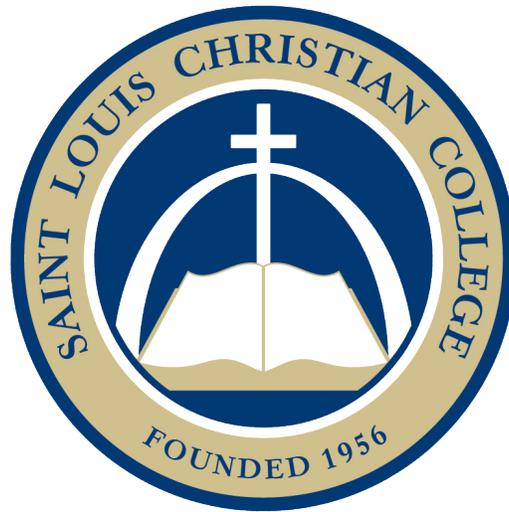


SAINT LOUIS CHRISTIAN COLLEGE  
ANNUAL CAMPUS SECURITY REPORT  
ANNUAL FIRE SAFETY REPORT

Reporting Year 2019



Office of Campus Security  
314-837-6777 x1206

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Florissant, MO 63033

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## **ST. LOUIS CHRISTIAN COLLEGE SAFETY & SECURITY INFORMATION**

### **Mission Statement**

St. Louis Christian College pursues excellence in the Word and develops servant leaders for urban, suburban, rural, and global ministry.

It is the mission of the Office of Campus Security to complement and support the advancement of the educational purposes of the college by providing a safe and secure environment for learning, working, and personal development.

At St. Louis Christian College, the safety and well-being of our students, guests, faculty, and staff are always a priority. However, a truly safe campus can only be achieved through the cooperation of everyone.

Campus safety and security are important issues at the St. Louis Christian College. Our goal is to provide students with a safe environment in which to learn and to keep students, parents, and employees well informed about campus security. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, requires institutions of higher education to provide students and families with the information they need to make informed decisions. The following policies and procedures are established to comply with the Clery Act.

### **A. Timely Warnings**

In the event that a situation arises, either on or off campus, that, in the judgment of the Head of Security or Administration constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. Administrators will immediately notify SLCC community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring at SLCC, unless issuing a notification will compromise efforts to contain the emergency. The warning will be issued through the most effective and efficient means available and may include instant messaging to students and College employees. Notices may also be posted in the common areas throughout SLCC. Anyone with information warranting a timely warning should report the circumstances to the Security Department by phone at 314-5277-9396, or in person at SLCC.

**Emergency Notification.** In the event of a campus emergency, the College will notify all subscribers to its text messaging notification system. To subscribe, students can text **@slccsafety** to the phone number **81010**.

Campus emergencies are also to be reported by phone to the Residence Director and to selected office personnel who inform the students and employees of the action required.

### **B. Reporting the Annual Disclosure of Crime Statistics**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Department of Education require that all institutions that receive Title IV, HEA funds must, by October 1 of each year, publish and distribute to its current students and employees, a comprehensive Annual Security Report (ASR) that contains all the statistical and policy elements enumerated in the law. These regulations also require institutions to provide a notice containing this information to all prospective students and employees.

The ASR contains statistics for the previous three years of reported crimes that occurred on property owned or controlled by SLCC and on public property immediately adjacent to and accessible from the campus. The report also includes College policies and procedures concerning campus safety and security.

The College does not have any student residential or other facilities that are located on public property or places other than the main campus.

This 2019 Annual Security Report was prepared by the Vice President of Student Life in accordance with the reporting protocol of the Clery Act. This publication reports statistics from calendar years 2016-18. Statistical data for the report was made available by the campus security department in conjunction with the Florissant Police Department. The ASR was prepared by the College according to guidelines established by the U.S. Department of Education and approved by SLCC's President and Board of Trustees.

**Availability of the Annual Security Report (ASR).** The ASR is posted on the college website at <https://stchristian.edu/student-life/student-services>. The link provided under the Annual Reporting heading connects to a pdf. of the report. Paper copies are also available in the Security Office, located in the music building, in the Office of the Vice President of Student Life, located in the Keystone building, and in the Admissions Office, in the Keystone building. All students and SLCC personnel routinely receive a written notice of the availability of the online address for the report, with a brief description of its contents. According to school policy, all student applicants, as well as prospective employees, are provided with the same written notice.

### **C. Reporting of Criminal Offenses**

All students, faculty, and staff are encouraged to report any crime or criminal activity to the Security Department at **314-527-9396**.

Emergency "blue light" call boxes are located at the front entrance to the men's dorm, at the entrance to Presidents Hall, at the parking lot entrance to the gymnasium, and on the driveway to the student apartments. The call boxes are connected by phone lines to the SLCC Security Office. The responding security officer will determine what action is to be taken, and will act appropriately. A security officer is always available to respond to any emergency.

Calling **9-1-1** will access the National Emergency Number Association call taker. If calling from a cell phone, be sure to know the exact location and nature of the crime or emergency you are reporting. To call the Florissant Police Department directly, the number is **314-831-7000**. The direct number of the Florissant Valley Fire Protection District is **314-837-4894**. The Poison Control Center is **1-800-222-1222**. **You should always dial 9-1-1 for emergency situations.**

All reports of crime or criminal activity are recorded in the crime log by the security officer taking the report. The officer investigates the report and records the complaint, details, and action taken in a formal, signed incident report. Copies of the incident reports are kept on file for three years in the Office of the Vice President of Student Life.

#### **D. Confidential Reporting**

The College encourages anyone who is the victim or witness to any crime to report the incident as soon as possible. All reports will be investigated. The College does not have procedures for voluntary, confidential reporting of crime statistics. Violations of the law can be referred to the Florissant Police Department. When a potentially dangerous threat to the College community arises, timely reports or warnings will be issued through appropriate means.

#### **E. Access Policy**

During business hours, the College will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all College facilities is by key and security code, if issued, or by admittance via the Security Office. Emergencies may necessitate changes or alterations to any posted schedules.

Residence hall entrances are locked at all times. Each dorm has a separate code for the main entrance. Other doors to the dorms are alarmed. Students are instructed to lock their doors when gone from the room. Students are notified that they are responsible for all personal belongings. The College has no liability to replace stolen personal possessions. If a student suspects that a theft has occurred, the student is to contact the Security Office and the Office of the Vice President of Student Life.

#### **F. Campus Security Authority and Jurisdiction**

The SLCC Security Department is currently administered by the Vice President of Finance and Business Administration, and operates for the safety and security of the students, employees, and campus visitors. Security officers must be at least 21 years of age and are licensed by the St. Louis County Police Department as private security officers with additional training in the use of handcuffs and chemical spray. Security officers also are certified in the use of CPR and AED by the American Heart Association.

The SLCC security officers are authorized by the Board of Trustees and by the St. Louis County Police Department to enforce all college rules, regulations and policies as well as enforce state and local laws on all property owned or leased by the college. Security officers have the authority to detain and to make arrest for violations of law until the arrival of a police officer.

#### **G. Security Awareness Programs**

The Security Office and the Office of the Vice President of Student Life offer safety and crime prevention informational seminars during the academic year, as well as informational seminars on abuse, domestic violence, dating violence, and stalking (the Violence Against Women Act, or "VAWA" crimes). During orientation a seminar is given with information on what abuse is, kinds of abuse, and what to do as a bystander/friend. This was offered to returning and new students, as well as College personnel. Students are also given information in their mailboxes about other crime/safety issues. These topics are also presented to the new students and returning students at Fall Orientation and to all residential students at scheduled residential meetings conducted by the Residence Directors and the Vice President of Student Life, with the assistance of members of the Security Department. Employees are informed at the Annual Town Hall meeting at the beginning of the fall term.

## **H. Criminal Activity Off Campus**

The St. Louis Christian College does not provide law enforcement services to off-campus activities on behalf of SLCC.

## **I. Emergency Response Preparation and Evacuation**

The SLCC Emergency Response and Recovery Plan can also be accessed on the SLCC website at <https://stlchristian.edu/student-life/student-services>. The paragraph heading “Emergency Response” contains the direct link to the Response and Recovery Plan pdf. Print copies are also available in the Security Office and in the Office of the Vice President of Student Life. Copies are distributed to all students and employees at the beginning of the fall term and to all new students and employees who enter after the beginning of the fall term.

