is determined to be an immediate threat to the health or safety of students or employees, IU will follow the emergency notification procedures listed in the Emergency Notifications (Emergency Alerts) section below.

In deciding whether or not to issue a Crime Notice, the campus IUPD Chief or their designee examines the facts of each incident and considers when and where the incident occurred, when the incident was reported, and any other information available to the IUPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other University community members, and a Crime Notice would likely not be distributed.

Crime Notices are generally written and issued by the campus IUPD Chief or their designee. Certain details may be withheld from a notice if the information would compromise law enforcement efforts. Any details that could disclose the identity of the victim are withheld from Crime Notices. IU-Notify is generally used to send Crime Notices to members of the University community. If additional information or updates are released, they will be posted to <http://emergency.iu.edu>. Email is the primary method of Crime Notice communication, however, other means of distribution may be used, including:

- Text messages
- Posting to Protect IU webpage updates (<http://protect.iu.edu/>)
- Posted on <http://emergency.iu.edu>

More information on IU-Notify and instructions on how to update your contact information can be found at <https://protect.iu.edu/emergency-planning/communication/iu-notify.html>. For members of the IU community, it is suggested that you provide the best phone number to reach you and an email address in order to receive alerts and notices. You should update and verify your information regularly.

### **III. Emergency Notifications (Emergency Alerts)**

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When IU receives a report of a potential emergency or other dangerous situation occurring on or imminently threatening the campus, public safety and campus officials respond and assess each incident. Upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and/or employees, the University will immediately notify the campus community. Emergency notifications at IU are called Emergency Alerts. University officials authorized to send alerts via the emergency notification system will, without delay and taking into account the safety of the community, collaborate to determine the content of the notification and initiate the notification system. These officials will communicate information regarding the threat either to the campus community as a whole or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. IU will not immediately issue a notification for a confirmed emergency or dangerous situation if by doing so, in the professional judgment of public safety and campus officials, it will compromise efforts to assist a victim, to contain the emergency, to respond to the emergency, or to otherwise mitigate the emergency.

IU's use of emergency response and notification procedures is not necessarily limited to crimes. An incident such as a serious gas leak, tornado, hazardous materials spill, winter storm, outbreak of a serious illness, or other hazards could also warrant the use of this protocol following confirmation by the appropriate authorities that a hazardous condition exists.

University officials authorized to send alerts via the emergency notification system include the following staff: Public Safety and Institutional Assurance officials (including IUPD and Emergency Management and Continuity personnel) and Communications/Marketing personnel. These officials will use their discretion to determine the content of the alert, specific method(s) of notification, recipients of

the notification, and the sending authority. Usually, such notification will be made using the IU-Notify emergency notification system. Notification may be accomplished using a variety of messaging methods which may include one or more of the following: text messages, telephone calls, email, social media, television cable override, sirens, digital signage, website banners, face-to-face communications, and/or public address systems. If there is a need to disseminate information outside of the campus community, it can be communicated in any of the following ways:

- Posted to the IU Protect website at <https://protect.iu.edu>.
- Distributed to local news agencies.
- Posted to Facebook at <https://www.facebook.com/iuemergencyupdates/>.
- Posted to <http://emergency.iu.edu>.
- Posted to WebEOC (which provides selected information to surrounding public safety jurisdictions and the Indiana Department of Homeland Security).
- Posted as a web banner at: <https://www.iupuc.edu>.
- Posters and flyers in campus buildings.

The purpose of initial emergency alerts is to put the campus community on alert. Initial alerts may contain very limited information on the nature of what is happening and specific locations. The University will provide proper follow-up information as it becomes available and as appropriate.

More information on IU-Notify and instructions on how to update your contact information can be found at <https://protect.iu.edu/emergency-planning/communication/iu-notify.html>. For members of the IU community, it is suggested that you provide the best phone number to reach you and an email address in order to receive alerts and notices. You should update and verify your information regularly.

## **IV. Emergency Response and Evacuation Procedures and Tests**

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### **Emergency Procedures**

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IU Emergency Management and Continuity (IUEMC) assists departments and campuses with developing, maintaining, and implementing emergency operations plans, developing and conducting exercises, hazard and risk education, and building partnerships with external response agencies. IUEMC is responsible for assisting with and coordinating the University's overarching mitigation, preparedness, response and recovery programs.

Emergency response and evacuation procedures are documented in the campus Comprehensive Emergency Management Plans and Emergency Procedures and Building Emergency Action Plans. Evacuation route maps are posted in hallways throughout campus buildings. Procedures for potential emergencies can be found at: <https://protect.iu.edu/emergency-planning/procedures/index.html>.

### **Tests, Drills, and Exercises**

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Announced and/or unannounced drills are scheduled and executed annually to test evacuation and emergency procedures.

An announced test of the IU-Notify emergency notification system is conducted at least once per calendar year. This test also publicizes the <https://protect.iu.edu> website, which contains information about emergency procedures.

Each test, drill, and exercise is designed to evaluate IU's emergency plans and capabilities and is documented in writing. The documentation includes a description of the test/drill/exercise, the date held, the time started and ended, whether the test/drill/exercise was announced or unannounced, and includes any follow-through activities designed for assessment and evaluation of emergency plans and capabilities.

Campus tests, drills, and exercises performed in the calendar year for this report include:

Description of Event (ie name of exercise)	Date	Start Time	End Time	Announced or Unannounced
Operation Stormy Weather	3/22/16	1017	1029	Announced
Operation Stormy Weather	3/22/16	1936	1951	Announced
Great Central U.S. ShakeOut	10/20/16	1020	1038	Announced
Emergency Evacuation Drill	11/14/16	1700	1702	Unannounced

## V. Daily Crime Log

The Daily Crime Log includes records of criminal incidents and alleged criminal incidents that have been reported to the Indiana University Police Department (IUPD) on each campus. The Daily Crime Log entries contain more detail than the Annual Crime Statistics Disclosure. It includes all crimes, not just those reported for Clery Act purposes. It also includes crimes that occur within the IUPD's patrol jurisdiction, which may be broader than on-campus. Information may not be included in the log if prohibited by law or if the disclosure would jeopardize an ongoing investigation. If you would like to see your campus' Daily Crime Log, you can do so by:

- Visiting IUPD – Office of Public Safety at 4601 Central Avenue, Room 105, Columbus, IN 47203 during normal business hours.
- Visiting IUPD – Office of Public Safety website at: <http://www2.iupuc.edu/about/administration-leadership/public-safety/crime-log/>.

## VI. Security of and Access to Campus Facilities

IU campuses are open to the public. During business hours, most buildings are open to students, parents, employees, contractors, guests, and invitees; however, there may be restricted areas that are not accessible without permission from a university representative. On evenings and weekends, certain buildings are open for scheduled classes, events, or meetings. Some buildings may stay open 24 hours or have hours that vary at different times of the year. Buildings will be closed according to schedules developed by the department responsible for the building. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside. Emergencies may necessitate changes to any posted schedules.

### Academic and Administrative Building Access

Campus security and access controls include:

- Exterior doors are automatically locked electronically each evening. IUPD checks exterior doors during their patrols to ensure areas/doors are secured.
- Certain interior areas are checked by IUPD during their patrols to ensure areas/doors are secured.

### Campus Residence Access

Special considerations for campus residence access include:

- IUPUC does not operate any on campus residential facilities.

## VII. Security Considerations for the Maintenance of Campus Facilities

IUPD officers patrol campus buildings and grounds regularly. If officers notice any unsafe conditions, such as poor lighting, they report such conditions to the appropriate campus administrators for correction.

Members of the campus community are encouraged to report safety issues to the IUPD or one of the following:

- Facility Services at (812) 348-7314.
- Environmental Health and Safety EHS concerns: <https://protect.iu.edu/environmental-health/report-concern/index.html>.

A very strong commitment to campus security and safety is maintained through regular inspection of the following:

- IUPD and facilities/physical plant employees constantly look for and report problems with lighting, locks, security equipment, and for other public safety hazards as they perform their daily duties.
- Formal surveys of exterior lighting on campus are conducted on a weekly basis. Members of the campus community are encouraged to report any exterior lighting deficiencies to IUPD. A comprehensive survey of all exterior lighting is conducted on a semi-annual basis.
- Building managers check interior lighting regularly. Members of the campus community are encouraged to report any interior lighting deficiencies to the building manager, IUPD or Facilities Services.
- Building managers check exterior doors and locking hardware regularly. Members of the campus community are encouraged to report any interior lighting deficiencies to the building manager, IUPD, or Facilities Services.
- Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. IUPD regularly patrols campus and checks that pathways are well lit, and that other hazards are addressed. Report shrubs or trees that might create an unsafe area as well as poor lighting to Facilities Services.
- IUPD reports malfunctioning lights and other unsafe physical conditions to Facilities Services for correction. Other members of the campus community are helpful when they report equipment problems to IUPD or facilities services/physical plant.
- Environmental Health & Safety conducts safety inspections on all facilities including, but not limited to; laboratories, clinical areas, high hazard maintenance areas, construction sites, food service areas, swimming areas, AEDs, fall protection areas, etc.
- Campus buildings and grounds are patrolled regularly.

### VIII. Crime Prevention and Security Awareness

The IUPD, along with many other IU departments, uses a variety of media to provide information about crime prevention, to publicize campus security procedures and practices, and to encourage community members to be responsible for their own security and for the security of others.

Campus security and fire safety procedures are specifically discussed during new student orientation. In addition, representatives from the IUPD, the Office of Environmental Health and Safety (EHS), and the Office of Emergency Management and Continuity (IUEMC) participate in forums, engage in town hall meetings, and are available by request to address student and employee questions and to explain University security, public safety, and fire safety measures. Members of the IUPD conduct presentations about crime prevention and general security and safety awareness upon request. Information typically provided includes crime prevention tips; statistics on crime at IU; fire safety information; information about campus security procedures and practices; and encouragement to all community members to be responsible for their own security and for the security of others. IU also offers ongoing educational programs to promote awareness and prevention of domestic violence, dating violence, sexual assault, and stalking. More information about these programs can be found in the Dating Violence, Domestic Violence, Sexual Assault and Stalking (Sexual Misconduct) section of this report.

Campus security awareness and crime prevention programs include:

Description of Program	Frequency	Contact/Additional Information
During CPR training, procedures for calling 911 while on campus are explained.	As Requested	IUPD (812) 348-7388
<b>Campus Security Authority (CSA)</b> training informs CSA's about their reporting responsibilities under the	Available online through Canvas anytime	IU Public Safety <a href="mailto:iups@iu.edu">iups@iu.edu</a>

Clery Act and provides information on how to report crimes.		
During new student orientation, safety awareness and crime prevention topics are discussed.	Each new student orientation	IUPD (812) 348-7388
<b>Response to Armed Assailant</b> is a class for students and employees to learn about their options and the police response to an armed assailant.	As Requested	IUPD (812) 348-7388  Emergency Management and Continuity <a href="mailto:iuemc@iu.edu">iuemc@iu.edu</a>
<b>Crime Prevention Through Environmental Design (CPTED)</b> is a process that involves a survey of the physical, mechanical and organizational structure of a location for the purpose of identifying those features which may contribute to unwanted behaviors such as criminal acts. CPTED and Crime Prevention are very closely linked in that a CPTED survey often results in additional crime prevention recommendations. Eligibility for a CPTED survey is generally predicated upon the existence of a current behavioral problem related to a crime and is usually conducted upon request.	As Requested	Physical Security and Access <a href="mailto:physec@iu.edu">physec@iu.edu</a>
<b>General Safety Presentations</b> cover crime prevention tips for personal safety, safety of others, and safety of the campus community.	As Requested	IUPD (812) 348-7388

## **IX. Campus Law Enforcement/Indiana University Police Department (IUPD)**

### **Enforcement Authority and Jurisdiction**

The IUPD employs sworn police officers who are certified by the State of Indiana and who meet state-mandated training requirements. These officers have full police powers, including the power to arrest, as granted by the State of Indiana ([IC 21-39-4](#)), and have access to national and state law enforcement computer networks.

IUPD also employs non-sworn security officers who provide additional patrols on campus. These non-sworn officers do not have the power to arrest nor do they have the power to enforce Indiana law. They report crimes that they observe to the sworn officers.

Both sworn and non-sworn IUPD officers have primary jurisdiction on any real property owned or occupied by the University, including the streets passing through and adjacent to such property. These officers also have the power to assist university officials in the enforcement of IU's rules and regulations. In addition, IUPD officers who have been certified by the State of Indiana as required by Indiana Code [21-39-4-6\(a\)\(2\)](#) are authorized to exercise their police powers throughout the State of Indiana, consistent with Indiana law, and subject to certain terms and restrictions contained in the [University's Exercise of Extended Jurisdiction by Officers of the Indiana University Police Department](#) policy.

On an as needed basis, for events occurring on campus, the University will retain contracted security personnel through approved security companies. Contracted security personnel do not have the power to arrest nor do they have the power to enforce Indiana law. They report crimes they observe to sworn officers. Contracted security personnel will report violations of institutional policy to the IUPD. Their jurisdiction is limited to the location and space described in the agreement for service.

### **Working Relationship with State and Local Enforcement Agencies**

By resolution of the Indiana University Board of Trustees, and consistent with Indiana law, University police are authorized to exercise police powers beyond their primary jurisdiction in certain circumstances, as described in the policy linked in the Enforcement Authority and Jurisdiction section directly above. The IUPD maintains a cooperative working relationship with municipal and county law enforcement agencies in the geographic areas in which campuses are located, as well as with Indiana

State Police and Federal agencies. When investigating alleged criminal offenses, the IUPD cooperates with the appropriate law enforcement agencies and other criminal justice authorities.

These cooperative working relationships include but are not limited to:

- Columbus Police Department– Written Memorandum of Understanding (MOU) under development.
- Bartholomew County Sheriff’s Office– No written MOU.
- Indiana State Police– Written MOU under development.

IUPD officers normally investigate all criminal offenses that occur in the IUPD's primary jurisdiction and work with the staff of cooperating agencies when incidents arise that require joint investigative efforts, resources, crime-related reports, and exchanges of information. The officers of IUPD and cooperating agencies communicate regularly at the scene of incidents that occur in and around the campus. Meetings may be held between the IUPD and cooperating law enforcement agencies for purposes of sharing information on both a formal and informal basis. Local and state police agencies provide back-up assistance for any emergency that might require extensive police services. Any law enforcement officer may come onto campus at any time; just as IUPD officers have powers to arrest, law enforcement officers from other agencies can arrest students and visitors on campus for violations of law within their agencies’ jurisdictions. In addition, the University has the responsibility of advising the appropriate authorities of violations of civil or criminal law committed by anyone on campus. The University will report violations either when a request for specific information is made or when there is a danger to life or property.

## **X. Crimes at Non-Campus Locations**

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The IUPD uses University records to identify and monitor activity at non-campus property. Non-campus property, for this purpose, is defined as (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. The IUPD sends annual requests to the law enforcement agencies with jurisdiction over these locations to request crime statistics and to be alerted when a serious or ongoing threat is occurring at any non-campus location.

If IU students are implicated in criminal activity occurring off-campus, including non-campus locations of student organizations officially recognized by IU (with or without housing facilities), the law enforcement agency with jurisdiction may notify the IUPD; however, there is no official policy requiring such notification. Students in these cases may be subject both to arrest by the law enforcement officers and to the University’s disciplinary action through:

- IUPUC Dean of Students (812) 375-7525.

IUPUC operates no off-campus housing or off-campus student organization facilities.

