



Annual Security & Fire Safety Report 2020

Lenoir-Rhyne University — Hickory, N.C.
Center for Graduate Studies — Asheville, N.C.
Center for Graduate Studies — Columbia, S.C.
Lutheran Theological Southern Seminary — Columbia, S.C.

October 1, 2021

**LENOIR~RHYNE
UNIVERSITY**

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PRESIDENT’S CABINET FOR CALENDAR YEAR 2020

- Fred Whitt, B.S., M.A., Ed.D., President
- Gary Johnson, B.A., Ph.D, Provost
- Katie Fisher, B.A., M.Ed., Ed.D., Assistant Provost & Dean of Student Life
- Peter J. Kendall, B.A., M.B.A., M.H.A., Senior Vice President for Administration & Finance
- Kim Pate, B.A., M.A., Director, Intercollegiate Athletics
- Rachel A. Nichols, B.A., M.A., Vice President for Enrollment Management
- Catherine Niekro, B.A., M.A., M.B.A., Vice President of Institutional Advancement
- Mary Shore, Rector and Dean of LTSS
- Shaun Williams, Faculty Assembly Chair
- The Rev. Dr. Andrew F. Weisner, B.A., M.Div., Th.M., Ph.D., Dean of Campus Ministry & University Pastor
- Emma Sellers, B.A., M.S., Director of Multicultural Affairs
- Amy Wood, B.A., M.A., Ph.D., Assistant Provost and Dean of Graduate and Adult Programs
- Anthony Williams, M.B.A., Chief Information Officer
- Leah Beth Hubbard, B.A., M.A., Special Assistant for Strategic Initiatives
- Cameron Womack, B.S., M.A., Executive Assistant to the President

INTRODUCTION: ABOUT THE JEANNE CLERY ACT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) is a federal law that requires public and private colleges and universities participating in federal student aid programs to collect and disclose campus crime statistics, disseminate certain safety and security information such as policies and crime prevention programming, and issue timely warnings about campus crime that poses a serious and ongoing threat to the campus community. The campus crime statistics disclosures are made once per year in an Annual Security Report (“ASR”) that is to be made available throughout the year to current and prospective students and employees.

The Clery Act is named in memory of Jeanne Clery. On April 5, 1986, Ms. Clery was raped and murdered by another student in her residence hall room at Lehigh University. Her parents championed laws requiring the disclosure of campus crime information, and the federal law that now includes their daughter's name was first enacted in 1990. The Clery Act has been amended since its enactment to keep up with changes in campus safety. The most recent update occurred in 2013, when the law expanded concerning sexual assault, dating violence, domestic violence and stalking (known more specifically as the Campus SaVE Act).

No later than October 1st each year, institutions are required to send notifications to all enrolled students, faculty, and staff about its Annual Security Report, including how and where to access the report. A notice about the availability of the report is also provided to all prospective students and employees throughout the year. The ASR includes crime statistics for the previous three years concerning reported crimes that occurred on-campus or other property owned or controlled by the institution. The report also includes institutional policies on campus security concerns including crime prevention, emergency management and preparedness, educational and awareness programming, alcohol and drug use, the reporting of crimes, and other matters. Institutions must also submit their crime statistics annually to the U.S. Department of Education.

The Clery Act specifically requires colleges and universities to do the following:

- Collect, classify, and count crime reports and crime statistics for reportable crimes occurring on or around campus, and disclose those statistics to enrolled students, faculty, and staff, and provide notice of the report to prospective students and employees. Other safety- and security-related information such as policies and programming should be included in the Annual Security Report;
- Issue timely warnings based on the report of a Clery Act crime that poses a serious and ongoing threat to the safety of students and/or employees;
- Issue notifications about an emergency or dangerous situations involving an immediate threat to the health or safety of students and/or employees occurring on or around campus;

- Provide educational programs and campaigns to promote awareness of dating violence, domestic violence, sexual assault, and stalking;
- Maintain public crime and fire logs and make them available upon request.

LENOIR-RHYNE UNIVERSITY'S ANNUAL SECURITY REPORT

This Annual Security and Fire Safety Report is Lenoir-Rhyne University's annual disclosure for 2020 (the "ASR" or "Report"). LRU's Public Safety and Compliance/Title IX departments are responsible for collecting and compiling information for Lenoir-Rhyne's Annual Security Report, and for preparing and distributing the Report. Public Safety and Compliance/Title IX works with other Departments at all three LRU campuses and with outside agencies in Hickory, Asheville, and Columbia to compile the necessary information for the Report. These campus departments and outside agencies include, but are not limited to the Assistant Provost and Dean of Student Life, Counseling Center, Student Health Center, Residence Life, Athletics, Human Resources, Admissions, Hickory Police Department, Hickory Fire Department, Catawba County Sheriff's Department, Asheville Police Department, Buncombe County Sheriff's Department, Asheville Fire Department, Columbia Police Department, Columbia Fire Department, Richland County Sheriff's Department, and Alcohol Law Enforcement.

The information and policies in this Report apply to all three LRU campuses in Hickory, Asheville, and Columbia unless otherwise stated. The crime statistics for each campus individually are presented in separate charts, as required by law. This Annual Security Report, which covers the prior calendar year, is always available on LRU's website at [LRU Public Safety](#). We encourage students and employees to review the report and become familiar with LRU's campus safety and security information and policies. We also provide notice of the availability of the Report to all prospective students and prospective employees in the Admissions and Human Resources areas of LRU's website. You may request a paper copy of Lenoir-Rhyne University's Annual Security Report by contacting Public Safety at (828) 328-7145.

REPORTING CRIMES AND OTHER SAFETY AND SECURITY CONCERNS

The University employs a staff of trained security personnel for its Hickory Campus. In addition, in January 2020, the University entered into a formal relationship with Hickory Police Department to employ sworn and dedicated police officers to protect the LRU community in Hickory ("HPD Officers"). At this time LRU's Security Services changed its name to LRU Public Safety. Lenoir-Rhyne's Public Safety protects and assists all members of LRU's three campuses - Hickory, Asheville, and Columbia. Security and Sworn Officers also have the responsibility for responding to emergencies, the protection of University property, and the enforcement of all traffic rules and regulations. LRU Security Officers are prepared and trained but not armed and have no powers of arrest. Our sworn HPD officers do have the powers of arrest. Security and HPD Officers provide assistance to each other as needed and Security and HPD officers are collectively hereinafter referred to as "Public Safety."

On the Columbia Campus, Lenoir-Rhyne University provides security 24 hours per day, 7 days per week. The Public Safety team in Columbia is led by LRU's Assistant Director of Public Safety and is located on the east side of Price House, adjacent to the Budd Group offices. A Security Officer patrols the Columbia campus every two hours. LRU employs approximately five Security Safety Officers in Columbia that are prepared and trained but not armed and have no powers of arrest. The Center for Graduate Studies and LTSS are located within the city limits of Columbia, South Carolina and in Richland County. Columbia Police Department (CPD) has primary jurisdiction for law enforcement activities on LR's campus in Columbia.