## **L. Alcohol and Substance Abuse Education**

In keeping with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and communities Act Amendments of 1989, no use of alcohol or any controlled or unlawful substance is allowed on the campus of St. Louis Christian College at any time. To manufacture, distribute, dispense, possess, or use a controlled substance unlawfully or to possess alcohol on any campus property or at any college-sponsored event is grounds for disciplinary action. Excessive alcohol consumption or use of illicit substances impairs the user’s ability to function, changes the user’s behavior, and subjects the user to serious health risks, including disease, addiction and death.

The College’s drug and alcohol policy distributed in the fall, and given to new staff or students in the spring. Every semester as a part of registration, students sign a covenant to say they will not use alcohol or drugs on or off campus.

Confidential information regarding drug and alcohol counseling and rehabilitation is available through the Office of the Vice President of Student Life. SLCC is committed to the safety and well-being of all members of the college community. It is expected that all students comply with these regulations as a condition of remaining in school. If a student violates this policy, he or she may be subject to immediate disciplinary action, up to and including suspension. In addition, the student may be reported to the appropriate civil officials for prosecution under state or national laws, which may include fines and/or imprisonment. The Office of the Vice President of Student Life offers educational information to assist students, faculty and staff in understanding the risks of using alcohol and unlawful substances.

A violation of any law regarding drugs or alcohol is also a violation of SLCC’s Drug Free School Policy and will be treated as a separate disciplinary matter by SLCC.

Local mental health and substance abuse services are available at:

Celebrate Recovery  
Harvester Christian Church  
2950 Kings Cross St.  
St. Charles, MO 63033  
636-928-7651

Life Solutions Counseling Center  
1303 N. Elizabeth Ave.  
Ferguson, MO 63135  
314-276-5301

Alcoholics Anonymous  
7246 N. Lindbergh  
Hazelwood, MO 63042  
314/731-4854

Hyland Center at St. Anthony Medical Center  
10018 Kennerly Rd, St. Louis, MO 63125  
314/525-4400

Narcotics Anonymous  
314/830-3232  
24 Hour Helpline – 800/974-0062

National Council on Drug and Alcohol Abuse  
8790 Manchester Rd, Brentwood, MO 63144  
314/962-3456

DePaul Health Center  
12303 DePaul Dr, Bridgeton, MO 63044  
314/344-6000

CenterPoint Hospital  
4801 Weldon Springs Parkway  
St. Charles, MO 63304 636/441-7300

Christian Hospital Northeast  
11133 Dunn Road, St. Louis, MO 63136  
314/653-5000

North County Recovery Center  
12434 Lusher Rd, St. Louis, MO 63136  
314/355-4180 or 800/315-2056, 24 Hour Helpline

Additional information about drug and alcohol abuse, health risks, addiction and prevention can be accessed at the National College on Alcohol Abuse and Alcoholism ([www.collegedrinkingprevention.gov](http://www.collegedrinkingprevention.gov)) as well as the National College on Drug Abuse ([www.drugabuse.gov/DrugPages/DrugsofAbuse.html](http://www.drugabuse.gov/DrugPages/DrugsofAbuse.html)).

St. Louis Christian College has a No-tobacco policy that applies to all its campus facilities. The use of tobacco in any form is prohibited. Every semester at registration students sign a covenant not to use tobacco on campus. The Office of the Vice President of Student Life offers educational information and programs to assist students, faculty and staff in understanding the risks of tobacco use and assistance in quitting.

### **M. Sexual Misconduct Policies & Procedures**

St. Louis Christian College is committed to providing a working and educational environment for all students, faculty and staff that is free from sex discrimination, including sexual misconduct. Every member of the SLCC community should be aware that the College is strongly opposed to sexual misconduct, and that such behavior is prohibited by state and federal laws.

The College's Sexual Misconduct Policy is part of this Annual Security Report. It describes the College's programs to prevent sexual misconduct, and the procedures that SLCC will follow once an incident of sexual misconduct has been reported. This Policy is disseminated widely to the SLCC community through publications, the College website, new employee orientations, student orientations, and other appropriate channels of communication. Copies of the Policy can be obtained from the Office of the Vice President of Student Life, by calling the Office of the Vice President of Student Life (314-837-6777, extension 1125) or the Security Office (314-527-9396), or downloading from the College's website at <https://stlchristian.edu/student-life/student-services>. The College provides training to key staff members to enable SLCC to handle any allegations of sexual misconduct promptly and effectively. The College will respond quickly to all reports of sexual harassment, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

The College's Sexual Misconduct Policy governs sexual misconduct involving students that occurs on any SLCC property or in connection with any SLCC-sponsored program or event. This Policy applies to all students, employees, and third parties conducting business with the College, regardless of the person's gender, gender identity, sexual orientation, age, race, nationality, class status, ability, religion or other protected status. The College encourages victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and so the College can respond appropriately. As further described in the Policy, SLCC will seek to respect a victim's request for confidentiality to the extent possible, while remaining ever mindful of the victim's well-being.

#### **N. Sexual Offender Registration**

In accordance to the Campus Sex Crimes Prevention Act of 2000, the Clery Act, and the Family Rights and Privacy Act of 1974, the College is providing information for where students and employees may obtain information regarding registered sex offenders. The Missouri Sex Offenders Registry may be found at:

<http://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

The Campus Sex Crimes Prevention Act requires institutions of higher education to provide a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders can be obtained.

**ST. LOUIS CHRISTIAN COLLEGE  
CAMPUS CRIME REPORT**

The Vice President of Student Life prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is prepared in cooperation with the local law enforcement agencies surrounding our campus.

Campus crime, arrest, and referral statistics include those reported to the Vice President of Student Life and local law enforcement agencies. Copies of the report may be obtained in the Office of the Vice President of Student Life (314-837-6777, extension 1125) or the Security Office (314 837 6777), or downloading from the College's website at <https://stlchristian.edu/student-life/student-services>.

<b>CRIMINAL OFFENSES:</b>					
<b>OFFENSE</b>	<b>YEAR</b>	<b>GEOGRAPHIC LOCATION</b>			
		<b>ON-CAMPUS PROPERTY</b>	<b>ON-CAMPUS STUDENT HOUSING FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>
<b>Murder/ Non-Negligent Manslaughter</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Manslaughter by Negligence</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Rape</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Fondling</b>	2016	1	1	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Incest</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Statutory Rape</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Robbery</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Aggravated Assault</b>	2016	0	0	0	1
	2017	0	0	0	0
	2018	0	0	0	0
<b>Burglary</b>	2016	0	0	0	0
	2017	1	1	0	0
	2018	3	0	0	0
<b>Motor Vehicle Theft</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Arson</b>	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0

<b>VAWA OFFENSES:</b>					
<b>OFFENSE</b>	<b>YEAR</b>	<b>GEOGRAPHIC LOCATION</b>			
		<b>ON-CAMPUS PROPERTY</b>	<b>ON-CAMUS STUDENT HOUSING FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>
<b>Domestic Violence</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Dating Violence</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Stalking</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>ARRESTS AND DISCIPLINARY REFERRALS:</b>					
<b>OFFENSE</b>	<b>YEAR</b>	<b>GEOGRAPHIC LOCATION</b>			
		<b>ON-CAMPUS PROPERTY</b>	<b>ON-CAMUS STUDENT HOUSING FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>
<b>Arrests: Weapons, Carrying, Possession, etc.</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Disciplinary Referrals: Weapons, Carrying, Possession, etc.</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Arrests: Drug Abuse Violations</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Disciplinary Referrals: Drug Abuse Violations</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Arrests: Liquor Law Violations</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Disciplinary Referrals: Liquor Law Violations</b>	<b>2016</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2017</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
	<b>2018</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**HATE CRIMES:**

2018: No Hate Crimes Reported  
 2017: No Hate Crimes Reported  
 2016: No Hate Crimes Reported

**UNFOUNDED CRIMES**

2018: No Unfounded Crimes  
 2017: No Unfounded Crimes  
 2016: No Unfounded Crimes

# ST. LOUIS CHRISTIAN COLLEGE ANNUAL FIRE SAFETY REPORT 2019

## **Introduction**

As of October 1, 2010, the Clery Act and the Department's regulations require that all institutions that receive Title IV, HEA funds and maintain an on-campus student housing facility must, by October 1 of each year, prepare, publish and distribute to its current students and employees through appropriate publication and mailings, an Annual Fire Safety Report (AFSR) that contains, at a minimum, all the statistical and policy elements described in the Act.