## **XI. Alcohol and Drugs**

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The possession, use, sale, manufacturing or distribution of any controlled substance, including alcohol, on the IU campus is governed by the University’s [Substance Free Workplace Policy](#), [Substance-free Workplace for Academic Appointees Policy](#), [IU Code of Student Rights, Responsibilities, and Conduct](#), [Code of Academic Ethics](#), [Service of Alcohol](#), and the laws of the State of Indiana. The Indiana Alcoholic Beverage Commission (ABC) oversees state laws regarding the possession, use, sale, consumption, or furnishing of alcohol. However, the enforcement of alcohol laws on campus is primarily the responsibility of the IUPD. IU has been designated “drug free,” and the consumption of alcohol on campus is only permitted under certain circumstances as set forth by University policy. The service of alcoholic beverages at university events must be in accordance with applicable state and federal laws, including the legal age for drinking. Approval processes and university procurement and insurance requirements must also be followed. There are bartending and service requirements for

university facilities in accordance with licensing requirements of the Indiana Alcohol & Tobacco Commission.

IU prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on IU property or as part of any IU sponsored activities. The illegal possession, use, sale, manufacture, or distribution of any controlled substance is against IU policy and enforced under both state and federal laws. The IUPD proactively enforces these laws and University policies, including state underage drinking laws. Violators may be subject to University disciplinary action, criminal prosecution, fine, and/or imprisonment. Additional information and resources can be found on [Protect IU](#).

### *Underage Drinking*

It is unlawful to sell, furnish, or provide alcohol to a person who is under the age of 21. The possession of alcohol by anyone under 21 years of age is illegal. Organizations or groups violating alcohol/substance policies or laws, [Indiana Code \(IC 7.1-5-7-8\)](#), may be subject to sanctions by the University.

Please note that under [Indiana's Lifeline Law \(IC 7.1-5-1-6.5\)](#), individuals are afforded immunity against certain charges for alcohol related crimes in connection with a report of a medical emergency, so long as they cooperate with law enforcement at the scene.

### **Alcohol and Drug Programs**

IU is committed to promoting the health and safety of its campus community through drug and alcohol education, prevention, and awareness programs and the implementation of relevant policies. Current education, prevention and awareness programs include:

<b>Name of Program</b>	<b>Description</b>	<b>Contact/Additional Information</b>
<a href="#">MyStudentBody Essentials</a>	MyStudentBody Essentials is a third party online alcohol and other drug education and prevention course administered each Fall with incoming IUPUI students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. <b>Corresponds to NIAAA CollegeAIM IND-18.</b>	<a href="#">Office of Student Affairs</a> Sandra Miles, PhD Director of Student Affairs (812) 375-7525 <a href="mailto:Smiles3@iupuc.edu">Smiles3@iupuc.edu</a>
<b>Educational Outreach</b>	Educational programming is ongoing and available upon request by various offices at the IUPUC campus. Contact the Office of Student Affairs for more information.	<a href="#">Office of Student Affairs</a> Sandra Miles, PhD Director of Student Affairs (812) 375-7525 <a href="mailto:Smiles3@iupuc.edu">Smiles3@iupuc.edu</a>
<b>Employee Assistance Program (EAP)</b>	The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug related problems to seek assistance through their health care provider or the EAP. Full-time Academic and Staff employees, Medical Residents, and eligible Graduate Appointees and Fellowship Recipients are eligible to use the services of the EAP. Covered individuals also include household members.  HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.	<a href="#">Employee Assistance Program</a> 888-234-8327  <a href="#">Human Resources Administration</a>

## Legal Sanctions

A description of applicable legal sanctions under local, state (Indiana), or federal law for the unlawful possession or distribution of illicit drugs and alcohol is found below.

- Laws governing the production, possession, storage, sale, delivery, transportation, or financing of alcohol and drugs are set forth in the Indiana Code.
  - Offenses Related to Controlled Substances ([Indiana Code 35-48-4](#))
  - Alcohol and Tobacco-Crime and Infractions ([Indiana Code 7.1-5](#))
- Federal laws and sanctions concerning distribution and penalties can be found at: <http://www.dea.gov/druginfo/ftp3.shtml>.

## Health Risks

Fact sheets describing the health effects to your body and brain while using drugs and alcohol can be found on the Drug Enforcement Administration's website at: <http://www.dea.gov/druginfo/factsheets.shtml>.

## Resources

IU encourages members of the community who may be experiencing difficulty with drugs or alcohol to utilize one of the following resources:

Contact	Contact information	Availability
Counseling and Psychological Resources (CAPS)	Walker Plaza 719 Indiana Avenue, Suite 220, Indianapolis, IN 46202 (317) 274-2548 <a href="http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.shtml">http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.shtml</a>	On IUPUI campus/students
Office of Student Affairs	4555 Central Ave., Room 1200 Columbus, IN 47203 (812) 375-7525 <a href="https://www.iupuc.edu/campus-life/student-affairs/counseling/">https://www.iupuc.edu/campus-life/student-affairs/counseling/</a>	Students
Solutions Student Assistance Service (SAS)	601 Washington St., Suite 102 Columbus, IN 47201 (812) 377-5074 (800) 766-0068	Students
Centerstone Indiana	720 N. Marr Rd. Columbus, IN 47201 (812) 314-3400 <a href="https://www.centerstone.org/">https://www.centerstone.org/</a>	Community
Office of Health and Wellness Promotion	IUPUI Campus Center 420 University Blvd., Suite 350 Indianapolis, IN 46202 <a href="http://studentaffairs.iupui.edu/health-wellness/hw-promotion/index.shtml">http://studentaffairs.iupui.edu/health-wellness/hw-promotion/index.shtml</a>  <a href="mailto:hwbindy@iupui.edu">hwbindy@iupui.edu</a>	On IUPUI Campus/Students
Employee Assistance Program (EAP)	<a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a> (888) 234-8327	University/Full time academic and staff employees
Southeastern Indiana Intergroup Alcoholics Anonymous	SEIG PO Box 1483 Columbus, IN 47202 <a href="http://seig-aa.org/dokuwiki/doku.php/contactus">http://seig-aa.org/dokuwiki/doku.php/contactus</a>	Community
Substance Abuse and Mental Health Services Administration (SAMHSA)	24 hour Help Line: (800) 662-4357 <a href="http://www.samhsa.gov/">http://www.samhsa.gov/</a>	Community

Roudebush VA Medical Center – Mental Health Services	1481 W. 10 <sup>th</sup> Street, D-wing, Room D5029 Indianapolis, IN 46202 (317) 988-2721 <a href="http://www.indianapolis.va.gov/services/Mental_Health_Services.asp">http://www.indianapolis.va.gov/services/Mental_Health_Services.asp</a>	Community/Veterans
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### University/Campus Disciplinary Sanctions

IU will impose disciplinary sanctions on students and employees who violate IU policy, state law and/or federal laws, up to and including expulsion or termination of employment and referral for prosecution.

### University and Campus Policies

Violators of IU policies are subject to the provisions of applicable laws as well as University disciplinary actions, which may include sanctions such as eviction from campus housing, revocation of other privileges, or suspension, expulsion, or termination from the University. Disciplinary action may also be taken to protect the interests of the University and the rights and safety of others.

University and campus policies pertaining to the possession, use, and sale of alcohol and controlled substances are outlined in:

- Part II of the IU Code of Student Rights, Responsibilities, and Conduct located at <http://studentcode.iu.edu/responsibilities/index.html>.
- The IU policy on a Substance-free Workplace (for all staff and hourly employees) located at <https://policies.iu.edu/policies/hr-07-60-substance-free-workplace/index.html>.
- The IU policy on Substance-free Workplace for Academic Appointees located at <https://policies.iu.edu/policies/aca-40-substance-free-workplace-academic-appointees/index.html>.
- Section III of the Code of Academic Ethics located at <https://policies.iu.edu/policies/aca-33-code-academic-ethics/index.html>.
- The IU policy on Service of Alcohol located at <https://policies.iu.edu/policies/fin-ins-10-service-alcohol/index.html>.
- IUPUC Student Code of Conduct located at <https://www2.iupuc.edu/academics/policies/code-conduct/>.

## **XII. Dating Violence, Domestic Violence, Sexual Assault and Stalking (Sexual Misconduct)**

Indiana University prohibits discrimination on the basis of sex or gender in its educational programs and activities, including the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for the purposes of the Clery Act, as well as in the state of Indiana and under Indiana University Policy. In addition, Indiana University prohibits sexual harassment, all forms of sexual violence and sexual exploitation.

### Definitions

Domestic Violence, Dating Violence, Sexual Assault, and Stalking not only violate Indiana University policy, but may also be crimes. The following section provides relevant definitions under the Indiana Criminal Code, as well as relevant definitions under Indiana University Policy. A full copy of the Indiana University Sexual Misconduct Policy can be found in Appendix B. The definitions used for counting the crime statistics found in this report are set by the Clery Act, and are located in Appendix A.

### **Indiana Criminal Code**

#### **Domestic Battery (IC 35-42-2-1.3)**

- (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:
- (1) touches a family or household member in a rude, insolent, or angry manner; or

(2) in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member; commits domestic battery, a Class A misdemeanor.

(b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:

- (1) The person who committed the offense has a previous, unrelated conviction:
  - (A) for a battery offense included in this chapter; or
  - (B) 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 of a battery offense included in this chapter.
- (2) The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
- (3) The offense results in moderate bodily injury to a family or household member.
- (4) The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
- (5) The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
- (6) The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

- (1) The offense results in serious bodily injury to a family or household member.
- (2) The offense is committed with a deadly weapon against a family or household member.
- (3) The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.
- (4) The person has a previous conviction for a battery offense:
  - (A) included in this chapter against the same family or household member; or
  - (B) against the same family or household member 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 of a battery offense included in this chapter.
- (5) The offense results in bodily injury to one (1) or more of the following:
  - (A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
  - (B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
  - (C) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

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

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

(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

- (1) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
- (2) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

***Family or household member (IC 35-31.5-2-128)***

- (a) An individual is a "family or household member" of another person if the individual:
- (1) is a current or former spouse of the other person;
  - (2) is dating or has dated the other person;
  - (3) is or was engaged in a sexual relationship with the other person;
  - (4) is related by blood or adoption to the other person;
  - (5) is or was related by marriage to the other person;
  - (6) has or previously had an established legal relationship:
    - (A) as a guardian of the other person;
    - (B) as a ward of the other person;
    - (C) as a custodian of the other person;
    - (D) as a foster parent of the other person; or
    - (E) in a capacity with respect to the other person similar to those listed in clauses (A) through (D); or
  - (7) has a child in common with the other person.
- (b) An individual is a "family or household member" of both persons to whom subsection (a)(1), (a)(2), (a)(3), (a)(4), (a)(5), (a)(6), or (a)(7) applies if the individual is a minor child of one (1) of the persons.

***Crimes involving domestic or family violence (IC 35-31.5-2-76)***

"Crime involving domestic or family violence" means a crime that occurs when a family or household member commits, attempts to commit, or conspires to commit any of the following against another family or household member:

- (1) A homicide offense under IC 35-42-1.
- (2) A battery offense under IC 35-42-2.
- (3) Kidnapping or confinement under IC 35-42-3.
- (4) Human and sexual trafficking crimes under IC 35-42-3.5.
- (5) A sex offense under IC 35-42-4.
- (6) Robbery under IC 35-42-5.
- (7) Arson or mischief under IC 35-43-1.
- (8) Burglary or trespass under IC 35-43-2.
- (9) Disorderly conduct under IC 35-45-1.
- (10) Intimidation or harassment under IC 35-45-2.
- (11) Voyeurism under IC 35-45-4.
- (12) Stalking under IC 35-45-10.
- (13) An offense against family under IC 35-46-1-2 through IC 35-46-1-8, IC 35-46-1-12, IC 35-46-1-15.1, or IC 35-46-1-15.3.
- (14) A crime involving animal cruelty and a family or household member under IC 35-46-3-12(b)(2) or IC 35-46-3-12.5.

***Rape (IC 35-42-4-1)***

(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.

### ***Stalking (IC 35-45-10-1)***

"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.

### ***Consent***

The Indiana Criminal Code does not define consent in reference to sexual activity. A definition for consent under the Indiana University Sexual Misconduct Policy is provided below. The age of consent in Indiana is 16.

### ***Indiana University Sexual Misconduct Policy (UA-03)***

#### ***Sexual Misconduct***

IU has defined sexual misconduct as stated below; all acts that fall under this definition use the same disciplinary procedures and are defined in the [University Sexual Misconduct Policy \(UA-03\)](#).

Sexual Misconduct: includes sexual harassment, sexual assault, other forms of sexual violence, dating violence, domestic violence, sexual exploitation and stalking. For purposes of [UA-03](#), sex or gender based discrimination is considered sexual misconduct.

#### ***Dating Violence***

Dating violence is violence or the threat of violence committed by any person who is or has been in a relationship of a romantic or intimate nature. The existence of such a relationship will be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interactions between the persons involved in the relationship.

#### ***Domestic Violence***

Domestic Violence is violence or the threat of violence by a person against another 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.

#### ***Sexual Assault***

Sexual assault includes:

- 1. Non-consensual Sexual Penetration is committed when an individual subjects another person to sexual penetration without the consent of the person, and/or by force.
- 2. Non-consensual Sexual Contact is intentional sexual touching by an individual of the intimate area of another person (i.e., genitals, breasts, buttocks) or intentional touching of another person with any of these body parts, without the consent of the person, and/or by force.

## *Stalking*

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.

## *Consent, in reference to sexual activity*

**Consent** is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time:

- Consent can be withdrawn at any time, as long as it is clearly communicated.
- Consent cannot be coerced or compelled by force, threat, deception or intimidation.
- Consent cannot be given by someone who is incapacitated.
- Consent cannot be assumed based on silence, the absence of “no” or “stop”, the existence of a prior or current relationship, or prior sexual activity.

**Incapacitated** A person is incapable of consent if they are unable to *understand the facts, nature, extent, or implications* of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law).

Consent does not exist when the individual initiating sexual activity *knew or should have known* of the other person’s incapacitation.

## *Prevention and Awareness Programs*

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Indiana University prohibits dating violence, domestic violence, sexual assault, and stalking as those terms are defined for the purposes of the Clery Act, as well as in the state of Indiana and under Indiana University Policy. IU offers educational programs to promote awareness and prevention of such misconduct. These education programs may include: definitions of dating violence, domestic violence, sexual assault, and stalking, as well as the definition of consent in reference to sexual activity; information about safe and positive options for bystander intervention; information on risk reduction; and information on University policies and procedures concerning sexual misconduct. Education and awareness programs may also include programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. Educational programs will also include information on how and where to report incidents of sexual misconduct and available resources. Efforts are made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found on each IU campus.