On the Asheville campus, the Director of Public Safety works closely with the Dean and Director of LRU's Center for Graduate Studies. The Center for Graduate Studies is located within the city limits of Asheville, North Carolina and in Buncombe County. Asheville Police Department (APD) has primary jurisdiction for law enforcement activities at LR's building and parking lot in Asheville. Local law enforcement agencies regularly patrol the adjacent streets, sometimes visit the campus, and always provide assistance when needed. APD responds to calls for service when needed.

While Public Safety strives to make all LRU campuses a safe place to live and work, they request assistance and cooperation at all times. Suspicious-looking acts or individuals should be reported to Public Safety or local law enforcement immediately. Accurate and prompt reporting of all crimes or potential safety concerns is strongly encouraged. All who live and/or work on campus are expected to cooperate with Public Safety as they perform their duties. Individuals should take responsibility for their own safety by taking precautions at all times while on- or off-campus.

SUMMARY OF CONTACT INFORMATION FOR LRU CAMPUS SECURITY AND LOCAL LAW ENFORCEMENT

Hickory

- Public Safety Office (Cromer) — ext. 7145 or (828) 328-7145
- On-Duty Officer (24-hours) & Emergencies — ext. 7146 or (828) 328-7146 or 911
- Text Message to On-Duty Officer — (828) 238-6588
- Hickory Police & Emergencies — 911 or (828) 328-5551

Hickory Campus Emergency Phones

The Hickory campus has six emergency phones located throughout campus. All emergency phones will provide direct access to the Public Safety officers on duty. Emergency phones are located in the following areas on campus:

- 4th St. Apartments (2)
- Isenhour Hall – wall-mounted at entrance
- Fritz-Conrad Hall – wall-mounted at entrance

- Morgan Hall – wall-mounted at entrance
- Living Learning Center (LLC) – wall-mounted at entrance

Columbia

- Security Office (Price House) — (803) 461-3268
- After Hours & On-Duty Cell — (828) 303-6640
- Emergencies — (803) 401-8810 or 911
- Columbia Police General Information Line — (803) 545-3500

Asheville

- Asheville Police Department — (828) 252-1110
- Emergencies — 911

For more information regarding Public Safety, including parking regulations, please visit the Public Safety area of the LRU website, or visit the Public Safety Office in the Cromer Center on the Hickory Campus or in Price House on the Columbia Campus. On the Asheville campus, please see the Dean and Director for the Center for Graduate Studies, located on the second floor of the Center.

CONFIDENTIAL REPORTING

Victims of crimes, particularly personal crimes of violence, should feel comfortable accessing any of the confidential resources below even if they do not want to report the incident to law enforcement, LRU Public Safety, the Director of Compliance/Title IX Coordinator, or other University officials. The individuals listed below will maintain confidentiality of matters reported to them, except in cases of an immediate threat or danger to a person or persons, or a report of abuse of a minor.

Confidential Resources

- Jenny Smith, University Counselor, 828.328.7252; Jenny.Smith@lr.edu
- Michael Spivey, University Counselor, 828.328.7298; Michael.Spivey@lr.edu
- Kellie Medley, University Counselor, 828-328-7181; Kellie.Medley@lr.edu
- Mary Frances Sears, Student Health Provider, 828.328.7958; MaryFrances.Sears@lr.edu
- Rev. Todd Cutter, Campus Pastor & Director of Spiritual Life, 828-328-7373, todd.cutter@lr.edu
- Rev. Jesse Canniff-Kuhn, Jesse.CanniffKuhn2@lr.edu (Columbia)

CAMPUS SECURITY AUTHORITIES

Crimes may also be reported to a Campus Security Authority (“CSA”). CSAs are a group of individuals that have been designated by Lenoir-Rhyne University as responsible for reporting to Public Safety information or allegations of Clery Act crimes that are reported to them in their capacity as a CSA. CSAs are trained and statistical information is collected from them periodically. The Director of Public Safety collects certain information about each incident reported to a CSA including the date of report, the date and time of the alleged incident, the location of incident, and a brief description of incident.

Below is a list of CSAs at Lenoir-Rhyne University and their telephone number:

- President of the University and all members of President’s Cabinet (828) 328-7330
- Assistant Provost and Dean of Student Life and all employees of the Division of Student Life (including graduate assistants and resident assistants) (828) 328-7247
- Director of Intercollegiate Athletics and all employees of Intercollegiate Athletics (including part-time and graduate assistants) (828) 328-7128
- Director of Public Safety and all employees of Public Safety (828) 328-7145
- Director of Human Resources (828) 328-7387
- Director of Compliance/Title IX Coordinator & Deputy Title IX Coordinators (828) 328-7040 (Hickory); (828) 407-4269 (Asheville); (803) 461-3277 (Columbia)
- Director of Admissions and employees of Admissions Department (828) 328-7300
- Faculty and/or Staff Advisors to Student Organizations (828) 328-7247

REPORTING OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

The reporting of incidents of dating violence, domestic violence, sexual assault, and stalking is covered extensively later in this Report. If a CSA becomes aware of one of these types of incidents the CSA should also report the information to the Director of Compliance/Title IX Coordinator or a Deputy Title IX Coordinator.

DAILY CRIME LOG

LRU’s Department of Public Safety maintains a crime log each day. The purpose of the crime log is to record all alleged criminal and other incidents that are reported to LRU Public Safety or a Campus Security Authority, regardless of where the alleged crime occurred. The crime log contains information collected about each incident reported including, the nature of the report, the date and time of report, the date and time of incident, the general location of incident, and the disposition of the report (if known). A copy of the crime log for the most recent 60-day period is available for inspection any time upon request to LRU’s Public Safety office in the Cromer Center on the Hickory Campus, or by calling (828) 328-7145.

IMPORTANT INFORMATION ABOUT LRU PUBLIC SAFETY & COOPERATION WITH LOCAL LAW ENFORCEMENT

The overall mission of Public Safety is to establish a safe and secure living, learning, and working environment for all students, faculty, staff, and visitors of Lenoir-Rhyne University on each of our campuses.

Hickory Campus

Public Safety/Security Officers (non-sworn)

The Public Safety Office is located inside the Cromer Center in the area by the front door called the Welcome Center. Public Safety regularly employs approximately ten Security Officers, including the Director and Assistant Director. Some of the Security Officers are former police officers and all of them have received extensive training on all types of security protocols, responses, and emergency management and preparedness.

Security Officers conduct foot, vehicular, and bicycle patrols of the campus community 24 hours per day, 7 days per week. In addition to patrolling the campus, Public Safety monitors video surveillance of campus, develops and implements emergency preparedness plans, responds to specific incidents, and prepares reports. Public Safety provides a 24-hour escort service upon request on-campus and to local medical facilities and pharmacies. Public Safety provides motor vehicle assistance, a lost and found service, sponsors crime prevention programs, and facilitates emergency drills and other emergency preparedness exercises. Public Safety can also issue No Contact and No Trespassing orders that will be enforced on LRU property, and can also enforce similar orders issued by a court, such as Domestic Violence Protective Orders and Civil No Contact Orders on LRU property. LRU Security Officers are prepared and trained but they are not armed and have no powers of arrest. Public Safety works closely with all law enforcement agencies, including the four Hickory Police Department Officers.