## **Availability of Report**

The Annual Campus Fire Safety Report is available to prospective students, current students, and employees at the SLCC website: <https://stlchristian.edu/student-life/student-services>. The link provided under the Annual Reporting heading connects to a pdf of the report. Paper copies are available in the Office of the Vice President of Student Life, the Office of Admissions and in the Office of Campus Security. All students and SLCC personnel routinely receive a written notice of the availability of the online address for the report, with a brief description of its contents. According to school policy, all student applicants, as well as prospective employees, are provided with the same written notice.

## **Policies Relating to Campus Fire Safety**

Every residence hall has a kitchen, equipped with cooking ranges, ovens, microwave ovens, refrigerators, and fire extinguishers. Students are not permitted to have hot plates or microwave ovens over 700 watts in their rooms.

Ironing is to be done in authorized areas. Irons are to be unplugged when not in use.

Space heaters are not permitted in resident rooms.

Smoking or tobacco use is not permitted on campus.

Open flames, including candles, are not permitted on campus.

Residents may not possess or store firearms, ammunition, fireworks, or explosives on College property.

Smoke and fire protection devices are not to be moved or removed except by an authorized official of the College.

## **Fire Safety Training**

Residence Directors are to conduct training for the residents in fire safety and evacuation procedures at the beginning of each academic semester. Training shall include, but not be limited to, fire safety policies, reporting of fire, evacuation plan, exit sign locations, location and use of fire extinguishers, safe meeting places, prohibition of hallway and exit clutter, and alarms for smoke and fire.

Each resident's room has an evacuation plan posted that is specific to the room. A copy of the SLCC Campus Emergency Response and Recovery Plan is available at <https://stlchristian.edu/student-life/student-services>. Print copies are also available in the

Security Office, the Office of the Vice President of Student Life, and in the office of each Residence Director.

### **Fire Drills**

Residence Hall Directors are to conduct a minimum of two fire drills each academic year. These drills are to be supervised and documented by the Office of Security and by the Office of the Vice President of Student Life. These drills are unannounced to the students – one in the fall semester, and one in the spring. Recent drills have resulted in the dorms being evacuated in one minute or less.

### **Safe Areas**

In the event of an evacuation of the buildings due to a fire alarm or drill, all persons are to leave the buildings immediately and report to the designated safe area. Supervisors or a responsible person is to take role of those present and report known absences to the safety or security officer.

BUILDING	SAFE PLACE
Bethesda Residence Hall	Gazebo
Bethany Residence Hall	Gazebo
Berea Residence Hall	Gazebo
Bethel Apartments	Gazebo
Keystone Classroom Building	Presidents Hall
Presidents Hall	Keystone Classroom Building
Music Building	Bethesda Residence Hall Grounds
White House	Bethesda Residence Hall Grounds
Maintenance Shop	Gazebo
Maintenance Garage	Gazebo

### **Fire Reporting Procedures**

Incidents are to be reported to the Resident Assistant, then to the Residence Director, then to the Security Officer. The Vice President of Student Life is also to be informed, as are the Chief Operations Officer and President.

### **Fire Safety Systems in Residence Halls**

Exit Signs – All building exits are clearly marked with exit signs.

Evacuation Plans – Every room has a posted plan of evacuation.

Safety Lights – All buildings and hallways are equipped with battery operated safety lights that activate in the event of a power failure.

Smoke Detectors – All residential rooms, facility hallways and commons areas are equipped with battery operated smoke detectors. Batteries are changed at the beginning of every semester.

Fire Extinguishers – All residential floors have ABC Fire Extinguishers that are inspected annually.

Fire Alarm Pull Stations – Located in Bethesda Residence Hall in the basement, 1<sup>st</sup> and 2<sup>nd</sup> floor hallways.

Emergency Notification Stations – There are four stations equipped with blue light call boxes. They are located at the front entrance to the men’s residence hall, at the north entrance to the gymnasium, on the driveway to the student apartments, and at the front entrance to Presidents Hall.

Fire Retardant Materials – The residential buildings are made of brick materials and concrete. All college supplied furnishings in residential rooms and commons areas are made of fire retardant materials. Apartments are separated by fire resistant walls, flooring, and roofing materials.

### **Fire Log**

The Office of Security is responsible for the daily campus fire log. The fire log contains the date reported, nature of fire, date and time of fire, and location, and the name of reporting person. A log of the most recent 60-day period is available by request from the Office of the Vice President of Student Life during regular college business hours. Logs older than 60 days are available within two business days of a request. The Security Office is also required to submit a copy of the Fire Incidence Report to the Vice President of Student Life.

### **Campus Fire Incidents**

<b>Saint Louis Christian College</b>	<b>OPE ID: 01258000</b>
<hr/>	
1360 Grandview Dr, Florissant, MO 63033	
For more information about this institution, visit <a href="http://www.stlchristian.edu">http://www.stlchristian.edu</a>	
<b>Campus: Saint Louis Christian College</b>	

**General**  
1360 GRANDVIEW DR  
FLORISSANT, MO 63033

**Security Officer**  
**Name:** James McFarland  
**Title:** Head of Security  
1360 GRANDVIEW DR  
FLORISSANT, MO 63033  
**Phone:**  
314-527-9396

**Fire Safety Officer**  
**Name:** James McFarland  
**Title:** Head of Security  
1360 GRANDVIEW  
FLORISSANT, MO 63033  
**Phone:** 314-527-9396

### **On-campus Student Housing Facilities**

This campus provides On-campus Student Housing Facilities. On-campus Student Housing Facilities statistics are a subset of On-Campus statistics.

### **Local Police Crime Statistics**

Local statistics are included with the campus's statistics.

Summary of Fires:

Name of Facility	2016			2017			2018		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Bethany	0	0	0	0	0	0	0	0	0
Bethesda	0	0	0	0	0	0	0	0	0
Berea	0	0	0	0	0	0	0	0	0
Bethel	0	0	0	0	0	0	1	0	0
White House	0	0	0	0	0	0	0	0	0
Music Bldg	0	0	0	0	0	0	0	0	0
Grandview House	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0	0

End of SLCC Annual Campus Fire Safety Report

## **ST. LOUIS CHRISTIAN COLLEGE CAMPUS SEXUAL MISCONDUCT POLICIES & PROCEDURES**

### **1. Introduction**

St. Louis Christian College (“SLCC”) is committed to providing a working and educational environment for all students, faculty and staff that is free from sex discrimination, including sexual misconduct. Every member of SLCC community should be aware that SLCC is strongly opposed to sexual misconduct, and that such behavior is prohibited by state and federal laws.

As part of SLCC’s commitment to providing a working and learning environment free from sexual misconduct, this Policy shall be disseminated widely to SLCC community through publications, SLCC website, new employee orientations, student orientations, and other appropriate channels of communication. SLCC provides training to key staff members to enable SLCC to handle any allegations of sexual misconduct promptly and effectively. SLCC will respond quickly to all reports of sexual harassment, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

### **2. Scope of the Policy**

This Policy governs sexual misconduct involving students that occurs on any College property or in connection with any College-sponsored program or event. This Policy applies to all students, employees, and third parties conducting business with SLCC, regardless of the person’s gender, gender identity, sexual orientation, age, race, nationality, class status, ability, religion or other protected status. SLCC encourages victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and so SLCC can respond appropriately. As further described in this Policy, SLCC will seek to respect a victim’s request for confidentiality to the extent possible, while remaining ever mindful of the victim’s well-being.

### **3. Prohibited Conduct**

Sexual misconduct comprises a broad range of behaviors focused on sex that may or may not be sexual in nature. Any intercourse or other intentional sexual touching or activity without the other person’s consent is sexual assault, which is a form of sexual misconduct under this Policy. Sexual harassment and sexual exploitation, stalking, domestic violence, and dating violence are also forms of sexual misconduct. Intimidation for one of these purposes is sexual misconduct, as is retaliation following an incident of alleged sexual misconduct or attempted sexual misconduct. The definitions for specific acts of sexual misconduct can be found in the Definitions of Key Terms at the end of this Policy statement.

Misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship, can be committed by anyone regardless of gender identity, and can occur between people of the same or different sex or gender. **This Policy prohibits all forms of sexual misconduct.**

### **4. Options for Assistance Following an Incident of Sexual Misconduct**

SLCC strongly encourages any victim of sexual misconduct to seek immediate assistance. Seeking prompt assistance may be important to ensure a victim’s physical safety or to obtain

medical care. SLCC strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation.