Primary prevention and awareness programs offered to incoming students include:

Program	Additional Information
<p><b>MyStudentBody online educational program</b>            MyStudentBody is an online risk reduction course offered to all students, covering content on alcohol, drugs, and sexual violence. All new incoming and transfer students are required to complete both the pre- and post-sections of MyStudentBody. MyStudentBody takes an evidence-based (BASICS), comprehensive approach to prevention. MyStudentBody is designed to reduce risky student behavior using strategies that research has shown are most effective: motivational, attitudinal, and skill-building interventions. As part of MSB's "Essentials" Course, Sexual Violence Prevention includes articles designed to both help prevent sexual violence from occurring and help students who have experienced sexual violence. MyStudentBody does pre and post testing to evaluate what students learned through the program.</p> <p>MyStudentBody is available 24/7, all semester long for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success.</p>	<p>Dean of Students            (765) 973-8252</p>

Primary prevention and awareness programs offered to new employees include:

Program	Additional Information
<p><b>University Employee Sexual Misconduct Training</b>            Beginning in July 2015, the University made available to all employees an online training module titled "<b>Sexual Misconduct Training: Understanding Title IX and the University's Policies &amp; Procedures.</b>" All employees are instructed on how to access and take the training module. In addition, all employees that the University has designated as "Responsible Employees" (based on Title IX guidance) are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university.</p> <p>The module contains important information to inform employees about the University's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, an overview of the University process, and what happens when information regarding an incident of sexual misconduct is brought to the University's attention. The module also explains reporting options and the specific reporting obligation of those employees designated as Responsible Employees.</p>	<p>The Office of Student Welfare &amp; Title IX  <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></p>

Ongoing prevention and awareness programs for students and employees include, but are not limited to:

Program	Additional Information
<p><b>Take Back the Night</b>            A campus wide event promoting safety and consent and support of sexual assault survivors.</p>	<p>Student Affairs            (812) 375-7525</p>
<p><b>Excellence in leadership Speaker Series - Featuring Katie Koestner</b>            During her hour presentation, Katie Koestner talked about date rape and told the story of how she survived sexual assault and challenged attendees to consider their own perceptions and assumptions for the purpose of encouraging others to become engaged bystanders and upstanders in our respective communities.</p>	<p>Student Affairs            (812) 375-7525</p>

<p><b>Poster Display</b> IU created posters promoting the Stop Sexual Violence website (stopsexualviolence.iu.edu) as well as resource information were placed in all bathroom stalls on campus and in other campus locations.</p>	<p>Student Affairs (812) 375-7525</p>
<p><b>Denim Day</b> Faculty and staff were asked to observe Denim Day by wearing jeans on that day. Everyone who wore jeans was given an “Ask Me About Denim Day” sticker to wear for the day. This event is to raise awareness about rape and sexual assault.</p>	<p>Student Affairs (812) 375-7525</p>
<p><b>Student Health 101 online newsletter</b> Ongoing monthly newsletters that included profiles such as the following: Profile of a bystander; Profile of a friend; Guide to reporting a sexual assault; Survivors speak up; Consensus on consent; Men as allies and survivors; Red-flagging unhealthy behaviors; Individual and community empowerment; and Recovering from sexual assault and abuse. All students are emailed direct links twice each month.</p>	<p>Student Affairs (812) 375-7525</p>
<p><b>Compassionate Response – Basic Response Protocols and Best Practices</b> A session for faculty and staff to review how to respond and support someone who has experienced trauma while also following campus policies as a Responsible Employee.</p>	<p>Student Affairs (812) 375-7525</p>
<p><b>Sex Signals</b> "Sex Signals" is a nationally known prevention program from Catharsis Productions that engages students in exploring topics such as consent, alcohol/sexual assault, and bystander intervention. The program is facilitated by highly-trained educators who engage participants through interactive discussion and improv scenes relevant to understanding consent and engaging students to be active bystanders in their social settings.</p>	<p>Student Affairs (812) 375-7525</p>

Additional information and resources about the University’s efforts to prevent sexual violence can be found at <http://stopsexualviolence.iu.edu>.

### Safe and Positive Options for Bystander Intervention

The Clery Act defines bystander intervention as, “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.”

All members of the IU community have a responsibility to create a safe, supportive, and inclusive learning environment. Bystander Intervention involves taking action in a situation when another individual needs help. This includes when someone may be at medical risk due to using drugs or alcohol, or vulnerable to sexual or intimate partner violence. To actively intervene, follow these steps:

1. **Notice the event.** Pay attention to your surroundings.
2. **Interpret the event as a problem.** Recognize that someone is being taken advantage of, vulnerable, or in danger. When in doubt, trust your gut, and intervene at the earliest possible point.
3. **Take personal responsibility to intervene.** If you don't intervene, it is unlikely that anyone else will.
4. **Decide how you are going to intervene.** Try not to put yourself at risk or make the situation worse.
5. **Decide to intervene.** Take action and intervene at the earliest possible point. If you are not able to fully intervene in a situation, consider responding by asking the victim if they need help or assistance, contacting the police, or seeking out others for assistance.

Types of Intervention:

- **Direct intervention:** Directly addressing the situation in the moment to prevent harm.
- **Delegation:** Seeking help from another individual. This may be someone who is in a role of authority, such as a police officer or campus official.
- **Distraction:** Interrupting the situation without directly confronting the offender by distracting the offender's attention or directing the potential victim away from the situation.

Remember to always call 911 in emergency situations. Most importantly, **“If you see something, say something!”**

## Risk Reduction

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The Clery Act defines risk reduction as, “Options designed to decrease perpetration and bystander inaction; increase empowerment for victims in order to promote safety; and help individuals and communities address conditions that facilitate violence.” Sexual assault, like all other forms of violence, is **never** the fault of the person assaulted. Below are some general safety tips to consider that may help you avoid or escape situations where someone is trying to harm or take advantage of you sexually or physically:

1. Be aware of your surroundings.
2. Listen to your intuition. If you feel like something is wrong, it probably is. Try to get out of the situation.
3. Don't be afraid to make a scene and yell, scream, or run for protection.
4. Remember, alcohol and drugs can impair your perceptions and reactions. Be especially careful when you drink, and when you're with someone who has been drinking.
5. Watch your beverage at all times. Date rape drugs are tasteless, colorless, and odorless. Victims don't know they have ingested these drugs until the effects are well under way.
6. Go with a group of friends when you go out to a party or to the bars, and look out for each other.
7. Speak up or call authorities if you see someone who could be in trouble.

## Healthy, Unhealthy, and Abusive Relationships

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A relationship is healthy if each individual involved is supported in being the person they want to be. A relationship that limits, manipulates, or damages a person's sense of self is unhealthy and can be harmful or abusive. Be honest when assessing your relationship on the following factors – you owe it to yourself!

- **Mutual respect** means valuing your partner for who they are, not who you want them to be or become, and receiving the same from your partner. Does your partner say, do, and believe things that you can support? Or, is one of you trying to change the other?
- **Trust** is present if you can share your thoughts and feelings with another person without fear of being hurt physically, cognitively or emotionally. Can you be yourself without fear of criticism or judgment? Can your partner trust you in the same way?
- **Honesty** is about being truthful in your words. Do you tell the truth? Do you believe what your partner tells you?
- **Support** means helping your partner in being his or her best, and feeling you get the same in return.
- **Fairness/equity** – Do you almost always give? Or give in? Do you expect your partner to do it your way? Healthy relationships involve give and take, compromise, and negotiation by all parties.
- **Separate identities** – Relationships are healthy when each individual shares their true self with their partner. Each continues to grow both in and out of the relationship. If you feel like you are losing yourself or your unique identity, you may be in a harmful relationship.
- **Effective communication is essential** – Don't get caught in the trap of believing your partner should know what you want, need, mean, or feel. Humans are rarely good mind readers, especially in intimate relationships. Do you and your partner take time to communicate? Does your partner really listen and work to understand you? Do you do this for your partner?

Harmful and abusive behaviors may come in many forms, and may include the following:

- **Intimidation** – actions, gestures, looks used to make another fearful
- **Emotional abuse** – name calling or humiliation causing the other to feel unworthy
- **Isolation** – limiting interactions and information in order to establish control
- **Minimizing/Denying/Blaming** – making light of the abusive behaviors causing the other to doubt their own feelings or perceptions
- **Dominance** – treating another as a lesser being and controlling all decisions
- **Economic abuse** – limiting another’s access to work, money, food, or other resources to exert control
- **Coercion or Threats** – making threats to harm someone in order to control another’s behaviors

Here are some rules for healthy sexual relationships:

- It is the responsibility of the person initiating sexual contact to ask for and clearly receive consent before acting.
- If someone is impaired by alcohol or another substance, that person is considered unable to make clear decisions about consent.
- If your partner expresses uncertainty or says no, it is your responsibility to STOP. Healthy sexual relationships are based on continuous communication about consent.

### Procedures a Victim should follow if a crime of Domestic Violence, Dating Violence, Sexual Assault or Stalking Occurs

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After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible. In Indiana, evidence may be collected even if you choose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where the individual was assaulted if the offense occurred within the past 96 hours. This may allow evidence to be preserved that may assist in proving that the alleged criminal offense occurred/ is occurring, or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and/or dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, and other communications, as well as keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators and/or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, and/or obtaining protection orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with the IUPD or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date. This may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order. This information is also provided in the Sexual Misconduct: Rights, Options, and Resource Guide, which can be found in Appendix C of this report.

## Reporting the Incident

If you are the victim of any violence, including dating violence, domestic violence, sexual assault, or stalking, you are encouraged to get help immediately. Available reporting options are listed below.

Contact type	Contact Information
Law Enforcement	<a href="#">IUPUC Office of Public Safety</a> 4601 Central Avenue, CC Room 105 Columbus, IN 47203-1769 (812) 348-7388 or 911
Campus Authorities	IUPUC Student Conduct (812) 375-7525
Title IX Coordination	<a href="#">University Title IX Coordinator</a> Emily Springston, Chief Student Welfare & Title IX Officer (812) 855-4889  <a href="#">Deputy Title IX Coordinator</a> Anne L. Mitchell, Interim Director of the Office of Equal Opportunity (317) 278-9230  <a href="#">Deputy Title IX Coordinator for Students</a> Sandra Miles, Director of Student Affairs (812) 375-7525
StopSexualViolence.iu.edu	A report can be made <a href="#">online</a> under the "Report an Incident" tab at <a href="#">StopSexualViolence.iu.edu</a> .

Retaliation against anyone who makes a report of sexual misconduct is prohibited by University policy.

## Involvement of Law Enforcement

Although the University strongly encourages all members of its community to report crimes to law enforcement (including on campus law enforcement and/or local police), it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the following University offices will assist any victim with notifying law enforcement if the victim so desires.

Contact type	Contact Information
Campus Authorities	IUPUC Student Conduct (812) 375-7525
Title IX Coordination	<a href="#">University Title IX Coordinator</a> Emily Springston, Chief Student Welfare & Title IX Officer (812) 855-4889  <a href="#">Deputy Title IX Coordinator</a> Anne L. Mitchell, Interim Director of the Office of Equal Opportunity (317) 278-9230  <a href="#">Deputy Title IX Coordinator for Students</a> Sandra Miles, Director of Student Affairs (812) 375-7525

If you choose to report the incident to the IUPD, an officer will take a statement from you regarding what happened. The officer will ask you to describe the assailant(s) and may ask questions about the scene of the crime, any witnesses, and what happened before and after the incident. If you wish, you

may have a support person with you during the interview. **IMPORTANT:** Reporting an incident to the police is a separate step from choosing to prosecute. By filing a report, you are NOT obligated to continue with legal proceedings or University disciplinary action. (See “Requests for No-University Action” under Confidentiality and Privacy). However, prosecutors could still decide to bring charges and/or the University may still choose to subject the respondent to disciplinary proceedings.

There are numerous reasons to report to the IUPD, including:

- Assisting the victim and helping the victim access necessary resources;
- Taking actions to prevent further victimization, including issuing a crime notice to warn the campus community of an impending threat to safety;
- Apprehending the assailant;
- Collection and preservation of evidence necessary for prosecution;
- Seeking justice for the wrong that has been done to the victim; and
- Having the incident recorded for purposes of reporting statistics about incidents that occurred on campus.

If a crime did not occur on University property, IUPD can still assist in contacting the appropriate law enforcement agency.

### Protection Orders

IU will recognize all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform the IUPD to place the order on file. IUPD has authority to enforce violations of valid lawful orders of protection, no contact orders, restraining orders, or similar lawful orders. In addition, IUPD can serve the respondent of a court order of protection if the respondent is on campus. If you need to file a Petition for an Order of Protection, you can do so at the Bartholomew County Clerk’s Office. To learn more about protection orders or to get assistance with filing, contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1.800.332.7385.

Bartholomew County Clerk’s Office  
 234 Washington Street  
 Columbus, IN 47201  
 (812) 379-1600

### Written Notification to Student and Employee Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking (regardless if the offense occurred on or off campus), Indiana University will provide written notification to the student and/or employee victim about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other available resources and services on campus and in the community. Written notification will also be provided about the victim’s options for the involvement of appropriate local law enforcement, including the option to notify law enforcement authorities, be assisted by campus authorities in notifying such law enforcement authorities if the individual chooses, and the option to decline notifying such authorities. These resources include the following:

Resource	Contact Information	Availability
	<b>Health Service</b>	
Volunteers in Medicine	836 Jackson St Columbus, IN 47201 (812) 376-9750	Community/Everyone
Columbus Regional Health	2400 East 17th St Columbus, IN 47201 (800) 841-4938	Community/Everyone

<b>Counseling and Mental Health Service</b>		
Solutions Student Assistance Service (SAS. Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana.)	601 Washington St., Suite 102 Columbus, IN 47201 (812) 377-5074 or (800) 766-0068 <a href="https://www.iupuc.edu/docs/campus-life/student-affairs/Solutions-SAS_flier.pdf">https://www.iupuc.edu/docs/campus-life/student-affairs/Solutions-SAS_flier.pdf</a>	On-Campus/Students
Employee Assistance Program (EAP. Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.)	<a href="http://www.indiana.edu/~uhhs/benefits/eap.html">http://www.indiana.edu/~uhhs/benefits/eap.html</a> (888) 234-8327	University Full time employees, medical residents, and graduate appointees and their household members.
<b>Legal Resources</b>		
Bartholomew County Bar Association	<a href="http://www.columbusindianalawyers.com">http://www.columbusindianalawyers.com</a>	Community/Everyone
<b>Financial Aid Resources</b>		
Financial Aid	<a href="http://www.iupuc.edu/admissions/financial-aid/">http://www.iupuc.edu/admissions/financial-aid/</a>	On-Campus/Students
<b>VISA and Immigration Resources</b>		
The Office of International Affairs Assists students with visa and immigration advising and other support services for international students.	<a href="mailto:oia@iupui.edu">oia@iupui.edu</a> (317) 274-7000	On-Campus/Students

Written notification will also be provided to victims about the University disciplinary procedures, as well as their rights and options. This written notification is located in Appendix C of this report.

### Protective Measures

Students and employees who report being a victim of sexual misconduct, including dating violence, domestic violence, sexual assault or stalking, will also be provided written notification for options and requesting assistance in changing academic, living, transportation, and working situations, as well as information about other available protective measures. This written notification is located in Appendix D of this report. If reasonably available, the University will make requested accommodations, regardless of whether the victim chooses to report the crime to University police or local law enforcement. The University will maintain as confidential any accommodations or protective measures provided, to the extent maintaining such confidentiality would not impair the ability of the institution to provide accommodations or protective measures. Appropriate and reasonably available protective measures may be available regardless of whether the victim chooses to report the crime to campus or local law enforcement.

To request a change in academic, living, transportation, working situation or other protective measures, contact:

- Adaptive Educational Services (812) 375-7525
- Office of Equal Opportunity (317) 274-2306
- IUPUC Personnel Administration (812) 314-8506

Examples of options for a potential academic change may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours or working location. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

The University may also impose a No Contact Order during and following disciplinary proceedings for Sexual Misconduct.