HPD Officers (sworn)

In January 2020, the University entered into a formal relationship with Hickory Police Department (“HPD”) to employ sworn and dedicated police officers to protect the LRU community in Hickory. Under the agreement, the City of Hickory provides four sworn HPD officers that are assigned to LRU for the purpose of providing law enforcement services within all LRU properties located within Hickory city limits. The HPD Officers are compensated by and work under the supervision and control of HPD and are assigned responsibilities by HPD, not LRU. The HPD Officers follow the policy and procedures manual of the HPD. Under the agreement, the HPD Officers remain on and around LRU property when on duty and are not dispatched to any calls for services outside of LRU except in the case of emergencies. The primary duties of the HPD Officers is to provide law enforcement services to LRU and to investigate criminal activity committed on LRU property. HPD Officers are armed and have powers of arrest.

Other agencies that have jurisdiction on the LRU campus in Hickory include the Catawba County Sheriff's Department, the NC Highway Patrol, the NC State Bureau of Investigation, the NC Alcohol Law Enforcement, and all Federal agencies, if the circumstances fall under Federal jurisdiction.

All crimes and suspicious persons on the Hickory Campus should be reported immediately to the on-duty Security Officer at (828) 328-7146 (7146 from a university phone) or to Hickory Police Department at 911 or (828) 328-5551.

Columbia Campus

On LRU's Columbia Campus, which includes the Lutheran Theological Southern Seminary and the Center for Graduate Studies of Columbia, security is provided 24 hours per day, 7 days per week. The security team is led by LRU's Assistant Director of Public Safety that oversees a staff of experienced Security Officers. The Public Safety Office is located on the east side of Price House, adjacent to the Maintenance (Budd Group) offices.

A Security Officer patrols the Columbia campus every two hours. In addition to patrolling the campus, Public Safety monitors video surveillance of campus, monitors the RAVE guardian app, develops and implements emergency preparedness plans, responds to specific incidents, and prepares written reports. LRU employs approximately five Security Officers in Columbia. Public Safety can also issue No Contact and No Trespassing Orders that will be enforced on LRU property, and can enforce similar orders of a court, such as Domestic Violence Protective Orders and Civil No Contact Orders on LRU property.

The entirety of the Columbia Campus is located within the city limits of Columbia, South Carolina in Richland County. The Columbia Police Department (CPD) has primary jurisdiction for law enforcement on LRU properties in Columbia. CPD regularly patrol the adjacent streets, sometimes visit the campus, and provide assistance to the campus for security when needed. Public Safety works very closely with the CPD when needed. CPD patrols the campus and responds to calls for service when needed. LRU Public Safety and CPD have formulated emergency response plans for police emergencies and have conducted tabletop exercises and drills together. CPD has also participated in training and informational sessions conducted on campus.

When a crime is reported to LRU Public Safety, CPD is requested to respond. If a crime is reported to the CPD on LRU's campus, LRU Public Safety is notified and will respond to the incident and assist CPD. Victims of any crime are strongly encouraged to file a report with the CPD, and Public Safety can help you do this. If the crime is one of personal violence such as sexual assault or intimate partner violence, the Director of Compliance/Title IX Coordinator, a Deputy Title IX Coordinator, or a Security Officer can help you report to CPD.

Other agencies that have jurisdiction on the LRU campus in Columbia include the Richland County Sheriff's Department, the SC Highway Patrol, the SC State Bureau of Investigation, the

SC Alcohol Law Enforcement, and all Federal agencies, if the circumstances fall under Federal jurisdiction.

All crimes and suspicious persons on the Columbia Campus should be immediately reported to the on-duty Security Officer at (803) 461-3268 or (828) 303-6640 (after-hours) or to the Columbia Police Department at (803) 401-8810 or 911.

Asheville Campus

Public Safety on the Hickory campus works very closely with LRU staff at the Asheville campus and Asheville Police Department (APD) to ensure routine patrols and to ensure a rapid response to security concerns occurring in and around LRU's building and parking lot in Asheville. The Director of Public Safety and the Dean and Director of LRU Asheville work closely with local law enforcement and the fire department to develop safety drills and emergency preparedness for the Asheville campus.

The Asheville campus, called "The Center for Graduate Studies" is located within the city limits of Asheville, North Carolina in Buncombe County. APD has primary jurisdiction for all law enforcement on LRU's property in Asheville. Local law enforcement agencies regularly patrol the adjacent streets, sometimes visit the campus, and provide assistance when needed. LRU staff works very closely with the APD. APD patrols the campus and respond to calls for service when needed. LRU officials and APD have formulated emergency response plans for police emergencies and have conducted tabletop exercises and drills together. APD has also participated in training and informational sessions conducted on campus. If a crime is reported to APD, LRU Public Safety in Hickory is notified. Victims of any crime are strongly encouraged to file a report with APD, and Public Safety can help you do this. If the crime is one of personal violence such as sexual assault or intimate partner violence, the Director of Compliance/Title IX Coordinator, a Deputy Title IX Coordinator, or Public Safety can help you report to APD.

Other agencies that have jurisdiction on the LRU campus in Asheville include the Buncombe County Sheriff's Department, the NC Highway Patrol, the NC State Bureau of Investigation, the NC Alcohol Law Enforcement, and Federal agencies, if events fall under Federal jurisdiction.

All crimes and suspicious persons on the Asheville campus should be reported to the Asheville Police Department at 911 or (828) 252-1110.

Clery Act Geography

Under the Clery Act, institutions must collect, classify, and count crime reports and crime statistics for reportable crimes occurring on and around campus, or in their "Clery Geography."

For purposes of the Clery Act, an institution's **on-campus geography** consists of buildings and properties that the institution owns and controls, are reasonably contiguous to one another, and that directly support or relate to the institution's educational purposes – including residence halls. On-campus property is also any building or property that is within or

reasonably contiguous to the area described in the first sentence above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

An institution's **non-campus geography** includes any building or property owned or controlled by a student organization that is officially recognized by or registered with the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

An institution's **public property** includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

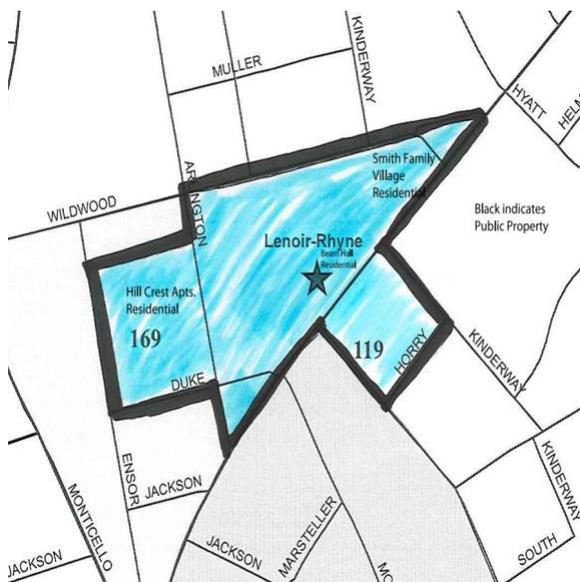
LRU has three campuses: (1) the Hickory campus located at 625 7th Ave. NE, Hickory, NC 28601; (2) the Asheville campus located at 36 Montford Ave., Asheville, NC 28801, within the Asheville Chamber of Commerce & Visitor's Center Building; and (3) the Columbia campus, located at 4201 N. Main St., Columbia, SC 29203. All LRU buildings and properties are considered on-campus for the purpose of our Clery geography. Maps of LRU's Clery geography for each campus are maintained by Public Safety and are included below.