**Reporting Incidents of Sexual Misconduct.**

Victims of sexual misconduct may file a report with the Florissant Police Department. Victims may also file a report with SLCC’s Title IX Coordinator. More information about reporting an incident of sexual misconduct can be found in Section 6 of this Policy, below.

When a student or employee reports to the school that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the school will provide the student or employee a written explanation of the student's or employee's rights and options. The school will also provide the student or employee with written notification about assistance both within the school and without, as well as information about options for academic or protective measures.

The victim of the sexual misconduct may choose for the investigation to be pursued through the criminal justice system and SLCC’s disciplinary procedures. SLCC and the criminal justice system work independently from each other. Law enforcement officers do not determine whether a violation of this Policy has occurred. The Title IX Coordinator will guide the victim through the available options and support the victim in his or her decision.

**Support Services Available.**

Counseling, advocacy and support services are available for victims of sexual misconduct, whether or not a victim chooses to make an official report or participate in SLCC’s disciplinary or criminal process. St. Louis Christian College does not provide counseling or health care services. Personal counseling offered by SLCC will be limited to initial crisis assessment and referral.

Sexual misconduct crisis and counseling options are available locally and nationally through a number of agencies, including:

Hyland Center at St. Anthony Med. Center  
10018 Kennerly Rd, St. Louis, MO 63125  
314/525-4400

DePaul Health Center  
12303 DePaul Dr, Bridgeton, MO 63044  
314/344-6000

CenterPoint Hospital  
4801 Weldon Springs Parkway  
St. Charles, MO 63304 636/441-7300

Christian Hospital Northeast  
11133 Dunn Road, St.Louis, MO 63136  
314/653-5000

North County Recovery Center  
12434 Lusher Rd, St. Louis, MO 63136  
314/355-4180 or 800/315-2056, 24 Hour Helpline

Life Solutions Counseling Center  
1303 N. Elizabeth Ave.  
Ferguson, MO 63135  
314-276-5301

SLCC's Title IX Coordinator will work with all students affected by sexual misconduct to ensure their safety and support their wellbeing. This assistance may include providing accommodations to support or protect a student after an incident of sexual misconduct and while an investigation or disciplinary proceeding is pending. Such accommodations may include the ability to alter class schedules, withdraw from/retake a class without penalty, and access academic support (e.g., tutoring). SLCC may be able to provide additional interim measures to victims while an investigation is pending, such as the ability to move dorms, altering academic schedules, issuing no contact orders, and changing the alleged perpetrator's class schedule. Students who report an incident of sexual misconduct may also be able to obtain a formal protection order from a civil or criminal court. The school will work with the student and the applicable court to assist in the enforcement of any such protective orders.

### **Evidence Preservation**

Victims of sexual assault, domestic violence or dating violence should consider seeking medical attention as soon as possible. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen where they were assaulted so that evidence necessary to prove criminal activity may be preserved. In circumstances where the victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address health concerns. Victims of sexual misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful in connection with a school or police investigation.

### **5. Title IX Coordinator**

SLCC's Title IX Coordinator is responsible for monitoring and overseeing SLCC's compliance with Title IX and the prevention of sex harassment, sexual misconduct and discrimination. The Title IX Coordinator is:

- Knowledgeable and trained in College policies and procedures and relevant state and federal laws;
- Available to advise any individual, including a complainant, respondent, or a third party, about College and community resources and reporting options;
- Available to provide assistance to any College employee regarding how to respond appropriately to a report of Title IX-related prohibited conduct and related retaliation;
- Participates in ensuring the effective implementation of this Policy, including monitoring compliance with all procedural requirements, record keeping, and timeframes; and
- Responsible for overseeing training, prevention, and education efforts and annual reviews of climate and culture.

Inquiries or concerns about Title IX may be referred to SLCC's Title IX Coordinator:

Dr. Ron Cook  
1360 Grandview Dr.  
Florissant, MO 63033  
phone 314-837-6777 ext. 1400  
email: rcook@stlchristian.edu

## **6. Reporting Policies and Protocols**

The St. Louis Christian College strongly encourages all members of SLCC community to report information about any incident of sexual misconduct as soon as possible, whether the incident occurred on or off campus. Reports can be made either to SLCC and/or to law enforcement.

### **Reporting to SLCC**

An incident of sexual misconduct may be reported directly to SLCC's Title IX Coordinator. If SLCC's Title IX Coordinator is the alleged perpetrator of the sexual misconduct, the report should be submitted to SLCC's President. Filing a report with an College official will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers.

An individual who has experienced an incident of sexual misconduct may report the incident at any time, regardless of how much time has elapsed since the incident occurred. SLCC is committed to supporting the rights of a person reporting an incident of sexual misconduct to make an informed choice among options and services available.

SLCC will respond to all reports in a manner that treats each individual with dignity and respect and will take prompt responsive action to end any misconduct, prevent its recurrence, and address its effects.

### **Reporting to Law Enforcement**

An incident of sexual misconduct can be reported to law enforcement at any time, 24 hours a day/7 days a week, by calling 911. At the complainant's request, SLCC will assist the complainant in contacting law enforcement. If the complainant decides to pursue the criminal process, SLCC will cooperate with law enforcement agencies to the extent permitted by law. A complainant has the option to decide whether or not to participate in any investigation conducted by law enforcement. Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam)
- Assure the victim has a referral to confidential counseling from counselors specifically trained in the area of sexual assault

### **Reporting of Crimes & Annual Security Reports**

Campus safety and security are important issues at the St. Louis Christian College. Our goal is to provide students with a safe environment in which to learn and to keep students, parents, and employees well informed about campus security. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, requires institutions of higher education to record and report certain information about campus safety, including the number of incidents of certain crimes on or near campus, some of which constitute sexual misconduct under this Policy.

Each year SLCC prepares this report to comply with the Clery Act. The full text of this report can be located on SLCC's web site at <https://stlchristian.edu/student-life/student-services>. This report is prepared in cooperation with the local law enforcement agencies around our campus.

Each year notification is made to all enrolled students and employees that provides the web site to access this report. Copies of the report may also be obtained in person from the Office of the Vice President of Student Life, by calling the Office of the Vice President of Student Life (314-837-6777, extension 1125) or the Security Office (314-527-9396).

### **Timely Warnings**

In the event that a situation arises, either on or off campus, that, in the judgment of the Head of Security or Administration constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be disseminated to staff and students through announcements in campus facilities, cell phone messages, e-mail, school website, social media and/or flyers to ensure that the entire campus is likely to receive the warning. The timely warning will include information that promotes safety and tips to prevent similar crimes, allowing the campus community to take appropriate precautions. The timely warning will also include the time, location, and type of crime reported. Anyone with information warranting a timely warning should report the circumstances to the Security Office by phone at 314-527-9396, or in person at SLCC.

### **Third-Party and Anonymous Reporting**

In cases where sexual misconduct is reported to the Title IX Coordinator by someone other than the complainant (by an instructor, classmate or friend, for example), the Title IX Coordinator will promptly notify the complainant that a report has been received. This Policy and the Procedures will apply in the same manner as if the complainant had made the initial report. The Title IX Coordinator will make every effort to meet with the complainant to discuss available options and resources. Reports from an anonymous source will be treated in a similar fashion.

### **No Retaliation**

SLCC prohibits retaliation against those who file a complaint or third-party report, or otherwise participate in the investigative and/or disciplinary process (e.g., as a witness). SLCC will take strong responsive action if retaliation occurs. Any incident of retaliation should be promptly reported to the Title IX Coordinator or SLCC’s President.

### **Coordination With Drug Free School Policy**

Students may be reluctant to report instances of sexual misconduct because they fear being disciplined pursuant to SLCC’s alcohol or drug policies. SLCC encourages students to report all instances of sexual misconduct and will take into consideration the importance of reporting sexual misconduct in addressing violations of SLCC’s alcohol and drug policies. This means that, whenever possible, SLCC will respond educationally rather than punitively to student alcohol or drug policy violations associated with reported sexual misconduct.

## **7. School Policy on Confidentiality**

SLCC encourages victims of sexual misconduct to talk to somebody about what happened – so victims can get the support they need, and so SLCC can respond appropriately.