## Procedures the University Will Follow with Reports of Sexual Misconduct

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The University's institutional disciplinary procedures consist of a prompt, fair and impartial process from the initial investigation to the final result. Investigators and adjudicators, including members of any appeals boards, are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation and hearing process that protects the safety of the complainant and promotes fairness and accountability.

The Sexual Misconduct Policy includes the following "Summary of Rights for the Complainant and Respondent in Sexual Misconduct Procedures" which includes:

- To be fully informed of University policies and procedures as well as the nature and extent of all alleged violations contained within the allegation.
- To be treated with respect by University officials.
- To have an advisor present during a University sexual misconduct proceeding, investigation meeting, or related meeting. The role of the advisor will be limited to being present only; they will not be allowed to speak during any University sexual misconduct proceeding, investigation meeting, or related meeting.
- Adequate, reliable, and impartial investigation and appropriate resolution of all reports of sexual misconduct.
- To be informed by the University of options to notify proper law enforcement authorities including on-campus and local police, and the option to be assisted by campus authorities in notifying proper law enforcement, if the individual chooses.
- To be notified of available counseling, mental health, academic, legal and other support services, both at the University and in the community.
- To have allegations investigated by individuals who are properly trained to investigate and resolve allegations of sexual misconduct.
- Equitable participation in the investigation and disciplinary process, including the opportunity to identify witnesses and other appropriate evidence.
- To the use of the preponderance of the evidence standard (more likely than not) in determining responsibility.
- The right to appeal as set forth in these procedures.

As indicated in the above summary of rights for both parties, under the Sexual Misconduct Policy and procedures, the Complainant and Respondent may have the advisor of their choice present at any point of the disciplinary process.

To the extent possible, the Complainant and the Respondent will be notified simultaneously in writing of the outcome and results of any disciplinary proceedings, any changes to the results before they are final, as well as when the results are final. The Complainant and the Respondent will also be notified simultaneously in writing of the University's procedures for the complainant or the respondent to appeal the decision.

The University will, upon written request, disclose to the alleged victim of a crime of violence (as defined in section 16, of title 18, United States Code), or non-forcible sex offense (Incest or Statutory Rape), the results of any disciplinary hearing conducted by the University against the student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of the crime or offense, the University will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Appendix B of this report provides the full IU Sexual Misconduct Policy and procedures.

## Institutional Disciplinary Procedures

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### *Incidents of Student Sexual Misconduct*

The Indiana University Sexual Misconduct Policy is provided in Appendix B. The Sexual Misconduct Policy contains the procedures that apply when handling cases that involve dating violence, domestic violence, sexual assault, stalking, and all forms of sexual misconduct when the accused is a university

student. Please see Appendix B under the section “Procedures for Responding to Incidents Involving Allegations of Student Sexual Misconduct” for the full procedures.

### *Incidents Involving Allegations of Faculty or Staff Sexual Misconduct*

The Indiana University Sexual Misconduct Policy is provided in Appendix B. The Sexual Misconduct Policy contains the procedures that apply when handling cases that involve dating violence, domestic violence, sexual assault, stalking, and all forms of sexual misconduct when the accused is a university faculty or staff member. Please see Appendix B under the section “Procedures for Responding to Incidents Involving Allegations of Faculty or Staff Sexual Misconduct” for the full procedures.

### **Sanctions**

The University may impose sanctions on the respondent following a final determination of responsibility following University disciplinary procedures.

Possible sanctions for cases in which **students** are found in violation of the Student Code for acts of sexual misconduct include:

- formal warnings,
- behavioral assessment and/or counseling,
- required educational training,
- no contact order,
- no trespass order,
- disciplinary probation,
- deferred suspension,
- suspension,
- required re-entry meeting, and/or
- permanent expulsion.

(See Appendix B)

For employees, the University may impose any of the following sanctions (See Appendix C):

1. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the respondent was found responsible for sexual assault or other sexual violence.
2. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including withholding compensation, consideration in tenure or promotion decisions, suspension and termination.

Dating violence, domestic violence, sexual assault and stalking may be found to be criminal acts, which may also subject the perpetrator to criminal or civil penalties under federal and state laws.

### **Confidentiality and Privacy**

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#### **Confidential Employees**

Certain University employees – based on their own professional licensure and the nature of their role on campus – are available to speak with individuals about incidents of sexual misconduct and maintain the individual’s desire for anonymity and confidentiality. These confidential employees are exempt from the reporting requirements that apply to Responsible Employees regarding sexual misconduct. Individuals who desire confidentiality in discussing and seeking assistance about sexual misconduct should contact and/or be referred to a confidential employee.

The University’s confidential employees include, but are not limited to:

- Licensed, professional mental health counselors working in that capacity, and those they supervise;

- Health care professionals and staff located in on-campus health care centers; and
- Any staff or specialists on a campus specifically designated as non-professional sexual assault advocates.

Certain specifically identified non-professional student advocates and health center staff do not have to share identifying information unless you provide your consent. However, they are obligated to provide non-identifying information regarding the nature, date, time, and general location of the incident for purposes of compiling aggregate annual crime statistics and assessing the need to alert the University community of potential dangers.

Note, faculty, staff and other employees who are licensed mental health workers or are licensed medical workers, but who are not working in that capacity, such as faculty members in psychology, social work, nursing, etc., are not confidential employees under this policy. The University shall identify and publicize confidential employees. See the Stop Sexual Violence website at <http://stopsexualviolence.iu.edu/help/confidential.html> as well as the following chart for available confidential employees on this campus. You should discuss your desires regarding the sharing of information with any University employee with whom you speak to ensure you understand their reporting obligations and what information they may be required to share.

Contact type	Contact Information
<b>Solutions Student Assistance Service (SAS)</b>	Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana.  888-234-8327

### Privacy

The University is committed to safeguarding the privacy of the parties in a manner consistent with the objective to effectively investigate and prevent incidents of sexual misconduct. In all cases, the University will share the parties' information and details of the allegation only with University officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. Records will not be disclosed outside the University unless required by law or subpoena.

All individuals with knowledge of an alleged incident of sexual misconduct are expected to safeguard the privacy of those involved and should refrain from discussing the incident with anyone other than appropriate University officials and law enforcement.

To protect privacy, the University completes publicly available recordkeeping, including Clery Act reporting and disclosures, *without* the inclusion of personally identifying information about the victim.

### Requests for No-University Action

If an individual discloses that they have experienced an incident of sexual misconduct to a Responsible Employee, but requests that the University not investigate the particular incident, requests that no disciplinary action be taken, requests that the alleged perpetrator not be notified, or makes any similar request, the University will consider such request(s), and in general work to honor them. The Responsible Employee must still report the information to the University or campus Deputy Title IX Coordinator, but should also convey the individual's desired request(s). The University will weigh such requests against its obligation to provide a safe, non-discriminatory environment for all students, including the individual who experienced the sexual misconduct. If the University determines that it is able to honor the individual's request(s), the individual should understand that the University's ability to meaningfully investigate the incident and/or respond appropriately may be limited.

The University has designated the following individual(s) to evaluate an individual's request for limited or no action by the University in connection with a report of sexual misconduct: the University Title IX and Deputy Title IX Coordinator(s), in consultation with relevant administrators on each campus and University legal counsel, where appropriate.

Please note that under Indiana law, any person who has a reason to believe a person under the age of 18 is a victim of abuse or neglect, including relationship violence or assault, must make a report to the Indiana Department of Child Services and/or to local law enforcement. In addition, the University also requires that faculty, staff, students, volunteers, and other University personnel report any suspected abuse or neglect of minors on Indiana University property or as part of an Indiana University program to the IU Superintendent of Public Safety. This information will be shared with the Indiana Department of Child Services.

#### **XIV. Obtaining Registered Sex Offender Information**

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Effective January 1, 2003, Zachary's Law requires sheriff's departments to jointly establish and maintain the Indiana Sheriffs' Sex Offender Registry to provide detailed information about individuals who register as sex or violent offenders. The purpose of the registry is to inform the general public about the identity, location, and appearance of sex and violent offenders who live, work, or study in Indiana. Under the federal Campus Sex Crimes Prevention Act, any sex offender who is already required to register in any U.S. state must provide notice to any institution of higher education in the state(s) in which that person is employed, carries on a vocation, and/or is a student.

- The Indiana Sex and Violent Offender Registry can be accessed via: <http://www.icrimewatch.net/indiana.php>.
- The National Sex Offender Registry links public state, territorial, and tribal sex offender registries together and can be accessed via: <http://www.nsopr.gov/>.

#### **XIII. Preparation of Disclosure of Crime Statistics**

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The IUPD prepares a disclosure of crime statistics and publishes it as part of this Annual Security Report by October 1 each year, adding new statistics for the previous year. Three years' worth of statistics are included for certain types of crimes, as defined in the Clery Act, that were reported to have occurred: on campus; in certain non-campus buildings or property owned or controlled by the University; or on public property on or immediately adjacent to the campus. Reported crimes that occur in IU owned or controlled housing that are occupied by students, or in IU owned or controlled student apartments, are reported as occurring in on-campus residential units, a subset of the reported crimes already included in the on-campus category. Reports of crimes and attempted crimes are listed according to the calendar year in which the crime was reported, as required by the Clery Act, as are arrests and referrals for illegal alcohol, drug, and weapons violations. Statistics are based on IUPD records and those gathered annually by written request from cooperating law enforcement agencies and campus security authorities.

Each year, enrolled students, faculty, and staff are notified via email when the new Annual Security Report is available, which is generally on or before October 1. Prospective students and prospective employees are notified of the report during application processes.

Statistics are reported using the Uniform Crime Reporting (UCR) Program and other definitions determined in the Clery Act. These definitions are listed in Appendix A of this report.

## Disclosure of Annual Crime Statistics

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### XIV. 2016 Crime Statistics

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#### Criminal Offenses

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Offense	On Campus	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

#### VAWA Offenses

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Offense	On Campus	Non-Campus	Public Property
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

#### Arrests and Referrals for Disciplinary Action

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Offense	On Campus	Non-Campus	Public Property
Liquor Law Arrests	0	0	0
Drug Law Arrests	0	0	0
Weapons Law Arrests	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0

#### Hate Crimes

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There were zero (0) hate crimes reported in 2016.

#### Unfounded Crimes

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There were zero (0) unfounded crimes in 2016.

## **XV. 2015 Crime Statistics**

### **Primary Crimes**

<b>Offense</b>	<b>On Campus</b>	<b>Non-Campus</b>	<b>Public Property</b>
Murder/Non Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

### **VAWA Offenses**

<b>Offense</b>	<b>On Campus</b>	<b>Non-Campus</b>	<b>Public Property</b>
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### **Arrests and Referrals for Disciplinary Action**

<b>Offense</b>	<b>On Campus</b>	<b>Non-Campus</b>	<b>Public Property</b>
Liquor Law Arrests	0	0	0
Drug Law Arrests	0	0	0
Weapons Law Arrests	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0

### **Hate Crimes**

There were zero (0) reported hate crimes in 2015.

### **Unfounded Crimes**

There were zero (0) unfounded crimes in 2015.

## XVI. 2014 Crime Statistics

### Primary Crimes

Offense	On Campus	Non-Campus	Public Property	Unfounded Crimes
Murder/Non Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	1	0	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Liquor Law Arrests	0	0	0	0
Drug Law Arrests	0	1	0	0
Weapons Law Arrests	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0	0

### Domestic Violence, Dating Violence, and Stalking

Offense	On Campus	Non-Campus	Public Property	Unfounded Crimes
Domestic Violence	0	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0

### Hate Crimes

There were zero (0) hate crimes reported in 2014.

## Appendix A - Crime Definitions

Definitions for *Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons: Carrying, Possessing, etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations* are from the *Summary Reporting System (SRS) User Manual* from the FBI's Uniform Crime Reporting (UCR) program. The definitions of *Fondling, Incest, and Statutory Rape* are from the FBI's *National Incident-Based Reporting System (NIBRS) Data Collection Guidelines* edition of the UCR. Hate Crimes are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. Definitions for the categories of *Domestic Violence, Dating Violence and Stalking*, are obtained from the *Violence Against Women Act of 1994* and repeated in the Department's *Clery Act* regulations.

- **Murder/Non-negligent Manslaughter:** the willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** the killing of another person through gross negligence.
- **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

- Fondling: the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.
- Robbery: taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- Burglary: the unlawful entry of a structure to commit a felony or a theft.
- Motor Vehicle Theft: the theft or attempted theft of a motor vehicle.
- Arson: any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
  
- Hate Crimes: a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability. Hate Crimes reported include all of the crimes listed above, plus larceny/theft, simple assault, intimidation and destruction/damage/vandalism of property that are motivated by bias.
  - Larceny-Theft: the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
  - Simple Assault: an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
  - Intimidation: to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
  - Destruction/Damage/Vandalism of Property: to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.
  
- Domestic Violence: a felony or misdemeanor crime of violence committed—
  - (A) By a current or former spouse or intimate partner of the victim;
  - (B) By a person with whom the victim shares a child in common;
  - (C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
  - (D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
  - (E) 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.
- Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

- (i) For the purposes of this definition—
    - (A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    - (B) Dating violence does not include acts covered under the definition of domestic violence.
- Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
  - (A) Fear for the person's safety or the safety of others; or
  - (B) Suffer substantial emotional distress.
  - (i) For the purposes of this definition—
    - (A) *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.
    - (B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
    - (C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.
- Arrest: persons processed by arrest, citation or summons.
- Referred for Disciplinary Action: the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.
  - Weapons: Carrying, Possessing, etc.: the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.
  - Drug Abuse Violations: the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.
  - Liquor Law Violations: the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

## **Appendix B – Indiana University Sexual Misconduct Policy (UA-03)**

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Indiana University prohibits discrimination on the basis of sex or gender in its educational programs and activities. Discrimination on the basis of sex or gender is also prohibited by federal laws, including Title VII and Title IX.

This policy governs the University's response to discrimination based on sex or gender, and all forms of sexual misconduct (which includes sexual harassment, sexual assault, other forms of sexual violence, dating violence, domestic violence, sexual exploitation and stalking ([see Definitions below](#))). Such behaviors are against the law and are unacceptable behaviors under Indiana University policy. ([See the Indiana University Non-Discrimination Policy here.](#)) These unacceptable behaviors are hereafter referred to as "Sexual Misconduct." The University does not tolerate sexual misconduct and it will take action to prevent and address such misconduct. The University has jurisdiction over all Title IX and related complaints. Questions about Title IX may be directed to Indiana University's Title IX Coordinator, or the Office of Civil Rights ([See Additional Contacts below](#)).

Individuals who have experienced sexual misconduct are strongly urged to promptly report such

incidents. Indiana University will respond promptly to all reports of sexual misconduct. According to the procedures below, the University will provide a fair and impartial investigation and resolution for complaints and, where appropriate, issue sanctions and remedial measures. The severity of the corrective action, up to and including termination or expulsion of the offender, will depend on the circumstances of the particular case. Any person who is a responsible employee (as defined below), at the University, such as administrators, supervisors, managers or faculty members, and who has received information or has knowledge of sexual misconduct, must make a report to designated University officials or be subject to disciplinary action (see section on Responsible Employees below). Retaliation against anyone who makes a report of sexual misconduct is prohibited by University policy as well as Title IX and other state and federal laws.

Procedures for reporting incidents of sexual misconduct, and investigating and adjudicating sexual misconduct complaints are part of this policy and are included or linked below. In appropriate cases, and upon consultation with the Vice President and General Counsel, the University reserves the right to take prompt action in accordance with other university procedures.