Asheville Campus Clery Geography



Columbia Campus Clery Geography



No Trespassing and No Contact Orders

The University reserves the right to issue a No Trespassing Order to any person whose presence is deemed unnecessary and unsuitable for any of LRU's buildings or properties. The University reserves the right to issue a No Contact Order if it is necessary to prevent further harm or escalation of a situation. A No Trespassing and No Contact order may be issued by the Director of Public Safety (or designee), Assistant Provost and Dean of Student Life, the Director of Residence Life, and the Director of Compliance/Title IX Coordinator. If a No Trespass or No Contact Order has been issued, subsequent violations may result in arrest and/or other criminal and/or civil action. Orders are effective from the time of notification for an indefinite period of time and will be kept on file in the Public Safety Office. No Trespassing and No Contact Orders can only be amended or revised by the Director of Public Safety or his designee, Assistant Provost and Dean of Student Life, the Director of Residence Life, and the Director of Compliance/Title IX Coordinator. To inquire about a No Trespassing or No Contact Order, dial 7146 from any University telephone, or (828) 328-7146 from non-University phones, and speak to the Security Officer on duty. If the situation is an emergency, please call 911 or 328-5551. In Columbia, call 911 or (803) 401-8810. In Asheville, call 911 or (828) 252-1110.

CRIME AWARENESS AND PREVENTION

The safety and security of LRU's students, faculty, staff, alumni and other visitors is a top priority. We encourage everyone to become an active participant in the safety and security of LRU by learning safety tips, educating yourself about crime statistics, LRU policies, LRU safety-related services, and by being active bystanders that step-up to help someone in need, help us prevent crime before it occurs, and reports concerning behaviors. We have an entire website dedicated to public safety, which can be found at [LRU Public Safety](#).

Safety Tips

Although our crime statistics indicate that LRU's campuses are relatively safe and it is our top priority to prevent crimes from occurring, we know that crimes can and do occur anytime and anywhere on all three LRU campuses. We encourage you to play an active role in preventing yourself from becoming a victim of crime. Below are some general safety tips that you can follow to reduce the possibility of becoming a crime victim.

Personal Safety

There are a variety of ways that you can increase your personal safety on campus. Do not give out any personal information over the phone. Do not give your name, address or physical location to strangers. When leaving your residence hall or campus, ensure that someone knows where you are going. When you can, walk with a friend to increase safety, and at night never walk alone. Public Safety offers an escort service to ensure that you can move around safely on campus. Consider using apps on your phone that keep track of your location and share that information with a trusted group of friends and/or family. If you do not wish to have your

movements potentially tracked by others inadvertently, be sure to turn off tracking features in your phone and on your social media accounts.

Always have your key ready upon entering your car and dorm room, because keys can also work as a defensive weapon. When entering your car, ensure that you look inside and check for possible break-ins. Never leave valuable items in plain sight in your car, and never leave any personal property unattended on campus. When studying late at night ensure that the door is locked, and never prop a door for anyone to enter at any time. By following these guidelines, you can help to increase your personal safety and ensure you are doing all that you can to avoid being a victim of crime.

Residential Safety

As a residential student, you must take an active role in the security of your residence hall and larger living community. This is your home - treat it as your home. Don't let people do things in the residence halls that you wouldn't want them to do at your home. There are many ways to increase your residential safety. All incidents, suspicious persons, and crimes should be reported to your RA, RD, or Security. When leaving your residence hall, even if only for a short time, lock all doors and take your keys. Residence hall doors should never be propped open, and never allow strangers or people following behind you into a building. Further, never allow others to borrow your key or access card, or give others the residence hall combination (if any). When allowing visitors in your hall, you must escort them at all times.

In order to ensure that your property is as safe as possible, avoid keeping high-value items and large amounts of cash in your room. If you do have high value items, purchase a locking device. Further, never leave notes on your door indicating you are not there, and ensure that your blinds are drawn when changing clothes or sleeping.

Vehicle Safety

Millions of dollars' worth of property is stolen from vehicles each year throughout America. Lenoir-Rhyne's campuses are no exceptions. A large number of the thefts occur at night; however, theft can also occur during the day. As with all crime prevention, you have some responsibilities. There are a few simple precautions that can go a long way in preventing you from becoming a victim. Park in well-lit areas when possible, and avoid parking next to large vehicles. Always ensure that your car is locked, and high value items are not lying visible. Never leave your keys in your car, and always report suspicious persons in or around motor vehicles immediately.

Workplace Safety

Crime can also happen in the workplace, but there are some ways to keep yourself and your property safe and secure in your workplace. You should always report all incidents, and suspicious or unescorted persons to Public Safety. When leaving your workplace, even if for a

short time, lock the door and take a key. Avoid keeping high value items in your workspace, instead ensure they are kept with you on your person. It may also be beneficial to keep a list of serial numbers, names, and model numbers of your office equipment.

Crime Prevention Programs

LRU facilitates crime prevention programs throughout the year. These programs provide insight to keep you, your property, and your person safe and secure. Topics include, but are not limited to, fire safety, residence hall safety, vehicle safety, alcohol and drug awareness, sexual assault, domestic violence, dating violence, and stalking prevention and awareness, personal safety, and foreign travel safety awareness.

LRU provides multiple educational and awareness programming on safety and security during new student and new employee orientation programs, which are discussed more fully below. Lenoir-Rhyne continues to offer a broad array of programming throughout the year on all types of safety and security-related issues from multiple perspectives. Programming is offered through many different areas on our campuses including Counseling Services, Dean of Student Life, Public Safety, Residence Life, Faculty, Athletics, Title IX, Student Groups and Organizations, including fraternities and sororities. Public Safety often partners with Hickory Police Department on crime prevention programs both on-campus and off-campus in the larger Hickory community. Below is a summary of the Safety and Security programming conducted by LRU in 2020.

Crime Prevention and Awareness Programming 2020

Primary Prevention & Awareness Programs for Sexual Assault, Dating Violence, Domestic Violence and Stalking

New Employee Orientation

All new employees on all three campuses are provided information related to safety on campus. They also participate in an orientation program where they learn about specific Clery crimes including VAWA/Campus SaVE Act offenses (sexual assault, dating violence, domestic violence, and stalking), how to report Clery crimes, applicable state laws, applicable University policies and procedures in responding to Clery crimes, how to support students that report, recognizing unhealthy and abusive relationships, and resources available on- and off-campus.