This policy is intended to make students aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn should they become a victim of sexual misconduct. SLCC encourages victims to talk to someone identified in one or more of these groups.

### **Privileged and Confidential Communications – Professional & Pastoral Counselors**

Professional, licensed counselors and pastoral counselors who provide mental-health

counseling to members of the community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX coordinator without a victim's permission. SLCC does not provide professional or pastoral counseling, but can assist a victim of sexual misconduct in obtaining support services from these groups or agencies. Contact information for these support organizations is listed in Section 4 of this Policy.

A victim who at first requests confidentiality may later decide to file a complaint with SLCC or report the incident to local law enforcement, and thus have the incident fully investigated.

**NOTE:** While these professional and pastoral counselors and advocates may maintain a victim's confidentiality vis-à-vis SLCC, they may have reporting or other obligations under state law.

**ALSO NOTE:** If SLCC determines that the alleged perpetrator(s) pose a serious and immediate threat to SLCC community, SLCC's Security Office and/or Vice President of Student Life may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim.

#### **Reporting to "Responsible Employees"**

A "responsible employee" is an College employee who has the authority to redress sexual violence, who has the duty to report incidents of sexual violence or other student misconduct, or who a student could reasonably believe has this authority or duty.

When a victim tells a responsible employee about an incident of sexual violence, the victim has the right to expect the school to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

A responsible employee must report to the Title IX coordinator all relevant details about the alleged sexual violence shared by the victim and that the school will need to determine what happened – including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling the school's response to the report. A responsible employee should not share information with law enforcement without the victim's consent or unless the victim has also reported the incident to law enforcement.

The following employees are SLCC's responsible employees:

Terry Stine, President  
Ron Cook, Vice President of Finance and Business Administration, Title IX Coordinator  
Scott Womble, Vice President of Academics  
Steve Naglak, Vice President of Student Life  
Alice Perrey, Head of Discipline Committee  
James McFarland, Resident Director and Head of Security  
Cindy Bingamon, Resident Director and Registrar

Before a victim reveals any information to a responsible employee, the employee should ensure that the victim understands the employee's reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources.

If the victim wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the victim that SLCC will consider the request, but cannot guarantee that the school will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Coordinator of the victim's request for confidentiality.

Responsible employees will not pressure a victim to request confidentiality, but will honor and support the victim's wishes, including for SLCC to fully investigate an incident. By the same token, responsible employees will not pressure a victim to make a full report if the victim is not ready to.

### **Reporting to Title IX Coordinator**

When a victim tells the Title IX Coordinator about an incident of sexual misconduct, the victim has the right to expect SLCC to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

To the extent possible, information reported to the Title IX Coordinator will be shared only with people responsible for handling SLCC's response to the report. The Title IX Coordinator should not share information with law enforcement without the victim's consent or unless the victim has also reported the incident to law enforcement.

Before a victim reveals any information to the Title IX Coordinator, the Coordinator should ensure that the victim understands the Coordinator's reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources. If the victim wants to tell the Title IX Coordinator what happened but also maintain confidentiality, the Coordinator should tell the victim that SLCC will consider the request, but cannot guarantee that SLCC will be able to honor it.

The Title IX Coordinator will not pressure a victim to request confidentiality, but will honor and support the victim's wishes, including for SLCC to fully investigate an incident. By the same token, the Title IX Coordinator will not pressure a victim to make a full report if the victim is not ready to.

### **Requesting Confidentiality From SLCC: How SLCC Will Weigh the Request and Respond.**

If a victim discloses an incident to the Title IX Coordinator but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, SLCC must weigh that request against SLCC's obligation to provide a safe, non-discriminatory environment for all students, including the victim.

If SLCC honors the request for confidentiality, a victim must understand that SLCC's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited.

Although rare, there are times when SLCC may not be able to honor a victim's request in order to provide a safe, non-discriminatory environment for all students.

The Title IX Coordinator will evaluate requests for confidentiality. When weighing a victim's request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

- The increased risk that the alleged perpetrator will commit additional acts of sexual misconduct or other violence, such as:
  - whether there have been other sexual misconduct complaints about the same alleged perpetrator;
  - whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
  - whether the alleged perpetrator threatened further sexual misconduct or other violence against the victim or others;
  - whether the sexual misconduct was committed by multiple perpetrators;
- Whether the sexual misconduct was perpetrated with a weapon;
- Whether the victim is a minor;
- Whether SLCC possesses other means to obtain relevant evidence of the sexual misconduct (e.g., security cameras or personnel, physical evidence);
- Whether the victim's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead SLCC to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, SLCC will likely respect the victim's request for confidentiality.

**If SLCC determines that it cannot maintain a victim's confidentiality**, SLCC will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling SLCC's response. SLCC will remain ever mindful of the victim's well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or school employees, will not be tolerated. SLCC will also:

- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance;
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and
- inform the victim of the right to report a crime to local law enforcement – and provide the victim with assistance if the victim wishes to do so.

SLCC may not require a victim to participate in any investigation or disciplinary proceeding.

Because SLCC is under a continuing obligation to address the issue of sexual violence campus-wide, reports of sexual violence (including non-identifying reports) will also prompt SLCC to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/ victimization surveys; and/or revisiting its policies and practices.

If SLCC determines that it can respect a victim's request for confidentiality, SLCC will also take immediate action as necessary to protect and assist the victim.

### **Miscellaneous**

**Take Back the Night and other public awareness events.** Public awareness events such as "Take Back the Night," the Clothesline Project, candlelight vigils, protests, "survivor speak outs" or other forums in which students disclose incidents of sexual violence, are not considered notice to SLCC of sexual misconduct for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts.

**Off-campus Counselors and Advocates.** Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with SLCC unless the victim requests the disclosure and signs a consent or waiver form. Contact information for these off-campus resources can be found in Section 4 of this Policy.

## **8. Investigation Procedures and Protocols**

SLCC's Title IX Coordinator oversees SLCC's investigation, response to, and resolution of all reports of prohibited sexual misconduct, and of related retaliation, involving students, faculty, and staff. The Title IX Coordinator will designate a specially trained investigator (or team of investigators) to interview the complainant, respondent and any witnesses. This may include designating the SLCC Security Department to conduct the investigation, and/or working with third-party investigators if Title IX Coordinator deems appropriate. The investigator will also gather pertinent documentary materials (if any) and other information.

### **Notice of Investigation**

The Title IX Coordinator will inform the complainant before starting an investigation. The complainant may request that an investigation not be undertaken. The Title IX Coordinator will consider such a request in light of SLCC's commitment to provide a safe and non-discriminatory environment for all students. If the Title IX Coordinator determines not to investigate, he will notify the complainant in writing, including that the determination was made at the complainant's request. At the complainant's request, the Title IX Coordinator will also notify the respondent in writing, including that the complainant asked SLCC not to investigate.

The investigator will direct the complainant, respondent, witnesses and other interested individuals to preserve any relevant evidence.

If an investigation proceeds, SLCC will notify the respondent in writing that a report has been filed. The notice will describe the allegations in the report. The complainant and respondent will be given the opportunity to meet separately with the Title IX Coordinator to review the Policy and these Procedures.

### **Investigation Process**

SLCC's process for responding to, investigating and adjudicating sexual misconduct reports will continue during any law enforcement proceeding. The investigator may need to temporarily delay an investigation while the police are gathering evidence but will resume the investigation after learning that the police department has completed its evidence-gathering and will generally not wait for the conclusion of any related criminal proceeding.

The investigator will interview the complainant, respondent and any witnesses. They will also gather pertinent documentary materials (if any) and other information.

### **Time Frame for Investigation**

Consistent with the goal to maximize educational opportunities and minimize the disruptive nature of the investigation and resolution, the Title IX Coordinator seeks to resolve all reports in a timely manner. In general, an investigation may last up to 30 days, from receipt of written notice from the complainant of the intent to proceed with an investigation. Adjudication will generally take up to 30 days from the date the investigative report is provided to both the complainant and the respondent. The Title IX Coordinator may set reasonable time frames for required actions under the Policy. Those time frames may be extended for good cause as necessary to ensure the integrity and completeness of the investigation, comply with a request by external law enforcement, accommodate the availability of witnesses, accommodate delays by the parties, account for College breaks or vacations, or address other legitimate reasons, including the complexity of the investigation (including the number of witnesses and volume of information provided by the parties) and the severity and extent of the alleged conduct. Any extension of the timeframes, and the reason for the extension, will be shared with the parties in writing. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Where necessary, SLCC will take immediate steps to protect complainants pending the final outcome of an investigation, including academic accommodations and other interim measures. These steps may include the ability to change class schedules; withdraw from/retake a class without penalty; access academic support such as tutoring; issue no contact orders; and change the alleged perpetrator's class schedule.