### On or Off Campus Behaviors

This policy applies to sexual misconduct that occurs on campus or in the context of any University program or activity, including off-campus conduct in the context of a University program or activity. This policy also applies to sexual misconduct that has a continuing adverse effect or creates a hostile environment on campus or in any University program or activity whether on or off campus. Prohibited conduct that takes place off campus includes, but is not limited to, sexual misconduct in connection with an academic course assignment, internship, practicum, field trip, study abroad program, student teaching, research, or other University activity; or sexual misconduct in connection with any activity sponsored, conducted, or authorized by the University or by a student organization; or where the sexual misconduct undermines the security of the University community or the integrity of the educational process or poses a serious threat to self or others. Where a student organization has contributed to or created a hostile environment in connection with an incident of sexual misconduct, the student organization will be subject to discipline and appropriate sanctions.

### Sexual Harassment

Sexual harassment is unwelcome conduct or behavior of a sexual nature. Sexual harassment includes sexual violence (see definition). Both violent and non-violent sexual harassment is prohibited. Sexual harassment can include unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal, written, electronic (e.g. by e-mail, text, social media, etc.), or physical conduct of a sexual nature. Sexual harassment occurs when:

1. submission to or rejection of such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing or is used as the basis for employment decisions or for academic evaluation, grades, or advancement (quid pro quo), or when
2. such conduct is sufficiently severe, pervasive or persistent to limit or deny a person's ability to participate in or benefit from the University's educational programs or affects employment, creating a hostile environment.

### Sex/Gender-Based Discrimination

Sex/Gender-based discrimination is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the University's education or work programs or activities. For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity is prohibited under this policy.

## Sexual Assault

Sexual assault includes:

1. Non-consensual Sexual Penetration is committed when an individual subjects another person to sexual penetration (see below) without the consent of the person, and/or by force.
2. Non-consensual Sexual Contact intentional sexual touching by an individual of the intimate area of another person (i.e., genitals, breasts, buttocks) or intentional sexual touching of another person with any of these body parts, without the consent of the person, and/or by force.

## Consent

Consent is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time:

- Consent can be withdrawn at any time, as long as it is clearly communicated.
- Consent cannot be coerced or compelled by force, threat, deception or intimidation.
- Consent cannot be given by someone who is incapacitated, as defined below.
- Consent cannot be assumed based on silence, the absence of “no” or “stop”, the existence of a prior or current relationship, or prior sexual activity.

## Incapacitated

A person is incapable of consent if they are unable to *understand the facts, nature, extent, or implications* of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law).

Consent does not exist when the individual initiating sexual activity *knew or should have known* of the other person’s incapacitation.

## Intellectual Inquiry and Debate

In determining whether sexual misconduct has occurred and what type of remedy, if any, might be appropriate in a given case, the University will also consider the fact that free intellectual inquiry, debate, and constructive dialogue are vital to the University’s academic mission and must be protected even when the views expressed are unpopular or controversial. Accordingly, any form of speech or conduct that is protected by state or federal law, including the First Amendment, is not subject to this policy.

The definition of sexual harassment in this policy is meant neither to proscribe nor to inhibit discussions, in or out of the classroom, of complex, controversial, or sensitive matters, including matters involving sex, gender, sexuality, sexual orientation, sexual behavior, or gender identity or expression, when in the judgment of a reasonable person they arise for legitimate pedagogical purposes. This includes intellectual inquiry, debate, and dialogue on issues of sexual misconduct. The mere expression of views, words, symbols or thoughts that some people find offensive, does not create a hostile environment.

## Awareness, Education, Prevention and Training Programs

Every IU campus shall publicize and provide ongoing educational programming for students, employees and other members of the University community to promote awareness of the problems caused by sexual misconduct and to help prevent and attempt to reduce the risk of the occurrence of sexual misconduct. Educational programs will include information on how and where to report incidents of sexual misconduct, resources available, as well as safe and positive options for bystander intervention that may be carried out by individuals to prevent harm or intervene when there is a risk of sexual misconduct being inflicted on another person. Efforts will be made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found at each IU campus.

Employee training shall be provided to those involved in reporting, receiving reports, investigating, adjudicating and otherwise responding to charges of sexual misconduct at the University. Certain training may be mandated by applicable federal or state law. The appropriate training will be tailored to the audience, and include reporting and response obligations, available resources, as well as

information about how to prevent and identify sexual misconduct. Individuals specifically involved in implementing the University's sexual misconduct procedures will be trained on issues and applicable policies and procedures relating to sexual misconduct, as well as how to conduct the investigation and hearing process in a manner that protects the safety of all parties and promotes fairness and accountability.

### Resource Information

The University will disseminate campus-specific information regarding available on and off campus resources through various methods including, the [University's Stop Sexual Violence Website](#), programing, and other relevant materials such as campus specific brochures. Resource information will include, but is not limited to:

- University and community psychological and counseling resources;
- University and community medical resources (including the availability of nurses trained in sexual assault response);
- Resources for non-U.S. citizens (visa, immigration, and translation assistance);
- How to report an incident of sexual misconduct to the University and local law enforcement;
- Available confidential employees and student advocates;
- Information and assistance regarding adjustments to academic housing, financial aid, obtaining no contact orders, and other needs on campus;
- Community resources such as legal assistance and obtaining protective orders.

### Duties of Title IX Coordinator

Indiana University's [Title IX Coordinator](#) will be informed of all reports of sexual misconduct, and will oversee the University's review, investigation, and resolution of those reports to ensure the University's compliance with Title IX, and related laws, and the effective implementation of this policy. The Title IX Coordinator will have adequate training on what constitutes sexual harassment, including sexual violence.

The Title IX Coordinator is:

1. Responsible for oversight of the investigation and resolution of all reports of sexual harassment, sexual violence, stalking, and domestic and dating violence involving students, staff, and faculty;
2. Knowledgeable and trained in University policies and procedures and relevant state and federal laws;
3. Available to advise any individual, including a complainant, a respondent, or a third party, about the courses of action available at the University, both informally and formally, and in the community;
4. Available to provide assistance to any University employee regarding how to respond appropriately to a report of sexual misconduct;
5. Responsible for monitoring full compliance with all procedural requirements, record-keeping, and timeframes outlined in this policy;
6. Responsible for overseeing training, prevention, and education efforts, and any reviews of climate and culture; and
7. Responsible for providing the University aggregate, non-identifying information in regard to reports, investigations, resolutions, and sanctions.

[Deputy Title IX Coordinators](#) for each campus will be responsible for tracking and reporting to the University Title IX Coordinator all incidents of sexual misconduct on their respective campus. Deputy Title IX Coordinators will work with the University Title IX Coordinator to ensure that the appropriate designated campus officials are involved in investigating and adjudicating complaints according to this Sexual Misconduct Policy and other applicable University policies and procedures.

Deputy Title IX Coordinators and senior student affairs professionals on each campus will work with the University Title IX Coordinator to ensure that adequate education, training, sanctions, and appropriate resources are available and provided on their respective campus. Student affairs professionals are expected to assist in educating the campus community and directing those who report an incident of sexual misconduct to the appropriate campus resources.

## Reason For Policy

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Indiana University is committed to the safety and well-being of all members of the University community including students and employees. Indiana University recognizes that sexual misconduct may result in grave and often long-lasting effects on those involved and is committed to timely investigation of allegations of sexual misconduct, use of interim measures when appropriate, and appropriate actions and consequences following investigations.

Indiana University is committed to compliance with state and federal laws regarding sexual misconduct, required reporting to state and federal agencies, and to working with law enforcement officials and agencies. The University is also committed to using its resources in research and education to improve preventative programs.

## Immediate Assistance

In an emergency or if you see a crime in progress, always call 911 immediately.

Each campus of the University shall provide, publicize and keep updated, information for immediate assistance, including contact information for emergency and medical assistance, counseling services, as well as local law enforcement. Information about ways to report anonymously or to speak to a confidential employee will also be provided for each campus (see [Confidential Employee](#) section).

The University and each campus will provide written information to anyone who reports to the University that they have experienced sexual misconduct, about:

- University procedures dealing with sexual misconduct, including to whom and how the alleged offense should be reported, as well as their rights and options;
- The importance of preserving evidence that may assist in proving the alleged criminal offense occurred, as well as how to preserve such evidence;
- Options about the involvement of law enforcement;
- Rights and University responsibilities with respect to orders of protection and how to obtain such orders; and
- Available campus and community resources.

This information will also be widely publicized on <http://stopsexualviolence.iu.edu/>.

## Reporting an Incident

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In an emergency or where immediate help is needed, call 911.

Anyone wishing to report an incident of sexual misconduct can do so using the following methods:

- Reporting directly to campus or local law enforcement if the incident involves sexual violence;
- Reporting directly to the student judicial conduct office or Dean of Students for the campus;
- Reporting directly to the Deputy Title IX Coordinator for the campus; or
- Reporting directly to the University Title IX Coordinator.

All reports of sexual misconduct made to a Responsible Employee that are not initially reported to the Deputy Title IX Coordinator(s) for the respective campus, will be shared with the Deputy Title IX Coordinator(s) as well as the University Title IX Coordinator in a timely manner. In addition, if a report of sexual misconduct is not made initially to the Indiana University Police Department (IUPD), and the information indicates it may be a crime reportable under the [Clery Act](#), non-identifying information regarding the date, time, location and nature of the crime will be shared with IUPD for purposes of complying with the Clery Act. If the University and/or Deputy Title IX Coordinator(s) receive a report that indicates law enforcement should be informed and involved due to the potential threat to health and safety of an individual or the University community, they may also share the identifying information needed for appropriate response by IUPD (see [Confidentiality and Privacy section](#)).

## Procedure

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### Sexual Misconduct Involving a Child/Minor

Sexual misconduct involving a child/minor (anyone under 18 years of age) must be reported. Indiana state law requires that **any person** who has reason to believe that a child/minor is a victim of

child abuse or neglect (including sexual misconduct) has an affirmative duty to make an oral report to Child Protective Services (CPS) **1-800-800-5556** or to their local law enforcement or to the IU Police Department. Failure to report may result in criminal charges. See the IU policy on [Programs Involving Children](#) for more information.

### Amnesty

The University strongly encourages students to report instances of sexual misconduct. Therefore, students who report an incident of sexual misconduct will not be disciplined by the University for any violations of the Code of Students Rights and Responsibilities related to their drug and/or alcohol consumption in connection with the reported incident of sexual misconduct.

Students are also afforded immunity against certain charges for alcohol related crimes under Indiana's Lifeline Law in connection with a report of a medical emergency, so long as they cooperate with law enforcement at the scene. (See [IC 7.1-5-1-6.5](#))

### Retaliation

Protections against retaliation are critical to reducing the prevalence of sexual misconduct within the University community. Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct, is prohibited by the University and will not be tolerated. Acts of retaliation include intimidation, threats, and/or harassment, whether physical or communicated verbally or via written communication (including the use of e-mail, texts and social media), as well as adverse changes in work or academic environments or other adverse actions or threats. The University will take steps to prevent retaliation, and will impose sanctions on anyone or any group who is found to have engaged in retaliation in violation of this policy. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to a Deputy Title IX Coordinator or the University Title IX Coordinator.

### The Role of a Responsible Employee to Report and Respond to Sexual Misconduct

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The University encourages anyone who has experienced sexual misconduct to talk to someone about what happened, to ensure they are informed of the available support, resources and applicable complaint processes and to allow the University to respond appropriately. The information below explains the obligations of certain employees to report information brought to their attention regarding incidents of sexual misconduct to the appropriate University officials.

#### Responsible Employees

Pursuant to Title IX, a "responsible employee" includes those University employees who have the authority to redress sexual misconduct, who have the duty to report incidents of sexual misconduct, or who a student could reasonably believe has this authority or duty.

The University's responsible employees include, but are not limited to:

- All instructors, including full-time professors, adjuncts, lecturers, associate instructors (AIs), teaching assistants (TAs), and any others who offer instruction (whether in-person or online) or office hours to students;
- All advisors;
- All coaches, and other athletic staff who interact directly with students;
- All student affairs administrators;
- All residential hall staff;
- All employees who work in offices that interface with students; and
- All supervisors and University officials.

When an individual tells a responsible employee about an incident of sexual misconduct, that individual has the right to expect the University to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably. Therefore, Responsible Employees have an obligation to report the information as explained below, as well as assist the individual in

seeking medical attention and emergency response where appropriate, in understanding available resources on and off campus (see [Resource Information section](#)), and in understanding their options in making a criminal complaint as well as a complaint through the University's procedures set forth in this policy.

If the incident is an emergency or poses a serious and continuing threat, the responsible employee should first call 911 or campus police immediately. In all situations, a responsible employee must report to the Title IX Coordinator or the Deputy Title IX Coordinator for their campus. The responsible employee must report all relevant details of the alleged sexual misconduct that are known or reasonably known to them, or that have been shared with them, that the University will need to be aware of to determine what happened. This includes the names of the individual(s) affected and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. A responsible employee should not discuss or share any information related to the incident, including the individual's name, with anyone other than the Deputy and University Title IX Coordinators, and those directly involved in handling the University's response, unless they received the individual's prior consent or in the event of an emergency or existing threat to anyone's health and safety.

Supervisors may request a responsible employee to notify them if the responsible employee has made a report about an incident of sexual misconduct, however the supervisor may not require the responsible employee to share any details about the incident. Supervisors may contact the Deputy Title IX Coordinator or the University Title IX Coordinator with any questions.

Responsible employees should make every effort to ensure that all individuals, including students, understand that the employee is legally obligated to make a report to the University Title IX Coordinator or a Deputy Title IX Coordinator in the event they are made aware of an incident of sexual misconduct.

In some instances, an individual who has experienced sexual misconduct may express a desire that the University not investigate the incident and/or not inform the individual accused. In those situations, the responsible employee must still report the information known to them, as required, but should also explain to the individual that the University will strongly consider the request, and will generally honor the request except in limited circumstances where the safety and well-being of the individual or the community outweighs the reasons for the request. (See [Requests for No-University Action below](#).) In reporting the details of the incident to the Title IX Coordinator, the responsible employee should ensure they inform the Coordinator of the individual's request. Responsible employees who are also Campus Security Authorities (CSA) under the [Clery Act](#), will satisfy their CSA reporting obligation by reporting incidents of sexual misconduct to the Deputy Title IX Coordinator for their campus or the University Title IX Coordinator, who will ensure that the appropriate non-identifiable information is conveyed to IUPD for Clery purposes.

If an individual has not yet shared information with a Responsible Employee regarding an incident of sexual misconduct, and the individual wishes to maintain anonymity, the Responsible Employee may refer them to a Confidential Employee or off-campus resource (see [Confidential Employees section](#)). However, once a Responsible Employee has knowledge of an incident of sexual misconduct, they must report according to this policy.

### **Role of Law Enforcement**

Any individual who has experienced sexual violence is encouraged to contact IUPD or local law enforcement.

IUPD responds to emergency situations on the IU campuses, and typically communicates and works with the University Title IX Coordinator and Deputy Title IX Coordinators to assist in investigations and incident response, as well as to track statistics for Clery Act reporting.

Individuals with a possible criminal case who have not made their initial complaint via the police will be provided with information about how to file a complaint with law enforcement. Individuals may also request assistance from campus authorities in notifying law enforcement. Individuals may decide not to notify law enforcement authorities, and proceed with a University investigation.