New Student Orientation

New students participate in multiple programs to learn crime prevention and safety both on- and off-campus. During new student orientation, new students have multiple opportunities to learn about safety and security on-campus through speakers, information fairs, and other materials. All new undergraduate and graduate students will complete an online module from our partner Everfi/Campus Clarity ("Campus Clarity") on sexual misconduct prevention. Campus Clarity is an interactive learning tool addressing the Clery crimes of sexual assault, dating

violence, domestic violence and stalking, other issues related to sexual misconduct including sexual harassment, bystander intervention, risk reduction, and alcohol and drug use.

Everfi/Campus Clarity

All incoming students are required to complete the Campus Clarity online module. The module includes information and learning scenarios about sexual misconduct, consent, alcohol and other substance use and abuse, bystander intervention, state laws, LRU policies, LRU resources, and many other related topics. Completion of the program is required. If a student fails to complete the program, a hold gets placed on their account and they cannot register for classes for the following semester.

First Year Experience (FYE) Classes

In the fall of 2020, the Director of Compliance/Title IX Coordinator, Assistant Provost & Dean of Student Life and the Associate Dean of Students/Director of the Counseling Center, spoke to every section of LRU's First Year Experience Class to discuss Title IX, Campus SaVE, bystander intervention, healthy relationships, and other related topics with the students.

Each primary awareness and prevention program conducted for incoming students and new employees covers the following information:

- Lenoir-Rhyne prohibits all forms of sex discrimination including sexual assault, dating violence, domestic violence, stalking, sexual harassment, and sexual exploitation;
- Lenoir-Rhyne has specific policies and processes in place to handle complaints of sexual misconduct, which can be found in the University's Sex/Gender Non-Discrimination & Anti-Retaliation Policy;
- Applicable North Carolina or South Carolina State law definitions of sex offenses, including rape, sexual offense, and sexual battery, domestic violence, and stalking;
- Resources available to students and employees that have been the victim of sexual misconduct, including information about Lenoir-Rhyne University's Resource Guide, which can be found at [LRU Resource Guide](#);
- Information about the University's process for investigating and adjudicating complaints of sexual misconduct;
- Information about bystander intervention, which is an action that can de-escalate or prevent incidents of dating violence, domestic violence, sexual assault, and stalking;
- Information about risk reduction, which are options to decrease perpetration of incidents of dating violence, domestic violence, sexual assault, and stalking;
- LRU provides information about reasonable accommodations and interim protective measures to alleged victims and accused.

Bystander Intervention and Risk Reduction

All incoming students and new employees are provided with education and training on risk reduction and bystander intervention of sexual violence, dating violence, domestic violence, stalking and consent. Bystander Intervention means safe and positive options that may be

carried out by an individual or individuals to prevent harm or to intervene when there is a risk of dating violence, domestic violence, sexual assault, stalking, or any other crime. Risk Reduction includes options to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. While victim-blaming is never appropriate, and LR fully recognizes that those who commit sex/gender discrimination and misconduct are responsible for their actions, LR provides the suggestions that follow to help individuals reduce their risk of being victimized and their risk of committing acts of sex/gender discrimination and misconduct.

Reducing the Risk of Victimization

- Make any limits/ boundaries you may have known as early as possible.
- Clearly and firmly articulate consent or lack of consent.
- Remove yourself, if possible, from an aggressor's physical presence.
- Reach out for help, either from someone who is physically nearby or by calling someone. People around you may be waiting for a signal that you need help.
- Take affirmative responsibility for your alcohol and/or drug consumption, which can increase vulnerability.
- Look out for your friends, and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.

Reducing the Risk of Being Accused of Sex/Gender Discrimination and Misconduct

- Show your potential partner respect if you are in a position of initiating sexual behavior.
- If a potential partner says "no", accept it and don't push. If you want a "yes", ask for it, and don't proceed without clear permission.
- Clearly communicate your intentions to your potential sexual partners, and give them a chance to share their intentions and/or boundaries with you.
- Respect personal boundaries. If you are unsure what's okay in any interaction, ask.
- Avoid ambiguity. Don't make assumptions about consent. If you have questions or are unclear, you don't have consent.
- Don't take advantage of the fact that someone may be under the influence of drugs or alcohol, even if that person chose to become that way.
- Recognize when your potential partner is giving you mixed messages. This should be an indication to stop and communicate about what you both want to happen.
- Recognize that even if you don't think that you are intimidating in any way. Your potential partner may be intimidated by or fearful of you, perhaps because of your sex, physical size, or position of power or authority you may hold.
- Do not assume that someone's silence or passivity is an indication of consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors.

- Understand that exerting power and control over another through sex is unacceptable conduct.

Ongoing Prevention and Awareness Programs and Initiatives for Sexual Assault, Dating Violence, Domestic Violence and Stalking and Other Crime Prevention Programs

LRU also provides ongoing awareness and prevention campaigns throughout the school year to students, faculty, and staff about sexual misconduct, alcohol and drug use/abuse, and other crimes and crime prevention through multiple departments on all three campuses as summarized below.

Programs Sponsored by Title IX Coordinator or Deputy Title IX Coordinator

7/31/20: Title IX Administrator and Investigator Training by Saul, Ewing
 8/7/20: Title IX/Campus SaVE Presentation to Resident Directors
 8/17/20: Title IX/Campus SaVE Presentation to Resident Assistants
 9/1/20: Consent, Rape Culture & Victim Blaming at Fritz/Conrad Residence Hall (multiple dates)
 9/17/20: Video Presentations to all first-year students in FYE course by Title IX Coordinator, Dean of Student Life, and Director of Counseling Center
 11/2/20: Sexual and Gender-Based Harassment in Workplace programs for LRU 410 class
 12/9/20: Athletic Staff - Title IX/Campus SaVE Presentation

Domestic Violence Awareness Week Activities - Sponsored by Title IX and Zeta Phi Beta

10/19/20: Tabling Information on Domestic Violence (Sponsored by Title IX)
 10/20/20: Students Attended Hickory Community Vigil for Victims of Domestic Violence (sponsored by Family Guidance Center)
 10/21/20: Clothesline Project Event (sponsored by Zeta Phi Beta)
 10/22/20: A Talk on Healthy Relationships (presented by Family Guidance Center)

Programs sponsored by Student Life

2/25/20: Let's Talk About Alcohol - GA from Cornerstone discussed alcohol policies with the Isenhour residents
 9/22/20: Arrive Alive Tour – Shaw Plaza (in-person): The nation's #1 rated Distracted Driving awareness event, #1 Drunk Driving prevention program, and first and only Drugged Driving Simulator

Programs sponsored by Security Services

2/14/20: CSA Training - Columbia Security Staff: Casey Building, Conference Room
 3/27/20: Active Shooter Presentations- International Students, Rudisill Library
 7/23/20: Safety and Security video Produced for Orientation - to be shown virtually to all incoming new students

8/06/20: CSA Training - RD Training: Hickory Room

Programs sponsored by Student Life and the Cornerstone Center for Student Health and Wellness