### **Impact of Victim's Confidentiality Request**

A victim's request for confidentiality will likely limit SLCC's ability to investigate a particular matter. SLCC may take steps to limit the effects of the alleged sexual misconduct and prevent its recurrence without initiating formal action against the alleged perpetrator or revealing the identity of the student complainant. Examples include: providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; providing training and education materials for students and employees; revising and publicizing SLCC's policies on sexual misconduct; and conducting climate surveys regarding sexual misconduct.

### **Investigation Report**

The investigator will prepare a report detailing the relevant content from the interviews and the documentation gathered. The report will include the assessment of individual credibility and recommended findings of responsibility.

The respondent and complainant will each have the opportunity to review a copy of the investigative report and any other information used during the disciplinary proceedings. The names and other identifying information of other students will be redacted from such materials in accordance with the Family Educational Rights and Privacy Act (FERPA), except to the extent that doing so would interfere with the purpose of Title IX to eliminate sex-based discrimination.

Upon receipt of the investigative report, the complainant and respondent shall each have the opportunity to request a hearing be conducted pursuant to the procedures set forth in Section 9, below. If neither party requests a hearing within 10 calendar days from their receipt of the

investigative report, then the recommended findings of responsibility set forth in the investigative report shall be final. The Title IX Coordinator shall rely on the recommended findings of responsibility in the investigative report for purposes of imposing sanctions in accordance with Section 10, below.

### **Voluntary Resolution**

Voluntary resolution, when selected by the complainant and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the expressed preference of the complainant and the safety and welfare of SLCC community. Voluntary resolution is not appropriate for all forms of conduct under the Policy.

SLCC retains the discretion to determine, when selected by the complainant, which cases are appropriate for voluntary resolution. If a complainant requests voluntary resolution, and the Title IX Coordinator concludes that voluntary resolution is appropriate, then the Title IX Coordinator will take appropriate action by imposing remedies designed to maximize the complainant's access to all employment, educational, and extracurricular opportunities and benefits at SLCC and to eliminate a potential hostile environment. A complainant may request and decide to pursue voluntary resolution at any time. In those cases in which the voluntary resolution involves either the notification to or participation by the respondent, it is the respondent's decision whether to accept voluntary resolution.

Voluntary resolution may include: conducting targeted or broad-based educational programming or training for relevant individuals or groups; providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; facilitating a meeting with the respondent with the complainant present (in cases that do not involve sexual assault); and any other remedy that can be tailored to the involved individuals to achieve the goals of the Policy. In some forms of voluntary resolution, the remedies imposed will focus on supporting the complainant with no participation or involvement by the respondent. In other forms of voluntary resolution, the respondent may agree to participate. Depending on the type of remedy used, it may be possible for a complainant to maintain anonymity.

Voluntary resolution may also include restorative principles that are designed to allow a respondent to accept responsibility for misconduct and acknowledge harm to the complainant or to SLCC community. Restorative models will be used only with the consent of both parties, and following a determination by the Title IX Coordinator that the matter is appropriate for a restorative approach.

SLCC will not compel a complainant to engage in mediation, to confront directly the respondent, or to participate in any particular form of informal resolution. Mediation, even if voluntary, is never appropriate in sexual assault cases and will not be used in such cases. As the title implies, participation in voluntary resolution is a choice, and either party can request to end this manner of resolution and pursue an investigation and adjudication at any time, including if voluntary resolution is unsuccessful at resolving the report. Similarly, a complainant can request to end an investigation and pursue voluntary resolution at any time.

The time frame for completion of voluntary resolution may vary, but SLCC will seek to complete the process within 30 days of the complainant's request.

## **9. Grievance/Adjudication Procedures**

### **Hearing Panel**

If requested by either complainant or respondent following the distribution of the investigative report, SLCC will convene a hearing panel following the end of the investigation. The hearing panel determines whether the respondent is responsible or not responsible for a violation of the Policy. If the respondent is determined to be responsible, the matter proceeds to the sanctions stage.

The hearing panel will generally include the Title IX Coordinator and two additional members who will be individuals associated with SLCC. These additional hearing panel members may include administrators, officers, lawyers or other individuals with relevant experience and special training. Panel members may participate remotely so long as the hearing room is equipped with telephone equipment that allows the panel member to hear all the participants and to be heard by all the participants throughout the hearing proceedings. All panelists will receive training from experts in the field at least once a year. In addition to training on how the adjudicatory process works, the training will include specific instruction about how to approach students about sensitive issues that may arise in the context of sexual misconduct. The complainant and respondent will be informed of the panel's membership before the hearing process begins. A complainant and/or respondent may challenge the participation of a panel member because of perceived conflict of interest, bias, or prejudice. Such challenges, including rationale, must be made to the Title IX Coordinator at least 48 hours prior to the commencement of the hearing. At its discretion, the Title IX Coordinator will determine whether such a conflict of interest exists and whether a panel member should be replaced. Postponement of a hearing may occur if a replacement panelist cannot be immediately identified.

### **Advisors**

Both the complainant and the respondent are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled.

### **Written Submissions**

Both the complainant and respondent will have the opportunity to submit written responses to the investigation report and other relevant information to the hearing panel. Each of the complainant and respondent will have the opportunity to review any written submissions by the other. The hearing panel may set reasonable parameters for these written submissions. The hearing panel will review the investigation report and written submissions.

### **Hearing Procedures**

The Title IX Coordinator will, whenever possible, give the complainant and respondent at least three days' advance notice of the hearing. The Title IX Coordinator will arrange to hold the hearing, possibly at an off-campus location. The hearing is a closed proceeding, meaning that no one other than the panel members, the complainant and respondent, their respective advisors, witnesses (when called), and necessary College personnel may be present during the proceeding. The Vice President of Student Life will work with College staff so that any student whose presence is required may participate in the hearing.

In general, hearings will proceed as follows:

- The Title IX Coordinator may set reasonable time limits for any part of the hearing. Each of the complainant and respondent will have the opportunity to present witnesses and other information consistent with the Policy and these Procedures. The panel may determine the relevance of, place restrictions on, or exclude any witnesses or information. When the complainant and respondent are not able to be present for the hearing panel, arrangements will be made for participation via alternate means.
- In cases where either the complainant or respondent opts not to participate in the hearing, the panel may still hear from the other.
- Additional hearing rules include:
  - Questioning. Only the panel may ask questions of the complainant and respondent and any witnesses. Both the complainant and respondent will have the opportunity to suggest questions of the other and of witnesses by submitting suggested questions to the panel in writing. The panel may revise or not ask any or all submitted questions.
  - Information Regarding Romantic or Sexual History. The panel will not consider the romantic or sexual history of either the complainant or respondent in cases involving allegations of sexual misconduct, except for testimony offered by one or the other about the complainant's and respondent's shared sexual history that the panel deems relevant. If such information is offered by the complainant or respondent, the other has the right to respond. The existence of a prior consensual dating or sexual relationship between the complainant and respondent by itself does not support an inference of consent to alleged sexual misconduct.
  - Prior Conduct Violations. The hearing panel will not consider the respondent's prior conduct violations, unless the investigator provided that information to the hearing panel because the respondent was previously found to be responsible, and the previous incident was substantially similar to the present allegation(s) and/or the information indicates a pattern of behavior by the respondent.

SLCC will keep an audio recording of the hearing for the use of the panel, for sanctioning, and for purposes of appeal.. Cell phones and recording devices may not be used in the hearing room(s) unless approved by the panel in advance.

#### **Panel Determinations/Standard of Proof**

The panel will use "preponderance of the evidence" as the standard of proof to determine whether a violation of the Policy occurred. Preponderance of the evidence means that a panel must be convinced based on the information it considers that the respondent was more likely than not to have engaged in the conduct at issue in order to find the respondent responsible for violating the Policy. The panel will find a student responsible, or not responsible, based on a majority vote. The panel will generally render a decision within 10 days after the conclusion of a hearing. The panel's decision will include an explanation of the basis for the decision. If the panel finds the respondent responsible, the matter will proceed to the sanctions stage.