A University investigation under the procedures outlined in this policy may be initiated and/or proceed simultaneously with a criminal case. The University will cooperate with law enforcement, and if

requested by law enforcement, defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. However, the University will not consider its investigation on hold pending a criminal prosecution or investigation and will continue to communicate with individuals and address the need for any interim measures regarding safety and well-being, and resume its own fact gathering as soon as permitted.

The determination by law enforcement whether or not to prosecute a respondent or the outcome of a criminal proceeding does not determine whether a violation of University policy has occurred. Records of University proceedings may be subpoenaed for a criminal prosecution.

In some instances, based on a heightened threat, or potential threat to the safety of the individual(s) involved, or the larger University community, university officials may determine it is necessary to make a third party complaint to law enforcement, despite the individual's decision not to do so. In such instances, the university will attempt to inform the individual prior to making a third party complaint.

## Confidentiality and Privacy

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### Confidential Employees

Certain University employees – based on their own professional licensure and the nature of their role on campus are available to speak with individuals about incidents of sexual misconduct and maintain the individual's desire for anonymity and absolute confidentiality. These confidential employees are exempt from the reporting requirements that apply to responsible employees (See [Responsible Employees section](#)). Individuals who desire anonymity in discussing and seeking assistance about sexual misconduct should contact and/or be referred to a confidential employee.

The University's confidential employees include, but are not limited to:

- Licensed, professional mental health counselors working in that capacity, and those they supervise;
- Health care professionals and staff located in on-campus health care centers; and
- Any staff or specialists on a campus specifically designated as non-professional sexual assault advocates.

Note, faculty, staff and other employees who are licensed mental health workers or are licensed medical workers, but who are not working in that capacity, such as faculty members in psychology, social work, nursing, etc., are not confidential employees under this policy. The University shall identify and publicize confidential employees. Any Confidential Employee who is not a licensed mental health counselor or pastoral counselor serving in those roles, must provide non-identifying aggregate information regarding any Clery crime known to them directly to IUPD.

See Stop Sexual Violence website at <http://stopsexualviolence.iu.edu/employee/confidential.html> for available confidential employees on each University campus.

### Privacy

The University is committed to safeguarding the privacy of the parties in a manner consistent with the objective to effectively investigate and prevent incidents of sexual misconduct. In all cases, the University will share the parties' information and details of the allegation only with University officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. Records will not be disclosed outside the University unless required by law or subpoena.

All individuals with knowledge of an alleged incident of sexual misconduct are expected to safeguard the privacy of those involved and should refrain from discussing the incident with anyone other than appropriate University officials and law enforcement.

### Requests for No-University Action

If an individual discloses they have experienced an incident of sexual misconduct to a responsible employee, but requests that the University not investigate the particular incident, requests that no disciplinary action be taken, requests that the alleged perpetrator not be notified, or makes any

similar request, the University will consider such request(s), and in general work to honor them. The responsible employee must still report the information to the designated officials, but also convey the individual's desired request(s). The University will weigh such request against its obligation to provide a safe, non-discriminatory environment for all students, including the individual who experienced the sexual misconduct. If the University determines that it is able to honor the individual's request(s), the individual should understand that the University's ability to meaningfully investigate the incident and/or respond appropriately may be limited. If, however, the University determines it must proceed under the circumstances, it will work to notify the individual in advance.

The University has designated the following individual(s) to evaluate an individual's request for no or limited action by the University in connection with a report of sexual misconduct: the Title IX and Deputy Title IX Coordinator(s), in consultation with relevant administrators on each campus and University legal counsel, where appropriate.

### Investigation

Upon receipt of a report of sexual misconduct, the University will respond promptly to investigate and provide interim measures where appropriate. Procedures after a report of sexual misconduct will follow the steps listed below depending on whether the respondent is a student or employee. Employees who are students may be subject to procedures for students or employees, or both, at the sole option of the University. Investigation of the alleged misconduct shall be conducted by the University Title IX Coordinator, a Deputy Title IX Coordinator, a student affairs official (if alleged student misconduct), or another appropriate designee. Information for the investigation may be provided by the parties, witnesses identified by any party, or the University. Information related to prior sexual history of the parties will be prohibited, except in very limited circumstances regarding prior sexual history between the parties where such information may be relevant to the issue of consent. However, consent will not be assumed based solely on evidence of any prior sexual history.

Prior or subsequent conduct of the respondent may be considered in determining pattern, knowledge, intent, or motive. For example, evidence of a pattern of prohibited conduct by the respondent, either before or after the incident on question, regardless of whether there has been a prior finding of a Policy violation, may be deemed relevant to the determination of responsibility for the prohibited conduct under investigation. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicated a pattern of similar prohibited conduct.

All investigators shall have the appropriate required and ongoing training on conducting sexual misconduct investigations, issues related to sexual misconduct and applicable University policies and procedures.

If the person identified as having engaged in sexual misconduct is not a student or employee of the University, the University shall take all appropriate measures to determine information regarding the individual, what occurred, whether another entity needs to be contacted to join in or assume an investigation (e.g. another institution of higher education), and to provide assistance in notifying the proper law enforcement authorities. The University will also provide interim and remedial measures, to the extent possible, to protect the reporting individual and eliminate any hostile environment. If upon investigation, it is determined that an individual is responsible for sexual misconduct and has a continuing relationship with the University, the University shall consider appropriate sanctions to prevent further harm and eliminate the hostile environment.

The University reserves the right to investigate circumstances that may involve sexual misconduct in situations where no complaint, formal or informal, has been filed. In limited circumstances, the University reserves the right to reopen a case previously considered closed in the event of new information or other appropriate circumstances.

### Interim and Remedial Measures

Upon receiving a report or notice of alleged sexual misconduct, the University will provide appropriate and necessary interim measures to the complainant. These protective and supportive measures may vary depending on the individual's campus, the individual's needs and the specific

circumstances, and could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; and assistance in obtaining protective orders. Interim measures may also include suspension of the respondent pending completion of the investigation, depending on the nature of the allegations.

Upon a finding of responsibility for sexual misconduct following the university's adjudication of the complaint, the university will take any additional and necessary remedial action with respect to the complainant and others members of the community, as well as the appropriate disciplinary action with respect to the person found responsible.

Certain support and protective measures and resources may also be available to an individual who has experienced sexual misconduct, regardless of whether they move forward with their complaint, depending on the individual's campus, the individual's needs and the specific circumstances.

### Summary of Rights of the Complainant and Respondent in Sexual Misconduct Procedures

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The rights of the parties to a sexual misconduct proceeding include:

- To be fully informed of University policies and procedures as well as the nature and extent of all alleged violations contained within the allegation.
- To be treated with respect by University officials.
- To have an advisor present during a University sexual misconduct proceeding, investigation meeting, or related meeting. The role of the advisor will be limited to being present only; they will not be allowed to speak during any University sexual misconduct proceeding, investigation meeting, or related meeting.
- Adequate, reliable, and impartial investigation and appropriate resolution of all reports of sexual misconduct.
- To be informed by the University of options to notify proper law enforcement authorities including on-campus and local police, and the option to be assisted by campus authorities in notifying proper law enforcement, if the individual chooses.
- To be notified of available counseling, mental health, academic, legal and other support services, both at the University and in the community.
- To have allegations investigated by individuals who are properly trained to investigate and resolve allegations of sexual misconduct.
- Equitable participation in the investigation and disciplinary process, including the opportunity to identify witnesses and other appropriate evidence.
- To the use of the preponderance of the evidence standard (more likely than not) in determining responsibility.
- The right to appeal as set forth in these procedures.

### Procedures for Responding to Incidents Involving Allegations of Student Sexual Misconduct

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The University will promptly respond to all reports of sexual misconduct alleged against a University student following the procedures outlined in this policy. Allegations of sexual misconduct by students will be addressed by the Sexual Misconduct Policy and the Code of Student Rights, Responsibilities and Conduct ("Student Code"). Students may be charged according to specific code violations under the Student Code, which will reference the Sexual Misconduct Policy.

Any individual reporting they have been a victim of sexual violence will be informed of how to, and provided assistance in, making a criminal complaint with the appropriate law enforcement agency. The pursuit of criminal charges may be in addition to (or instead of) pursuing cases through the University process. Individuals who identify as victims/survivors and all members of the Indiana University community are also encouraged to visit the Stop Sexual Violence website at <http://stopsexualviolence.iu.edu> for more information on reporting, campus resources and services available on their campus.

Throughout the process, the parties will have equal opportunities to present information, have advisors present, and pursue an appeal, if applicable. The University will have as a priority the interests of all parties involved, in regard to fairness, dignity, privacy, and due process.

The investigation and determination of responsibility will generally be concluded within 60 days of the report, absent special circumstances.

1. Investigation: Upon receipt of a report of sexual misconduct by a victim/survivor (hereinafter referred to as “complainant”) or third party, and following an initial assessment to determine whether it falls within the scope of the Sexual Misconduct Policy and rises to the level of an allegation of sexual misconduct, the University will take immediate and appropriate steps to investigate the incident. If the complainant requests confidentiality or asks that the complaint not be pursued, the University will take all reasonable steps to investigate and respond to the incident consistent with those requests, keeping in mind that the University must weigh such requests against its obligation to provide a safe, non-discriminatory environment for all students, including the complainant.
  - a. If sexual misconduct proceedings are initiated, the Investigator(s) will notify the complainant and the student alleged to have engaged in sexual misconduct (hereinafter referred to as "respondent"). The respondent will be provided a date by which an appointment must be made to discuss the matter. The respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond. The respondent is expected to participate in the investigation and all related procedures, including the Sexual Misconduct Hearing,
  - b. The investigation may include, but is not limited to, interviews with the complainant, the respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by complainants, respondents, witnesses identified by any party, or the University. Any person believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter. The University shall determine what information and evidence will be included in the Investigation File.
  - c. Failure to comply with a request to make and/or keep an appointment related to an investigation may result in a disciplinary hold being placed on a student’s account and/or the initiation of student conduct charges for failure to comply.
  - d. All members of the University are expected to cooperate with the investigative process. Failure to do so may result in disciplinary measures pursuant to applicable University policy and procedure.
  - e. Following their investigation, the Investigator will provide their Preliminary Investigation Report to the parties. At that time, the parties will be provided access to the Investigation File. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and the Investigation File and provide any clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.
  - f. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation Report.
  - g. At that time, the Investigator will determine the appropriate charge(s), if any, under the Sexual Misconduct Policy and the Student Code to be placed on respondent, and include the charge(s) in their Final Investigation Report. If the Investigator places a charge(s), the Final Investigation Report will be submitted to the hearing panel for the determination of responsibility, and the parties will be provided the Final Investigation Report and notified of next steps of the sexual misconduct process. If the Investigator determines that there is insufficient evidence to support placing a charge, the parties will be provided the Final Investigation Report and notified that no charges will be placed and the case has been closed.
2. Acceptance of Responsibility:
  - a. In cases where the respondent expresses a willingness to accept responsibility for any or all charges in a case, the respondent will be offered the opportunity to waive the right to a formal hearing as to the specific charge(s) and all related procedural guarantees, and agree to receive a sanction from the designated student affairs conduct officer. In such situations, the parties will each be provided the opportunity to submit a written statement to the conduct officer for

- consideration in determining appropriate sanctions.
- b. The conduct officer shall consider only the parties' written statements regarding sanctions, the relevant facts from the investigation, and past conduct history of the respondent (if applicable). In such cases, the right to appeal will be limited to an appeal on the grounds that the sanction is grossly disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.
3. Alternative Resolution Options:
    - a. In appropriate cases, the University may pursue alternative resolution with the consent of all parties at any point in the investigation process. Alternative resolution options may include, but are not limited to, mediation, development action plans, voluntary resolutions, and/or appropriate sanctions.
    - b. Under any alternative resolution, the complainant will not be required to resolve the problem directly with the respondent, unless desired by the complainant. All parties must be notified of the right to end the alternative resolution process at any time, and begin the formal process. Mediation may not be used in cases involving any sexual violence. The Investigator shall document the outcome of any alternative resolution and share with the parties.
  4. Sexual Misconduct Hearing:
    - a. A hearing panel will be assembled for the sexual misconduct hearing to make a determination of respondent's responsibility as to the specific charge(s) set forth in the Final Investigation Report.
    - b. The hearing panel will be composed of three staff or faculty members of the University. Hearing panel members will be drawn from the pool of staff and faculty members who have completed the University's required annual training on issues related to sexual misconduct and University policies and procedures. At a minimum, at least one panel member shall be a student affairs administrator.
    - c. The sexual misconduct hearing is closed. However, the complainant and respondent may each select one advisor of their choice and at their expense to accompany them at any point in the disciplinary process. Advisors are limited to an advisory role and may not participate or speak for the parties.
    - d. Upon review of the Final Investigation Report, the hearing panel will determine witnesses who may be called, if any, to participate in the hearing.
    - e. Procedures for a Sexual Misconduct Hearing
      - i. The Chair of the hearing panel shall review the charge(s) placed against the respondent and the specific facts alleged. The respondent may, but need not, respond to allegations.
      - ii. Both the complainant and the respondent will have equal opportunity to provide a statement to the hearing panel.
      - iii. No one other than the hearing panel members, the complainant, and the respondent may pose questions during the hearing. The complainant and respondent may not directly question each other, but may submit questions to the Chair, to be asked of the other party. The Chair or other panel members will review questions prior to posing to the other party to prevent questioning that is not permitted under these proceedings.
      - iv. The sexual misconduct hearing is recorded. Deliberations by the panel, following the hearing, are not recorded.
      - v. If the respondent fails to appear at the sexual misconduct hearing, the hearing may proceed without their participation. The respondent may explain the failure to appear in writing to the University within two business days of the scheduled hearing. Written documentation supporting the cause of absence must be included. Within three business days after receiving the respondent's letter, the University will notify the respondent and the complainant whether the failure to appear was excused, and if so the hearing may be rescheduled. The failure to appear will only be excused due to extraordinary circumstances.
      - vi. If the respondent failed to appear and such failure was not excused, the respondent's right to appeal the finding and any sanction(s) imposed will be automatically forfeited, and the outcome reached in absentia will go into effect. The respondent shall not lose