Jan. 2020: RA/RD Refresher Training – Program for RA’s and RD’s to ask questioning related to topic including, but not limited to, crisis intervention, mental health, substance use prevention, and sexual assault prevention

Jan. 2020: Stalking Awareness – Cromer Center

Feb. 2020: Substance Use Prevention – HES 100: Overview of substance use prevention

Feb. 2020: Dating Violence Awareness – Cromer Center

Feb. 2020: Safe Sex Awareness – Cromer Center

March 2020: Romantic Relationships: What’s your love language – Promoting healthy relationships – Cromer Center

Aug. 2020: RD Training – Communication, Conflict Resolution, Crisis Intervention, and Mental Health

Aug. 2020: RA Training – Communication, Conflict Resolution, Crisis Intervention, and Mental Health

Sept. 2020: Title IX Overview – Information provided via video for all FYE students

Sept. 2020: Marijuana Facts – Information Table on Drug Awareness and Prevention

Sept. 2020: Healthy Relationships – Information Table on Healthy vs. Unhealthy Relationships

Sept. 2020: How to ask for Healthy Relationships – Information Table on Alcohol Awareness and Prevention

Oct. 2020: 2020 National Substance IQ Quiz – Due to COVID Restrictions: Social Media Posting of link to quiz for awareness.

Programs sponsored by Athletics Department

APPLE Peer to Peer Education Convocations

Mandatory for all student athletes - occurred in team meetings from the end of January 2020 until March 2020. APPLE Peer to Peer Videos were created by students for students. Students created 4 15-minute videos covering the topics of Alcohol Awareness/Prevention, Substance Abuse Aware/Prevention, Sexual Violence Prevention, and Mental Health. Each sport was shown these videos by their APPLE team members.

myPlaybook Sexual Violence Prevention Module: Fall 2020

myPlaybook is an evidence-based program designed for NCAA freshman and transfer athletes and aims to establish a path to positive and healthy student well-being. Although myPlaybook has many different modules that target the freshmen athlete, we specifically adopted the myPlaybook Sexual Violence Prevention module as part of our effort to educate all of our athletes about sexual violence on campus. All current student athletes were required to complete the program.

Programs Sponsored by Columbia Campus

Spring 2020: Title IX for New Students Columbia- Grad Center Orientation: Introduction to Title IX & SC laws

Summer/Fall 2020: Title IX for New Students Columbia- Grad Center Orientation: Introduction to Title IX & SC laws

Fall 2020: Title IX for New Students Columbia-LTSS: Introduction to Title IX & SC laws

Programs Sponsored by Asheville Campus

01/07/20: New Student Orientation – Asheville Campus: in person – Title IX Overview

05/21/20: New Student Orientation – Asheville Campus: virtual – Title IX Overview

08/20/20: New Student Orientation – Asheville Campus: virtual – Title IX Overview

Programs Sponsored by International Education

01/20-03/20: Title IX Orientation for Students Planning to Studying Abroad – was completed for one hour per week for 8 weeks

01/08/20: Incoming Title IX Orientation for Faculty with Title IX Coordinator and Security

01/20/20: Title IX Orientation for Students Studying Abroad, with additional security information

02/11/20: Title IX Orientation for Students Planning to Studying Abroad

02/20/20: Title IX Orientation for Students Planning to Studying Abroad

02/20/20: Title IX Orientation for Students Studying Abroad, with additional security information

02/25/20: Title IX Orientation for Students Planning to Studying Abroad

02/26/20: Title IX Orientation for Students Planning to Studying Abroad

04/24/20: Title IX Orientation for Students Studying Abroad in Fall Semester

CAMPUS FACILITIES

Access to Facilities

The University is an open campus and all buildings except residence halls are accessible to anyone during normal hours of operation. The Public Safety Officer on duty locks exterior doors on campus buildings each evening. The officer also notes maintenance concerns regarding lighting, locks, and other security hardware and reports them as soon as possible. All students, faculty, and staff are expected to assist campus officials in maintaining University facilities and will be held accountable for any willful damage to University property. A faculty, staff or student who willfully damage(s) any portion of the University's physical plant shall be held accountable for the repair/ replacement of the damage, and shall be subject to appropriate sanctions. Where individual responsibility cannot be determined, the University will identify the smallest responsible group (hall, unit, organization, etc.) and demand accountability for damage cost/repairs. Responses to vandalism and/or damage may include fines, replacement costs,

labor, administrative fees, judicial action, and/or criminal prosecution. Anyone tampering with or damaging a vending machine, washing machines, or other University-owned equipment may be charged \$300.00 plus repair/replacement costs as well as judicial action by the University and/or criminal prosecution.

Residence Hall Access

Residence hall access is controlled by key, combination, and/or electronic card. Each residence hall room has a separate lock with keys issued only to the room's current resident(s). All residents must take an active role in the security of their residence hall and their individual rooms, suites, halls, etc. Residents must follow these guidelines regarding hall and room security:

- Do not lend keys and ID cards to anyone;
- Report lost keys and ID cards to the RA or RD;
- Always lock room door;
- Make sure entrance doors to the Residence Hall lock as one enters and exits the building;
- Do not use emergency exits unless it is an emergency;
- Do not prop open entry or exit doors;
- Don't let strangers in the building or allow them to "tailgate" or follow you through into the building after you open the door;
- Report incidents of vandalism, damage, or theft to the RA, RD, or LRU Security.

Tampering with Residence Hall locks (entrance and room doors) is prohibited. The definition of tampering includes, but is not limited to: penny locking, taping, gluing, intentionally damaging, and picking. Such actions are subject to judicial action. Residence Life staff will not allow anyone into a room other than the occupant(s) of that room.

Security and Maintenance of Campus Facilities

Proper exterior lighting is an important part of Lenoir-Rhyne University's commitment to campus security and safety. Parking lots, walkways, and building exteriors are well lit and are checked regularly by the Public Safety. Shrubbery, trees, and other vegetation on campus are trimmed on a regular basis. Public Safety routinely checks the campus for security and safety concerns. Any problem found is reported to the proper department(s). If you become aware of one of these safety or security issues related to campus facilities – like a deficiency in lighting – please report your concern to the Public Safety office on the Hickory Campus during normal business hours from 8:00 a.m. – 5:00 p.m. at (828) 328-7145. If you need to report an emergency related to a campus facility, please call the 24-hour on-duty security officer at (828) 328-7146.

On the Columbia campus, you can report these concerns to the Security Office during normal business hours at (803) 461-3268. In cases of emergency (life or property threatening situation)

occurring after 4:30 p.m. or on weekends, call the on-duty campus security officer at (828) 303-6640 and/or contact the appropriate emergency responders (police, fire or ambulance) or call 911.

For the Asheville campus, call 911 or (828) 252-1110 to reach the Asheville Police Department, or contact campus administration at (828) 407-4263.