The parties will be informed of the results of the adjudication hearing by simultaneous written notice to both parties of the outcome of the complaint. As set forth in Section 11, below, both parties shall have the option to appeal the hearing panel's determination.

## **10. Sanctions and Other Remedies**

The Title IX Coordinator, with the advice and counsel of the other hearing panel members, shall be responsible for imposing sanctions that are:

- Fair and appropriate given the facts of the particular case;
- Consistent with SLCC's handling of similar cases;
- Adequate to protect the safety of the campus community; and
- Reflective of the seriousness of sexual misconduct.

The Title IX Coordinator will consider relevant factors, including if applicable: (1) the specific sexual misconduct at issue (such as penetration, touching under clothing, touching over clothing, unauthorized recording, etc.); (2) the circumstances accompanying the lack of consent (such as force, threat, coercion, intentional incapacitation, etc.); (3) the respondent's state of mind (intentional, knowing, bias-motivated, reckless, negligent, etc.); (4) the impact of the offense on the complainant; (5) the respondent's prior disciplinary history; (6) the safety of SLCC community; and (7) the respondent's conduct during the disciplinary process.

The Title IX Coordinator will render a sanctioning decision within five days following the receipt of the panel's determination. The sanctioning decision will be communicated in writing to the complainant and the respondent.

SLCC may impose any one or more of the following sanctions on a student determined to have violated the Policy:

- Reprimand/warning
- Changing the respondent's academic schedule
- Disciplinary probation
- Restricting access to College facilities or activities
- Community service
- Issuing a "no contact" order to the respondent or requiring that such an order remain in place
- Dismissal or restriction from College employment
- Suspension (limited time or indefinite)
- Expulsion

In addition to any other sanction (except where the sanction is expulsion), SLCC will require any student determined to be responsible for a violation of the Policy to receive appropriate education and/or training related to the sexual misconduct violation at issue. SLCC may also recommend counseling or other support services for the student.

Whatever the outcome of the hearing process, a complainant may request ongoing or additional accommodations and the Title IX Coordinator will determine whether such measures are appropriate. Potential ongoing accommodations include:

- Providing an escort for the complainant
- Changing the complainant's academic schedule
- Allowing the complainant to withdraw from or retake a class without penalty
- Providing access to tutoring or other academic support, such as extra time to complete or re-take a class

SLCC may also determine that additional measures are appropriate to respond to the effects of the incident on SLCC community. Additional responses for the benefit of SLCC community may include:

- Increased monitoring, supervision, or security at locations or activities where the misconduct occurred
- Additional training and educational materials for students and employees
- Revision of SLCC's policies relating to sexual misconduct
- Climate surveys regarding sexual misconduct

## **11. Appeals**

Either the respondent or the complainant or both may appeal the determination of the hearing panel and/or the sanctions. Appeals are decided by the President of SLCC. The three grounds for appeal are:

1. A procedural error affecting the determination or sanction;
2. New information that was not available at the time of the investigation or hearing and that may change the determination or sanction; and
3. Excessiveness or insufficiency of the sanction.

Disagreement with the finding or sanctions is not, by itself, grounds for appeals.

The appealing student must submit the appeal in writing to the President of SLCC within five days after receiving the sanctioning notice. If either the complainant or respondent submits an appeal, the Title IX Coordinator will notify the other that an appeal has been filed and the grounds of the appeal. The non-appealing student may submit a written response within five days after notice of an appeal.

If the President concludes that a change in the hearing panel's determination is warranted, the President may enter a revised determination, reconvene the panel to reconsider the determination, or return the matter for additional investigation. After consultation with the Title IX Coordinator, the President may also change the sanction. If both the complainant and respondent appeal, the appeals will be considered concurrently.

The President will notify the complainant and respondent of the final decision in writing. Appeals decisions will be rendered within 15 days after the receipt of the written appeal. All appeal decisions are final.

## **12. Records Disclosure**

Disciplinary proceedings conducted by SLCC are subject to the Family Educational Records and Privacy Act (FERPA), a federal law governing the privacy of student information. FERPA generally limits disclosure of student information outside SLCC without the student's consent, but it does provide for release of student disciplinary information without a student's consent in certain circumstances.

Any information gathered in the course of an investigation may be subpoenaed by law enforcement authorities as part of a parallel investigation into the same conduct, or required to be produced through other compulsory legal process.

Additional information about FERPA can be found on SLCC's website at [www.stlchristian.edu](http://www.stlchristian.edu).

### **13. Education and Prevention Programs**

As set forth in Section 3 of this Policy statement, Sexual Assault, Sexual Harassment, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking are all forms of Prohibited Conduct.

SLCC is committed to offering educational programs to promote awareness and prevention of Prohibited Conduct. Educational programs include an overview of SLCC's policies and procedures; relevant definitions, including prohibited conduct; discussion of the impact of alcohol and illegal drug use; consent; safe and positive options for bystander intervention; review of resources and reporting options available for students, faculty, and staff; and information about risk reduction. Incoming students and new employees will receive primary prevention and awareness programming as part of their orientation. The Title IX Coordinator maintains an education and prevention calendar and tailors programming to campus needs and climate.

As part of SLCC's commitment to provide an educational and work environment free from Prohibited Conduct, this Policy will be disseminated widely to SLCC community through e-mail communication, publications, websites, new employee orientations, student orientations, and other appropriate channels of communication.

The Title IX Coordinator, hearing panel members, and anyone else who is involved in responding to, investigating, or adjudicating sexual misconduct will receive annual training from experts in the field. In addition to training on how the adjudicatory process works, the training will include specific instruction about how to approach students about sensitive issues that may arise in the context of sexual misconduct.

### **Definitions of Sexual Misconduct under Missouri Law**

Sexual Assault is any unwanted physical contact of a sexual nature that occurs either without the consent of each participant or when a participant is unable to give consent freely. Sexual assault can occur either forcibly and/or against a person's will, or when a person is unable to give consent freely. Non-consensual sexual intercourse is any form of sexual intercourse (vaginal, anal or oral) with any object without consent. Non-consensual sexual contact is any intentional sexual touching, however slight, with any object without a person's consent.

The Missouri Revised Statutes provide the following definitions with respect to incidents of sexual assault:

*Mo. Rev. Stat. §566.030.1*

A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the

victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

*Mo. Rev. Stat. §566.031.1*

A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

*Mo. Rev. Stat. §566.032.1*

A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age.

*Mo. Rev. Stat. §566.034.1*

A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

*Mo. Rev. Stat. §566.093.1*

A person commits the offense of sexual misconduct in the first degree if such person:

- (1) Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm;
- (2) Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or
- (3) Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person.

Mo. Rev. Stat. §566.095.1

A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm.

Mo. Rev. Stat. §566.100.1

A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

Mo. Rev. Stat. §566.101.1

A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

"Consent" is not specifically defined under in the Missouri Revised Statutes. However, as described above, Missouri law provides that rape in the first degree is committed if the offender has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

The Missouri Revised Statutes provide the following definitions with respect to Stalking:

Mo. Rev. Stat. §455.010(14)

"**Stalking**" is when any person purposely engages in an unwanted course of conduct that causes alarm to another person, or a person who resides together in the same household with the person seeking the order of protection when it is reasonable in that person's situation to have been alarmed by the conduct. As used in this subdivision:

- (a) "**Alarm**" means to cause fear of danger of physical harm; and
- (b) "**Course of conduct**" means a pattern of conduct composed of two or more acts over a period of time, however short, that serves no legitimate purpose. Such conduct may include, but is not limited to, following the other person or unwanted communication or unwanted contact.