- their right to appeal in the event the hearing panel's finding includes a sanction of expulsion from University housing, suspension from the University, or expulsion from the University.
- f. **Decision & Sanctions**
    - i. At the conclusion of a hearing, the panel shall deliberate without the parties present to determine responsibility for the specific charge(s) based on the evidence, and sanctions if applicable.
    - ii. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing, does not support by a preponderance of the evidence (more likely than not) that the respondent is responsible for a violation of the Sexual Misconduct Policy and the Student Code, the hearing panel will notify both the respondent and the complainant by means of a written notice. The complainant and/or respondent may request an appeal (see section 5a.).
    - iii. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing, does support by a preponderance of the evidence (more likely than not) that the respondent is responsible for a violation of the Sexual Misconduct Policy and the Student Code, the hearing panel will notify both the respondent and the complainant and will assign appropriate sanctions by means of a written notice. The respondent and/or the complainant may request an appeal (see section 5a.).
    - iv. Possible sanctions for cases in which students are found in violation of Sexual Misconduct Policy and the Student Code for acts of sexual misconduct include, but are not limited to formal warnings, behavioral assessment and/or counseling, required educational training, disciplinary probation, suspension, and/or permanent expulsion.
  5. **Appeal:** The respondent or the complainant may appeal the decision of the sexual misconduct hearing panel to the Senior Student Affairs Administrator on the respective campus, or their designee. To initiate an appeal, respondent/complainant must send written notice of appeal to the designated official. The written notice must include the basis for seeking the appeal and include information to support such basis (See Section 5b.)
    - a. **Timing:** The notice of appeal must be filed no later than five calendar days after the date the written decision of the sexual misconduct hearing panel is sent. If an appeal is submitted by either party, the underlying decision and any corresponding sanction will be held in abeyance until final notice of the appeal outcome. During this time, any interim measures in place will remain in effect (e.g., no contact order, no trespass). If no written request for an appeal is received by the University within the time specified, the decision of the hearing panel and any sanction(s) imposed will be final and in effect.
    - b. **Basis for Appeal:** The Senior Student Affairs Administrator will have the sole discretion in determining whether the basis for appeal has been met and whether the appeal can move forward. An appeal must be based on one of the following criteria:
      - i. Significant procedural error that reasonably would have affected the outcome of the student's case.
      - ii. The sanction imposed is grossly disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable University guidelines.
    - c. **Decision and Sanction:** If the basis for appeal has been met, the Senior Student Affairs Administrator will review the written appeal and the pertinent part of the sexual misconduct hearing panel record only. The Senior Student Affairs Administrator will not consider new evidence or information that is not a part of that record. The Senior Student Affairs Administrator must render a decision within 10 calendar days of receipt of the appeal and may take any of the following actions:
      - i. Affirm the original decision regarding responsibility.
      - ii. Affirm the original decision concerning the disciplinary sanction/s to be imposed.
      - iii. Set aside the original decision regarding responsibility and impose a new decision.
      - iv. Set aside the original decision regarding responsibility and order that a new sexual

- misconduct hearing be held before a new hearing panel.
  - v. Set aside the original decision concerning the disciplinary sanction/s to be imposed and impose a different sanction or set of sanctions.
  - d. The Senior Student Affairs Administrator will notify the respondent and the complainant, in writing, of their decision and will initiate the necessary procedures to effectuate the decision.
  - e. The decision of the Senior Student Affairs Administrator or their designee is final and there will be no further appeals.
6. Notice: The complainant and the respondent will be provided written notice of the outcome of the sexual misconduct hearing, the appeals process, and the appeal decision, if applicable. Written notice may be provided electronically through Indiana University email accounts.
7. NOTE:
- Just as students with disabilities may be eligible for accommodations in their classes, accommodations may be available for these procedures as well. Students with disabilities requesting accommodations and services under these procedures will need to present a current accommodation verification letter from their campus disability services office before accommodations can be considered and provided.
  - In appropriate circumstances, the University may utilize language translation services to assist in the investigation and/or hearing proceedings.
  - In the event there is a civil protective order in place that precludes the university from conducting a hearing as outlined in the student procedures, the university may use an alternative process that will be communicated to both parties.

### Procedures for Responding to Incidents Involving Allegations of Faculty or Staff Sexual Misconduct

The University will promptly respond to all complaints of Sexual Misconduct alleged against a University employee. Any individual reporting that they have been a victim of sexual violence will be informed of how to, and provided assistance in, making a criminal complaint with the appropriate law enforcement agency. Individuals who identify as victims/survivors and all members of the Indiana University community are also encouraged to visit the Stop Sexual Violence website at <http://stopsexualviolence.iu.edu> for more information on reporting, campus resources and services available on their campus.

All parties will have equal opportunities to present information, have advisors present, and pursue an appeal, if applicable. All procedures, excluding any appeal, should be completed within 60 days, absent any special circumstances.

Throughout this process, the University will have as a priority, the interests of all parties involved, in regard to fairness, dignity, privacy, and due process. Students reporting sexual misconduct against an employee will be provided interim and remedial measures as described in this policy, where appropriate and necessary.

For the purpose of these procedures, relevant officials with key responsibilities are:

**Investigator** - the Deputy Title IX Coordinator(s) for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator.

**Decisional Official (DO)** - will issue the decision determining responsibility and assigning appropriate sanctions, if applicable. The DO will be as follows:

1. For complaints against staff employees, including temporary (hourly), the DO will be the appropriate Campus HR Director.
2. For complaints against faculty and academic employees, the DO will be the Vice Provost/Vice Chancellor for Academic Affairs of the respective campus.
3. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the Provost/Chancellor of the respective campus.
4. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.
5. For complaints against the President, the DO will be the Board of Trustees.

**Faculty Board of Review** – constituted on each campus, in faculty cases may review action of DO.

**Appellate Official** – may review action of DO on each campus following appeal by either party. The Appellate Official will be as follows:

1. For an appeal in a complaint against staff employees, including temporary (hourly), the Associate Vice President of University Human Resources.
2. For an appeal in a complaint against faculty or academic employees, the Provost/Chancellor of the respective campus.
3. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the President.
4. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.

All relevant officials and any review board members will receive annual University training on issues related to sexual misconduct and be familiar with University policies and procedures. The University Title IX Coordinator shall be informed of each complaint and be available to all relevant officials and review board members for consultation during this process.

### Complaint

*Initial Assessment:* Upon receipt of a complaint against faculty or staff, an Investigator will conduct an initial assessment to determine whether it falls within the scope of the Sexual Misconduct Policy, and whether it rises to the level of an allegation of sexual misconduct. The initial assessment will include informing complainants and respondents regarding the nature of allegations and explanation of this policy and procedures.

The process that follows shall apply if the Investigator determines that this threshold has been met. If a complaint raises allegations that are outside the scope of the Sexual Misconduct Policy, but may violate other University policy(ies), the Investigator will refer the complaint to the appropriate University office.

In the event the Investigator determines not to pursue an investigation under this Policy, that decision may be appealed by either party to the DO, requesting a review of the decision not to proceed in an investigation. Upon review, the DO may uphold that decision or order an Investigation to proceed.

*Interim Action:* If, upon the receipt of a complaint, the University Title IX Coordinator and/or the Deputy Title IX Coordinator(s) for the respective campus, or their designee, determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, they shall consult with the DO. The DO may administer such interim action at any point in this process pending final outcome.

*Alternative Resolution Options:* In appropriate cases, the University may pursue informal resolution with the consent of all parties at any point in the investigation process. Informal resolution options may include, but are not limited to, mediation, development action plans, and voluntary resolutions. Under informal resolution, the complainant will not be required to resolve the problem directly with the respondent, unless desired by the complainant. All parties must be notified of the right to end the alternative resolution process at any time, and begin the formal process. Mediation may not be used in cases involving any sexual violence or where the complaint is made against an employee with a position of authority over the complainant. The Investigator shall document the outcome of any alternative resolution and share with the University Title IX Coordinator and the DO.

### Investigation

When an investigation is initiated, the Investigator will conduct fact-finding as to the allegations made against the respondent employee. The investigation may include, but is not limited to, interviews with the complainant, the respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by complainants, respondents, witnesses identified by any party, or the University. The

Investigator shall ensure that the respondent is informed of all allegations raised and is provided the opportunity to respond. The University may consider information relating to prior complaints of misconduct known to the University. Evidence regarding a party's past sexual behavior or activity is prohibited, except in connection to evidence of past sexual activity **between** the parties where the exclusion of such information would adversely affect the integrity or fairness of the finding. Previous consensual relationships between the parties will not in itself establish consent or preclude a finding of sexual misconduct.

All members of the University are required to cooperate fully with the investigative process. Failure to do so may result in disciplinary measures pursuant to applicable University policy and procedure.

### Report of Investigation

The Investigator will create a report of the investigation setting forth:

1. factual determination(s);
2. recommendation as to whether the respondent is responsible for the sexual misconduct using a preponderance of the evidence standard (more likely than not); and
3. recommendation as to appropriate sanctions, if any, as set forth below. The report will be forwarded to the DO.

### Finding and Decision

Upon receiving the Investigator's report, the DO may consult with the Investigator concerning his or her recommendations. If the DO wishes further consultation with the parties, the Investigator will facilitate consultations to ensure equal opportunities for the parties to meet with the DO.

The DO will issue one of the following findings, using a preponderance of the evidence standard:

1. Finding of "No Violation" of the University's Sexual Misconduct Policy: If there is a determination that the behavior alleged and investigated did not violate the Sexual Misconduct Policy, the parties will be so informed of the finding. The parties will receive a summary of the information considered during the investigation. In the event the investigation reveals that the employee may have violated a different University policy, the DO may address any such potential violation through other applicable University policies. Documentation regarding a finding of "No Violation" shall be maintained with the respective Deputy Title IX Coordinator's office, and not in the employee's personnel file.
2. Finding of a "Violation" of the University's Sexual Misconduct Policy: If there is a determination that the behavior alleged and investigated was in violation of the Sexual Misconduct Policy, the DO shall issue the finding and sanction(s) (based on the level of sanctions set forth below) and notify all parties. The parties will receive a summary of the information considered during the investigation.

### Sanctions

Sanctions for a violation of the University's Sexual Misconduct Policy include the following:

1. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the respondent was found responsible for sexual assault or other sexual violence.
2. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including withholding compensation, consideration in tenure or promotion decisions, suspension and termination.

When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

### Appeals

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#### Appeals to Appellate Officer

Following a finding of “No Violation” any party may request an appeal directly to the Appellate Officer on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.
2. Significant bias in the process.

Following a finding of “Violation” and Level One Sanction: any party may request an appeal directly to the Appellate Officer on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.
2. Significant bias in the process.

Following a finding of “Violation” and Level Two Sanction: any party may request an appeal directly to the Appellate Officer on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.
2. Significant bias in the process.
3. The finding of responsibility is in error.
4. The appropriateness of the sanctions.

All requests for appeal must be submitted in writing within 10 calendar days of receiving the DO’s decision. The request must set forth the basis for seeking an appeal, and include information to support such basis(es). If an appeal is requested, all concerned parties will be notified. The Appellate Officer shall first determine whether the basis of appeal has been met, and if so, shall review the findings, and any applicable sanctions, in making a decision. The Appellate Officer shall not revisit findings of fact as determined in the investigation.

The Appellate Officer shall make a final determination within 10 calendar days of the receipt of any appeal, indicating one of the following:

1. Affirming the DO’s original finding(s).
2. Setting aside the DO’s original finding(s) and imposing a new finding and/or sanctions.
3. Setting aside the DO’s original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).

To the extent possible, the parties will be notified simultaneously in writing of the final decision following an appeal.

### **Request for Review to Faculty Board of Review**

In cases involving a faculty member as a respondent, any party may request review by a Faculty Board of Review prior to an appeal to the Provost or Chancellor according to the provisions below. This request must be made within 10 calendar days of receiving the decision from the DO.

Level One Sanctions are only eligible for review by the Faculty Board of Review if the requesting party can show significant bias in the process or significant procedural error that reasonably would have affected the outcome. For an appeal of “No Violation” or Level One Sanctions, the Faculty Board of Review may decline a request for review at which point, the requesting party may appeal to the Provost or Chancellor. For Level Two Sanctions, the grounds for review by the Faculty Board of Review may also include the finding of responsibility and the appropriateness of the sanctions. The Board may not conduct new fact-finding, and may not revisit the factual determination. The Board will only receive the Report of the Investigation, but may consult with the DO and Title IX Coordinator about further questions.

Throughout the Faculty Board of Review process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. Hearings shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the Board of Review hearing panel, others present during a hearing may include the party requesting review, the Investigator, the DO, the University Title IX Coordinator, and any other University official necessary to the proceedings. No witnesses will be allowed in the Faculty Board of Review. If the party requesting review is the faculty

employee, the other party may choose to participate in the Faculty Board of Review by either being present and/or by submitting a written statement. All parties may have an advisor present, but the advisor will not be allowed to participate or speak during the Review, unless for the purpose of reading the party's written statement, if provided and requested.

A Faculty Board of Review must be concluded promptly, and within no more than 60 days of the request. After review, the Faculty Board may support the decision of the DO or make an alternative recommendation regarding the finding or sanctions to the Provost or Chancellor, (or relevant official). The Provost or Chancellor (or relevant official) will make a final determination within 10 days of receiving the Faculty Board of Review recommendation.

**Note:** Adversary hearings, including confrontation, cross-examination by the parties and active advocacy by attorneys or other advocates, are neither appropriate nor permitted during the investigation or appeal phase of these processes.

*Further information and definitions of key terms can be found in the University Sexual Misconduct Policy.*

## Definitions

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For purposes of addressing complaints of sexual misconduct against or by University students and employees, the following uniform definitions shall be used by the University:

**Advisor** - means any person, who may assist, support, guide and advise the respondent or complainant during the investigation, conduct proceedings, and/or related meetings. Advisors are not permitted to actively participate or speak during the investigation, proceedings and related meetings. In certain circumstances where a party may be unable to speak on their own behalf, an advisor may present a statement prepared by the party.

**Bodily injury** - shall mean physical pain, illness, or any impairment of physical condition.

**Campus security authority (CSA)** - a term used in the Clery Act to describe someone who has significant responsibility for student and campus activities. The Clery Act (34 CFR 668.46) defines a CSA as:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department such as an individual who is responsible for monitoring entrance into institutional property.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

Pastoral and professional counselors are not considered a campus security authority when acting in their roles as a pastoral or professional counselor.

**Clery Act** – refers to the The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, (20 U.S.C. section 1092(f)), a federal law that requires institutions such as IU to collect and publish statistics for certain crimes reported to have occurred on IU's "Clery Geography" (i.e., occurring on campus, on public property within or immediately adjacent to campus, and on other noncampus IU property), for the purpose of informing current and prospective students and employees. Each IU campus publishes an Annual Security Report under the Clery Act, which contains these crime statistics as well as campus specific information on resources, campus emergency responses, safety and security policies, and disciplinary procedures. These crime statistics include, but are not limited to, domestic violence, dating violence, sexual assault, and stalking. Clery also requires "timely warnings" be issued to the campus community for crimes occurring on Clery Geography that are

considered a serious or continuing threat to students or employees. Under Clery, any good-faith report of a crime occurring on Clery Geography must be included in the statistical data.

**Complainant** - refers to an individual who reports experiencing sexual misconduct committed by a member of the University community, and is named in a complaint of sexual misconduct under this policy and procedures. The University may serve as the Complainant when the alleged victim does not wish to participate and the University has determined it is necessary to move forward under the applicable procedures.

**Confidential Employees** - certain University employees – based on their own professional licensure and the nature of their role on campus – are available to speak with individuals about incidents of sexual misconduct and maintain the individual's desire for anonymity and absolute confidentiality. These confidential employees are exempt from the reporting requirements that apply to responsible employees. Individuals who desire anonymity in seeking assistance about sexual misconduct should be referred to a confidential employee.

The University's confidential employees include, but are not limited to:

- Licensed, professional mental health counselors working in that capacity, and those they supervise;
- Health care professionals and staff located in on-campus health care centers; and
- Any staff or specialists on a campus specifically designated as non-professional sexual assault advocates.

**Consent** - ([see above](#))

**Dating violence** - violence or the threat of violence committed by any person who is or has been in a relationship of a romantic or intimate nature. The existence of such a relationship will be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interactions between the persons involved in the relationship.

**Domestic violence** - violence or the threat of violence by a person against another 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.

**Employee** - this term shall be synonymous with and include all employees working for Indiana University – academic employees, including faculty, and staff, including full-time, part-time, and temporary (hourly) employees at any University campus or working on behalf of the University.

**Finding of Responsibility** - means that it is more likely than not that the Respondent has committed one or more acts of sexual misconduct. A preponderance of the evidence standard must be used when determining responsibility for sexual misconduct.