EMERGENCY MANAGEMENT AND PREPAREDNESS

The Director of Public Safety is responsible for developing, maintaining, and implementing an Emergency Operations Plan for the Hickory, Columbia, and Asheville campuses. The Emergency Operations plan is based on the National Incident Management System (NIMS) and the Incident Command System (ICS). The Emergency Operation Plan is reviewed on an annual basis, or more frequently, as needed. Based on reviews, the EOP should be revised based on current information and “best practices.” LRU has extensive resources for all emergency procedures, and a copy of our Emergency Operations Plan can be found at [Emergency Operations Plan](#). A shorter document called “What to do if...” gives ways to resolve specific emergency situations, and is at [What to do if....](#). Or, a complete copy of Lenoir-Rhyne’s Emergency Operations Plan can be obtained by contacting Public Safety in the Cromer Center or by calling (828) 328-7145.

Emergency Drills and Notifications

The Director of Public Safety is responsible for developing and implementing an emergency drills or training exercises for the Hickory, Columbia, and Asheville campuses on an annual basis. The Director of Public Safety, along with staff from Student Life and Administration and Finance, develops emergency drills or training exercises that may include, but not be limited to, any one of the following emergencies: fire, inclement weather, active shooter, hazardous material incident, earthquakes, medical emergencies, evacuations for any emergency, etc. Planned drills or training exercises include local police, fire and emergency medical service, or any other agencies dealing with emergencies, and provides for a coordinated response to the simulated emergency. Any drills or training exercises includes best practices based on the National Incident Management System (NIMS) and the Incident command System (ICS). The Director of Public Safety documents the planning, implementation, and evaluation of drills or training exercises and the documentation is retained for a period of seven (7) years.

Lenoir-Rhyne University has developed, implemented, and maintains systems to deliver messages in a timely manner to all enrolled students, faculty, and staff when emergency situations arise. Messages are concise and informative about the situation and delivered immediately, or as soon as possible, to all students, faculty, and staff. It is the responsibility of the Director of Public Safety to document and evaluate the messages that are sent out during an emergency. Lenoir-Rhyne University’s Emergency Notification System is RAVE Alert, described in more detail below.

RAVE Alert Emergency Notification System

Lenoir-Rhyne University uses the RAVE Alert Emergency Notification System (“RAVE”) as the community’s emergency notification system. The emergency notification system will be used in instances where imminent and/or persistent danger is present. RAVE Alert notifications are sent via email to every student, faculty, and staff with an LRU email address. We recommend that all faculty, staff, and students also add their mobile number to the system so they receive alerts via text message. **This is our primary means to send emergency messages, so we recommend that you update and verify your information - including your telephone number - as soon as possible, and keep your information up-to-date.** In order to verify and update your information, please log into the system at [LRU Get Rave](#) using your existing LR username and password and this should take you to your user page. Your LR email should already be in the system. You can add phone numbers and other email addresses for which you would like to receive emergency messages. Once you have entered additional phone numbers and/or email addresses, you can click on the TEST tab to verify that the system is working for your numbers. You can log-in as often as you need to, to update or verify your information. If the system does not allow you to log-in, please contact Public Safety in the Cromer Center or call (828) 328-7145.

Timely Warnings (Danger to University Community)

Lenoir-Rhyne University recognizes that the campus community needs to be advised of certain crimes that occur on or around campus that pose a serious or on-going threat or danger to students and employees. These warnings are called “timely warnings.” In the event of such a situation, the campus community will be notified via RAVE Alert and email. Other means of communication may be utilized as needed including telephone, text, and/or fliers posted and distributed throughout campus. Whether a timely warning is issued is determined on a case-by-case basis based on all of the facts surrounding the crime, including the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

At Lenoir-Rhyne, the Director of Public Safety will conduct an evaluation of all information reported to determine whether the incident is a Clery crime that represents a serious or continuing threat to students and employees and one where a timely warning to the campus is needed. If the Director of Security determines that the incident meets the above criteria, this individual will consult with the Vice President for Business and Finance, the Assistant Provost and Dean of Student Life, and the Director of Compliance/Title IX Coordinator (if it involves sexual assault, dating violence, domestic violence, and stalking) to confirm this determination and develop the content of the communication that will be sent to all students, faculty, and staff via the RAVE Alert system and email. This communication will be sent by either the Director of Public Safety, the Assistant Provost and Dean of Student Life, or the Vice President for Business and Finance as soon as reasonably practical. The intent of a timely warning is to communicate the threat and enable people to protect themselves. To the extent possible, timely warnings will include specific information including the nature of the crime, the location

of the crime, the date/time of the crime, information about the suspect (not victim), and other information that will aid the community in protecting itself.

FIRE SAFETY

Under Lenoir-Rhyne's Fire Alarms and Fire Equipment Policy, it is unlawful and a violation of University policy for any person or persons to tamper with any fire alarm or fire equipment.

Policy on Fire Alarms and Fire Equipment

According to North Carolina General Statute 14-286, it shall be unlawful for any person or persons to wantonly and willfully give or cause to be given, or to advise, counsel, or aid and abet anyone in giving, a false alarm of fire, or to break the glass key protector, or to pull the slide arm, or lever of any station or signal box of any fire alarm system except in the case of fire, or willfully misuse or damage a portable fire extinguisher or in any way willfully interfere with, damage, deface, molest or injure any part of portion of any fire-alarm, fire-detection, smoke-detection or fire-extinguishing system.

Any person violating any of these provisions of this section shall be found guilty of a misdemeanor punishable by a fine not exceeding \$500.00 and/or imprisonment for not more than 6 months. Students will also be subject to action by college officials.

Procedure: In Hickory, the security officer on duty may be contacted by dialing extension 7146 from any University telephone. Callers using phones other than college extension phones should dial 328-7146. Emergency situations may also be reported by dialing 9-911 or 9-328-5551 from any University extension phone.

In Columbia, call Security at (803) 461-3268 or (828) 303-6640 (after hours), or call Columbia Police Department at 911 or (803) 401-8810.

In Asheville, please call Asheville Police Department at 911 or (828) 252-1110.

Fire Drills and Evacuations

Hickory Campus

Planned fire drills are held yearly in cooperation with Public Safety, Student Life, and the local fire department. Fire Safety tests and drills are conducted in the Residence Halls. When the alarm sounds:

1. Close window, turn on room lights, open draperies or blinds;
2. Take a coat or blanket while exiting the room and wear shoes;
3. Close and lock room door;
4. Walk quietly and quickly to the appropriate exit;
5. When exiting the building, proceed to the designated meeting point:
 - Isenhour & Morgan: Stadium parking lot
 - Price Village: Intramural field
 - Fritz-Conrad: Area between Rhyne and Minges

- LLC: Intramural field
6. Remain with other members of the floor or unit until a signal is received to re-enter;
 7. Follow directions from the RD, RA or other staff who are in charge.

If there is a fire in the Hall:

1. Pull the fire alarm;
2. Report the fire's location, what is burning, and the extent of the fire to the RD or RA;
3. If an RD or RA cannot be found, call the Fire Department by dialing either 8-911 or 9-911 from any campus phone. Give the 911 dispatcher specific instructions of where the fire is located.
4. When the fire alarm is pulled, it does not automatically notify the Fire Department. This is why it is critical someone calls the fire department immediately.