The Missouri Revised Statutes, Mo. Rev. Stat. §455.010, provide the following definitions with respect to Domestic Violence:

(1) "**Abuse**" includes but is not limited to the occurrence of any of the following acts, attempts or threats against a person who may be protected pursuant to this chapter, except abuse shall not include abuse inflicted on a child by accidental means by an adult household member or discipline of a child, including spanking, in a reasonable manner:

- (a) "**Assault**", purposely or knowingly placing or attempting to place another in fear of physical harm;
- (b) "**Battery**", purposely or knowingly causing physical harm to another with or without a deadly weapon;
- (c) "**Coercion**", compelling another by force or threat of force to engage in conduct from which the latter has a right to abstain or to abstain from conduct in which the person has a right to engage;
- (d) "**Harassment**", engaging in a purposeful or knowing course of conduct involving more than one incident that alarms or causes distress to an adult or child and serves no legitimate purpose. The course of conduct must be such as would cause a reasonable adult or child to suffer substantial emotional distress and must actually cause substantial emotional distress to the petitioner or child. Such conduct might include, but is not limited to:
  - a. Following another about in a public place or places;
  - b. Peering in the window or lingering outside the residence of another; but does not include constitutionally protected activity;
- (e) "**Sexual assault**", causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person's consent;
- (f) "**Unlawful imprisonment**", holding, confining, detaining or abducting another person against that person's will;

\* \* \*

(5) "**Domestic violence**", abuse or stalking committed by a family or household member, as such terms are defined in this section;

\* \* \*

(7) "Family" or "household member", spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time;

"Dating Violence" is not specifically defined under the Missouri Revised Statutes. However, the definition of "family" or "household member" for domestic violence purposes includes any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim. *Mo. Rev. Stat. §455.010(7)*

### **Bystander Intervention**

SLCC's primary prevention and awareness program includes a description of safe and positive options for bystander intervention. Active bystanders take the initiative to help someone who may be targeted for a sexual assault. They do this in ways that are intended to avoid verbal or physical conflict. Active bystanders also take the initiative to help friends, who are not thinking clearly, from becoming offenders of crime. Intervention does not mean that you directly intervene to stop a crime in progress; rather, these steps are "early intervention" – before a crime begins to occur. There are three important components to consider before taking action that we refer to as the ABCs:

- **Assess for safety.** Ensure that all parties are safe, and whether the situation requires calling authorities. When deciding to intervene, your personal safety should be the #1 priority. When in doubt, call for help.
- **Be with others.** If it is safe to intervene, you are likely to have a greater influence on the parties involved when you work together with someone or several people. Your safety is increased when you stay with a group of friends that you know well.
- **Care for the person.** Ask if the target of the unwanted sexual advance/attention/behavior is okay – does he or she need medical care? Ask if someone they trust can help them get safely home.

*Information on Bystander Intervention was provided by the Department of Defense Sexual Assault Prevention and Response Office from: [www.sapr.mil](http://www.sapr.mil)*

### **Risk Reduction**

SLCC's primary prevention and awareness program includes information on risk reduction. This includes:

*Avoiding Dangerous Situations.* While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted.

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cash money.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.

- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

*Safety Planning.* Things to think about:

- How to get away if there is an emergency? Be conscious of exits or other escape routes. Think about options for transportation (car, bus, subway, etc.).
- Who can help? Friends and/or family, or support centers in your area. Please see Section 4 of this Policy for a list of support organizations.
- Where to go? Options may include a friend's house or relative's house, or you may consider going to a domestic violence or homeless shelter. You may also go to the police. **Important Safety Note:** If the dangerous situation involves a partner, go to the police or a shelter first.
- What to bring? This may include important papers and documents such birth certificate, social security card, license, passport, medical records, lease, bills, etc. This will also include house keys, car keys, cash, credit cards, medicine, important numbers, and your cell phone. If you are bringing children with you, remember to bring their important papers and legal documents. You can keep all of these things in an emergency bag. You should hide the bag—it is best if it is not in your house or car. If the bag is discovered, you can call it a “tornado” or “fire” bag.

*Protecting Your Friends.* You have a crucial role to play in keeping your friends safe. No matter what the setting, if you see something that doesn't feel quite right or see someone who might be in trouble, there are some simple things you can do to help out a friend.

- Distract. If you see a friend in a situation that doesn't feel quite right, create a distraction to get your friend to safety. This can be as simple as joining or redirecting the conversation: suggest to your friend that you leave the party, or ask them to walk you home. Try asking questions like: “Do you want to head to the bathroom with me?” or “Do you want to head to another party – or grab pizza?”
- Step in. If you see someone who looks uncomfortable or is at risk, step in. If you feel safe, find a way to de-escalate the situation and separate all parties involved. Don't be shy about directly asking the person if they need help or if they feel uncomfortable.
- Enlist others. You don't have to go it alone. Call in friends or other people in the area as reinforcements to help defuse a dangerous situation and get the at-risk person home safely. There is safety in numbers.
- Keep an eye out. Use your eyes and ears to observe your surroundings. If you see someone who has had too much to drink or could be vulnerable, try to get them to a safe place. Enlist friends to help you. Even if you weren't around when the assault occurred, you can still support a friend in the aftermath.

*Social Situations.* While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted in social situations.

- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately.
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.

- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

*Information on Risk Reduction was provided by RAINN: Rape, Abuse & Incest National Network: [www.rainn.org](http://www.rainn.org).*

#### **14. Amendments**

SLCC may amend its Campus Sexual Misconduct Policies and Procedures from time to time. Nothing in the Policy or Procedures shall affect the inherent authority of SLCC to take such actions as it deems appropriate to further the educational mission or to protect the safety and security of SLCC community.

# St. Louis Christian College Sexual Misconduct Policy

## Definitions of Key Terms

- Sexual Harassment - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment, (ii) submission to or rejection of such conduct by an individual is used as the basis for education or employment decisions affecting such individuals, or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's school or work performance or creating an intimidating, hostile, or offensive educational or working environment.
  - Hostile Environment Caused By Sexual Harassment - refers to a situation where students and/or employees are subject to a pattern of exposure to unwanted sexual behavior that is so severe, persistent, or pervasive that it alters the conditions of education, employment, or participation in a School program or activity, thereby creating an environment that a reasonable person in similar circumstances and with similar identities would find hostile, intimidating, or abusive. An isolated incident, unless sufficiently severe, does not amount to a hostile environment caused by sexual harassment.
  - Quid Pro Quo Harassment – refers to a situation where students and/or employees are subject to unwanted sexual behavior where submission or rejection of such conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education, employment, or participation in a School program or activity.
- Sexual Assault - is any unwanted physical contact of a sexual nature that occurs either without the consent of each participant or when a participant is unable to give consent freely. Sexual assault can occur either forcibly and/or against a person's will, or when a person is unable to give consent freely. Non-consensual sexual intercourse is any form of sexual intercourse (vaginal, anal or oral) with any object without consent. Non-consensual sexual contact is any intentional sexual touching, however slight, with any object without a person's consent.
  - Rape - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - Fondling - The touching of the private 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.
- Domestic Violence - A felony or misdemeanor crime of violence committed (i) by a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (iv) by a person similarly

situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (v) 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. For the purpose of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.
- Prohibited Conduct – SLCC prohibits the crimes of Sexual Assault, Sexual Harassment, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking as defined in these Definitions of Key Terms.
- Sexual Exploitation - sexual misconduct that occurs when a person takes unjust or abusive sexual advantage of another for his or her own advantage or benefit or for the benefit or advantage of anyone other than the exploited party; and that behavior does not otherwise constitute sexual assault. Examples of sexual exploitation include, but are not limited to, videotaping or photographing of any type (web-cam, camera, Internet exposure, etc.) without knowledge and consent of all persons; prostituting another person; knowingly transmitting HIV or a sexually transmitted disease to an unknowing person or to a person who has not consented to the risk; or inducing incapacitation with the intent to commit sexual assault, without regard to whether sexual activity actually takes place.
- Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Retaliation - means any adverse action, or attempted adverse action, against an individual or group of individuals because of their participation in any manner in an investigation, proceeding, or hearing under this Policy.
- 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.
- Consent is a voluntary agreement to engage in sexual activity.
  - Past consent does not imply future consent.
  - Silence or an absence of resistance does not imply consent.
  - Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
  - Consent can be withdrawn at any time.
  - Coercion, force, or threat of either invalidates consent.

Someone who is incapacitated cannot consent. Incapacitation refers to a situation in which a person is not capable of providing consent because the person lacks the ability to understand her or his decision. This situation may occur due to the use of drugs or alcohol, when a person is asleep or unconscious, or because of an intellectual or other disability that prevents the student from having the capacity to give consent.

- Complainant – means the person making the allegation(s) of sexual misconduct.
- Respondent – means the person alleged to have committed sexual misconduct.

**ST. LOUIS CHRISTIAN COLLEGE  
EMERGENCY RESPONSE AND RECOVERY PLAN**

**The Emergency Response and Recovery Plan may be located at  
<https://stlchristian.edu/student-life/student-services/>**

**Print copies of the Emergency Response and Recovery Plan are also  
available in the Security Office, the office of the Vice President of  
Student Life, and the office of the Vice President of Finance and  
Business Administration**