**Force or threat of force** - (a) the use of physical force which overcomes the person's resistance or (b) the threat of physical force, express or implied, against the person or a third party that places the person in fear of death or in fear of serious personal injury to the person or a third party where the person reasonably believes that the actor has the present or future ability to execute the threat.

**Hostile environment** - when conduct is sufficiently severe, pervasive or persistent to limit or deny a person's ability to participate in or benefit from the University's educational programs or affects employment.

**Indiana University Property** – buildings, grounds, and land that are owned by Indiana University or controlled by Indiana University via leases or other formal contractual arrangements to house ongoing IU operations.

**Interim and Remedial Measures** - procedures for incidents involving students and employees will include providing appropriate and necessary interim measures pending the result of an investigation and remedial measures that will be long-term and continuous. Interim and remedial measures may vary depending on the individual's campus, the individual's needs and the specific circumstances. These measures could include no contact orders, assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; and assistance in obtaining protective orders. Interim measures may also include suspension of the respondent pending completion of the investigation.

**Investigator** - a University official authorized to investigate reports of sexual misconduct under the procedures outlined in this policy.

**Notice** - To the extent possible, the parties shall be provided simultaneous written notice of the outcome of the sexual misconduct proceeding, the appeals process, and the appeal decision, if applicable. Written notice may be provided electronically through Indiana University email accounts.

**Member of the University community** - includes any individual who is a student, staff, faculty member, University official, or any other individual employed by, or acting on behalf of, the University. An individual's status in a particular situation shall be determined by the Investigator or Title IX Coordinator.

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

**Respondent** - is any member of the University community alleged to have engaged in sexual misconduct as defined in this policy.

**Responsible Employee** - Pursuant to Title IX, a "responsible employee" includes those University employees who have the authority to redress sexual misconduct, who have the duty to report incidents of sexual misconduct, or who a student could reasonably believe has this authority or duty.

The University's responsible employees include, but are not limited to:

- All instructors, including full-time professors, adjuncts, lecturers, associate instructors (AIs), teaching assistants (TAs), and any others who offer classroom instruction or office hours to students;
- All advisors;
- All coaches, and other athletic staff that interact directly with students;
- All student affairs administrators;
- All residential hall staff;
- All employees who work in offices that interface with students; and
- All supervisors and University officials.

**Retaliation** - Protections against retaliation are critical to reducing the prevalence of sexual misconduct within the University community. Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct, is prohibited by the University and will not be tolerated. Acts of retaliation include intimidation, threats, and/or harassment, whether physical or communicated verbally or via written communication (including the use of e-mail, texts and social media), as well as adverse changes in work or academic environments or other adverse actions or threats. The University will take steps to prevent retaliation, and will impose sanctions on anyone or any group who is found to have engaged in

retaliation in violation of this policy. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to a Deputy Title IX Coordinator or the University Title IX Coordinator.

**Sexual assault** - ([see above](#))

**Sexual exploitation** - manner that extends the bounds of consensual sexual activity with or without the knowledge of the other individual for any purpose, including sexual gratification, financial gain, personal benefit, or any other non-legitimate purpose. Examples of sexual exploitation include but are not limited to:

- Non-consensual streaming, audio- or video-recording, photographing, or transmitting intimate or sexual utterances, sounds, or images without consent of all parties involved;
- Allowing others to view sexual acts (whether in person or via a video camera or other recording device) without the consent of all parties involved;
- Engaging in any form of voyeurism (e.g., “peeping”);
- Prostituting another individual;
- Compelling another individual to touch his or her own or another person’s (third party) intimate parts without consent;
- Knowingly exposing another individual to a sexually transmitted disease or virus without that individual’s knowledge; and
- Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

**Sexual harassment** - ([see above](#))

**Sexual misconduct** - includes sexual harassment, sexual assault, other forms of sexual violence, dating violence, domestic violence, sexual exploitation and stalking. For purposes of this policy, sex or gender based discrimination is considered sexual misconduct.

**Sexual penetration** - means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse or any intrusion, however slight, of any part of the actor’s or person’s body or any object manipulated by the actor into the genital or anal openings of the person’s body.

**Sexual violence** - refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to use of drugs or alcohol, or due to an intellectual or other disability. Sexual violence includes rape and sexual assault.

**Stalking** - 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.

**Student** - as defined by the [Code of Student Rights, Responsibilities, and Conduct](http://studentcode.iu.edu/appendices/definitions.html) (<http://studentcode.iu.edu/appendices/definitions.html>)

**Student Affairs Officer** - individuals authorized by the University and the campus chancellor or provost to be responsible for the administration of the Student Code of Rights and Responsibilities on a campus, and in certain circumstances includes his or her designee.

**Title VII** - refers to Title VII of the Civil Rights Act of 1964 (42 U.S.C. section 2000e), which prohibits employment discrimination based on race, color, religion, sex and national origin.

**Title IX** - refers to the portion of the federal Education Amendments of 1972 (20 U.S.C. section 1681-1688), which provides in part that “no person in the United States shall, on the basis of gender, be

excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance”.

**Title IX Coordinator** - the individual designated by the University to coordinate University’s compliance with Title IX and respond to allegations of sexual misconduct by members of the University community. In some circumstances this can include his or her designee.

**University** - means Indiana University.

### **Sanctions**

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Violations of this policy by an individual will be dealt with in accordance with applicable University policies and procedures, referenced above, which may include disciplinary actions up to and including termination from the university. See the procedures outlined above for possible sanctions that may be imposed to address violations of this policy. When determining appropriate sanctions, the University may consider prior findings of misconduct. Violations of law will be addressed by law enforcement and may result in criminal penalties.

### **Appendix C – Sexual Misconduct: Rights, Options, and Resource Guide**

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## WHAT IS SEXUAL MISCONDUCT?

Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking.

### UNIVERSITY DISCIPLINARY PROCESS

The University disciplinary process includes a prompt, fair, and impartial investigation and resolution process, which, absent any appeal, is generally completed within 60 days. This includes the following rights to all parties.

- To be conducted by officials who are properly trained annually on issues related to sexual misconduct and how to conduct an investigation and/or hearing process.
- To have an advisor of their choice present during a University sexual misconduct proceeding, investigation meeting, or related meeting. The role of any advisor is limited to being present only.
- Each party will be simultaneously notified in writing of the outcome and results of any disciplinary proceedings, as well as the equal right to appeal the outcome of any disciplinary proceedings.

The University procedures used are determined by the status of the accused. Procedures for complaints against a student, as well as procedures for complaints against University faculty or staff, can be found in the University's Sexual Misconduct Policy, and online at [StopSexualViolence.iu.edu](http://StopSexualViolence.iu.edu).

Individuals found responsible by a preponderance of the evidence through the University's disciplinary process for engaging in sexual misconduct will be sanctioned. Sanctions for sexual misconduct violations may include, but are not limited to, separation from the university, including suspension, expulsion or termination. Other protective measures may include separating the parties, placing limitations on contact between the parties, or making alternative living, class-placement, or workplace arrangements.

Sexual assault, domestic violence, dating violence, and stalking may also be found to be criminal acts following a law enforcement investigation, which may also subject the respondent to criminal penalties under federal and state law.

### RETALIATION

Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct, is prohibited by the University and will not be tolerated. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to the Deputy Title IX Coordinator.

### PROTECTIVE MEASURES

In addition to the interim and remedial measures available through the University (see Resources), IU recognizes all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform IUPD so the order can be enforced on campus, if necessary. To learn more about protection orders contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

## ABOUT CONSENT

Consent is about communication and respect. Sexual activity without consent is sexual misconduct.

### **University Definition of Consent:**

**Consent** is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time:

- **Consent** can be withdrawn at any time, as long as it is clearly communicated.
- **Consent** cannot be coerced or compelled by force, threat, deception or intimidation.
- **Consent** cannot be given by someone who is incapacitated, as defined below.
- **Consent** cannot be assumed based on silence, the absence of "no" or "stop", the existence of a prior or current relationship, or prior sexual activity.

### **Incapacitated**

A person is incapable of consent if they are unable to *understand the fact, nature, extent, or implications* of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law).

Consent does not exist when the individual initiating sexual activity *knew or should have known* of the other person's incapacitation.

## CONFIDENTIALITY & PRIVACY

### **Information Confidentiality**

The University is committed to protecting your privacy by sharing information with only those who need to know. Your information may need to be shared with those involved in investigating the incident, those responsible for providing necessary resources and remedies and those responsible for ensuring the public's safety. You should discuss your desires regarding confidentiality with any University employee with whom you speak, to ensure you understand their reporting obligations and what information they may be required to share. As a note, the University completes publicly available recordkeeping, including Clery Act reporting, *without* including personally identifying information.

### **Responsible Employees**

Most employees are considered Responsible Employees, which means they have to share any information they know about an incident of sexual misconduct with the University or Deputy Title IX Coordinator. Responsible Employees include all supervisors, all employees that interact directly with students, and all employees that students might reasonably believe have some authority to take action or a duty to report. Though not exhaustive, this includes faculty and other instructors, academic advisors, coaches and athletic staff, student affairs administrators and residential hall staff, and employees in University offices that serve students.

### **Confidential Employees**

There are employees that you can talk to confidentially, who do not have the same reporting obligations as a Responsible Employee. Confidential Employees include those designated on your campus to be confidential, such as health center staff, a victim advocate, as well as any licensed, professional counselors (e.g. mental health counselors, psychologists).

## INDIANA STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE

*Alleged victims of domestic and family violence are provided the additional rights under Indiana IC-35-40-5, if they choose to proceed with criminal prosecution.*

1. You have the right to be:
  - (a) treated with fairness, dignity and respect; and
  - (b) free from intimidation, harassment and abuse;
2. You have the right to be informed, upon request, when a person who is:
  - (a) accused of committing; or
  - (b) convicted of committing; a crime perpetrated directly against you is released from custody or has escaped.
3. You have the right to confer with a representative of the prosecuting attorney's office:
  - (a) after a crime allegedly committed has been charged;
  - (b) before the trial of a crime allegedly committed; and
  - (c) before any disposition of a criminal case.This right does not include the authority to direct the prosecution of a criminal case.
4. You have the right to have your safety considered when decisions are made concerning pre-trial release from custody of a person accused of committing a crime against you.
5. You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a pre-conviction release decision under a forensic diversion program.
6. If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report.
  - (a) You have a right to read a Victim's Pre-sentence Report
  - (b) You have a right to respond to the material included in the pre-sentence report.
7. You have a right to pursue restitution and other civil remedies against the perpetrator.
8. You have a right to information, upon request, about the disposition of a case, the conviction or sentence on a case, and release of a perpetrator from custody.
9. You have a right to be informed of your constitutional and statutory rights.

If you wish to exercise these rights, you must provide a current address and telephone number to your local County Prosecutor's Office. If charges are filed in your case, it is likely that the Judge will have a hearing on the defendant's bond within days of the arrest. It is important to stay in contact with the prosecutor's office to determine when this hearing, and other hearings will be held.

# INDIANA UNIVERSITY- PURDUE UNIVERSITY COLUMBUS



## SEXUAL MISCONDUCT: RIGHTS, OPTIONS, AND RESOURCE GUIDE

*For Emergencies Dial 9-1-1*  
<http://stopsexualviolence.iu.edu/>

# RESOURCES

For additional information on available resources on your campus and in the community, as well as a link to the University Sexual Misconduct Policy and Procedures, please visit the Stop Sexual Violence website: <http://stopsexualviolence.iu.edu/>

## WHERE TO REPORT

### **Law Enforcement**

#### **Indiana University Police Department (IUPD)**

Responds to incidents on campus

**812-348-7388 or 911**

#### **Columbus Police Department**

Responds to incidents in the city of Columbus

**812-379-1689 or 911**

#### **Bartholomew County Sheriff's Department**

Responds to incidents in Bartholomew County outside the city of Columbus

**812-379-1650 or 911**

### **IUPUC Student Conduct**

The IUPUC disciplinary process is a fair and educational process designed to promote a safe educational environment and develop students who are productive members of both the local and global communities.

Responds to reports of student misconduct.

**812-348-7217**

### **Title IX Coordination**

Under Title IX of the Education Amendments of 1972, sexual violence is considered a form of sexual discrimination. You may file a Title IX sex discrimination complaint using one of the resources below:

#### **University Title IX Coordinator**

Emily Springston  
Chief Student Welfare and Title IX Officer  
400 E. 7th St.  
Bloomington, IN 47405

**812-855-4889**

#### **Deputy Title IX Coordinator for Students**

Sandra Miles  
Director of Student Affairs  
**812-375-7525**

#### **Deputy Title IX Coordinator for Faculty & Staff**

Anne Mitchell  
Interim Director of the Office of Equal Opportunity  
**317-278-9230**

## MEDICAL SERVICES

Infection and injury evaluation, treatment, and evidence collections is available at the following locations:

### **Columbus Regional Health**

2400 East 17th St.  
**800-841-4938**

### **Volunteers in Medicine**

836 Jackson St.  
**812-376-9750**

## CONFIDENTIAL COUNSELING SERVICES

### **Solutions Student Assistance Service (SAS)**

Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana.

**812-377-5074 or 800-766-0068**

### **Employee Assistance Program**

Provides professional and confidential counseling to full-time employees, medical residents, and graduate appointees and their household members.

**888-234-8327**

## OTHER CAMPUS RESOURCES

### **Interim & Remedial Measures**

Upon request, interim and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information contact:

**Adaptive Educational Services 812-375-7525**

**Office of Equal Opportunity 317-274-2306**

**IUPUC Personnel Administration 812-314-8506**

### **Office of International Affairs**

The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.

**317-274-7000 or oia@iupui.edu**

## COMMUNITY RESOURCES

### **Legal Services**

Legal assistance and representation information can also be obtained by contacting the Bartholomew County Bar Association.

<http://www.columbusindianalawyers.com>

### **Turning Point Domestic Violence Shelter**

Domestic violence shelter & support for victims and children.

**812-379-9844**

### **Protection Orders**

If you need to file a Petition for an Order of Protection, you can do so at the Bartholomew County Clerk's Office.

**Bartholomew County Clerk's Office**  
234 Washington Street  
Columbus, IN 47201  
**812-379-1600**

## HELP IS AVAILABLE: RIGHTS & OPTIONS

Below is important information to consider. Please see contact options under the "Resources" section.

### **Find a safe place**

Most importantly, call 911 if you or anyone else is in immediate danger and try to get to a safe place. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a trained sexual assault advocate.

### **Seek medical attention**

Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to treat any physical injury.

### **Preserve evidence of the incident(s)**

If you have experienced any form of sexual misconduct, it is important to preserve any evidence that may be helpful should you decide to pursue a university or criminal complaint, or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 96 hours of the assault. Do **not** do any of the following things until you've gotten medical attention and/or contacted the police.

- Bathe or shower
- Use the restroom
- Change clothes or comb hair
- Clean up the crime scene
- Move anything the offender may have touched

It is best not to try to collect this physical evidence yourself, but to seek assistance from medical and/or law enforcement personnel. Consider also preserving any electronic and other types of physical evidence (e.g., text messages, social media posts, receipts, photos).

### **Counseling support is available**

Counseling is recommended during this difficult time. Whether services are sought on campus or in the community, remember that self-care is an important part in coping with the event. Confidential employees are available on your campus (see "Confidentiality & Privacy").

### **Consider reporting the incident**

There are several reporting options including reporting to campus or local law enforcement, reporting to a campus Deputy Title IX Coordinator, going through the student conduct system, and/or reporting online at [StopSexualViolence.iu.edu](http://StopSexualViolence.iu.edu). Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.