Failure to exit the Residence Hall during an alarm is a disciplinary violation. Creating a false fire alarm or tampering with fire safety equipment is a serious offense and may result in suspension from the University.

Fire is not permitted inside any residence hall on the Hickory campus, including but not limited to open burners or flames. Charcoal grills, gas grills, deep fryers, incense, and or any flammable substances are not allowed on campus. Residents are not allowed to store or use highly flammable liquids (gasoline, propane, turpentine, kerosene, etc.) in their rooms or anywhere in the residence halls.

Columbia Campus

Planned fire drills are held in cooperation with Public Safety, Student Life, and the local fire department. Fire Safety tests and drills are conducted in the Residence Halls. When a fire alarm sounds, or there is a fire, please do the following:

RESPOND & REPORT

1. Pull nearest fire alarm, if available.
2. Use fire extinguisher to contain fire, if this can be done safely.
3. EVACUATE (see below).
4. Call 9-1-1.
5. Notify Business Office and/or Budd Group.

EVACUATE

1. Locate the nearest exit that can be used safely (follow illumined exit signs).
2. Immediately assist individuals with disabilities or otherwise in need of assistance.
3. DO NOT USE ELEVATORS.

4. Notify other rooms (classrooms, offices, bathrooms, etc) of the evacuation.
5. Assemble in the faculty/visitor parking lot.
6. If you are in a class, please stay with your class so all people can be counted.

All student housing in Columbia is designated non-smoking. Charcoal and gas grills are prohibited both inside university housing units and prohibited on wooden decks and prohibited on porches attached to housing units. Picnic areas have been established adjacent to both housing villages for the use of grills. Fire pits, chimneys, and similar vessels containing open flames that are not primarily designed for cooking are not authorized for use on university property due to fire safety concerns. An outdoor gas grill containing propane tank(s) must be stored at least 10 feet away from any housing unit. Fire evacuation routes are posted on each building. Periodic fire drills will occur and participation is mandatory.

UNIVERSITY POLICIES

Sex/Gender Non-Discrimination and Anti-Retaliation Policy (Title IX)

Lenoir-Rhyne University amended its policies and procedures in mid-2020 as a result of the rule promulgated on May 19, 2020 by the U.S. Department of Education entitled *Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance*, 85 Fed. Reg. 30,026. At LRU, we refer to these new rules along with Title IX of the Educational Amendments of 1972, 20 U.S.C. § 1681 et. seq. collectively “Title IX.” LRU has a website dedicated to Title IX and Campus Save policies and resources, which is at [LRU Title IX](#). LRU’s policies also comply with the Campus SaVE Act regarding policies and procedures for sexual assault, dating violence, domestic violence, and stalking. LRU’s Sex/Gender Non-Discrimination and Anti-Retaliation Policy (Title IX policy) is discussed more fully below.

Purpose

The core purpose of this policy is the prohibition of sex discrimination, harassment, misconduct and/or retaliation. When an alleged violation of this policy is reported, the allegations are subject to resolution under this policy.

Rationale for Policy

Lenoir-Rhyne is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from sex discrimination, harassment, misconduct and retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, Lenoir-Rhyne has developed these policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of sex/gender discrimination, harassment, misconduct and/or retaliation (hereinafter, all conduct covered by this policy may be referred collectively as “Sex/Gender Discrimination and/or Retaliation”). Lenoir-Rhyne values and upholds the equal dignity of all members of its

community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

What To Do If You or Someone you know is the Victim of Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Lenoir-Rhyne prohibits sexual assault, dating violence, domestic violence, and stalking, and has a comprehensive policy regarding these and other forms of sexual misconduct, which can be found at [Sex/Gender Non-Discrimination Policy](#). If you or someone you know is a victim/survivor of sexual assault, dating violence, domestic violence, stalking, or any other form of sexual misconduct, the safety of the victim is the top priority. We encourage reporting of the incident so the victim will be informed about their options and connected with resources available at Lenoir-Rhyne and in the larger surrounding community. If you are sexually assaulted, you should do the following:

- Go to a safe place
- Do not shower, bathe, or urinate if possible and seek a rape kit within 72 hours;
- Do not eat, drink, smoke, or brush your teeth if oral contact took place
- Do not destroy or wash the clothes you were wearing. If you change, place your clothes in a paper or plastic bag
- Seek medical treatment

As a victim/survivor, Lenoir-Rhyne University doesn't want you to suffer in silence. Even where a report is made to the Title IX Coordinator, a victim/survivor retains the right to determine how their information will be handled and information will remain confidential under most circumstances per the request of the victim/survivor. The University recognizes the importance of assisting students who are victims/survivors of sexual assault and helping them to regain a sense of personal control over their lives and the decisions they make. Also, reporting the information may help to prevent another crime or incident from happening. Regardless of whether you report, we encourage a victim/survivor to write down everything they can remember about the incident, and to preserve all potential evidence for use at a later date should that be necessary.

Lenoir-Rhyne University provides written notification to students and employees that report being a victim of dating violence, domestic violence, sexual assault, and stalking about existing health, mental health, victim advocacy, legal assistance, and other services available for victims, both within the institution and in the community.

Supportive Measures

Lenoir-Rhyne will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged sex discrimination, harassment, misconduct, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to Lenoir-Rhyne's education program or activity, including measures designed to protect the safety of all parties or Lenoir-Rhyne's educational environment, and/or deter sex discrimination, harassment, misconduct, and/or retaliation. All employees of Lenoir-Rhyne are expected to work with the Title IX Office in implementing

supportive measures for the parties.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, Lenoir-Rhyne will inform the Complainant, in writing, that they may file a formal complaint with Lenoir-Rhyne either at that time or in the future, if they have not done so already.

The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented. The Title IX Coordinator will coordinate with other University officials to provide supportive measures including, but not limited to, Deputy Title IX Coordinators, the Provost, Assistant Provost and Dean of Student Life, Assistant Provost and Dean of Graduate and Adult Education, the Assistant Dean of Students for Campus and Residential Life, the Director of Public Safety, and the Director of Human Resources.

Lenoir-Rhyne will maintain the privacy of the supportive measures, provided that privacy does not impair the Lenoir-Rhyne's ability to provide the supportive measures. Lenoir-Rhyne will act to ensure as minimal an academic and/or occupational impact on the parties as possible. Lenoir-Rhyne will implement supportive measures in a way that does not unreasonably burden the other party.

Supportive Measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the institutional community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing mutual contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Trespass and Be-On-the-Lookout (BOLO) orders
- Timely Warnings
- Increased security and monitoring of certain areas of the campus
- Referral to the Employee Assistance Program
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of mutual contact limitations (no contact orders) or trespass orders will be referred to appropriate student or employee conduct processes and the Director of Public Safety for enforcement.

Reporting Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual Harassment, and Sexual Exploitation to the University

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Dawn Floyd, Director of Compliance/Title IX Coordinator

Office of Compliance and Title IX

Location/Address: Cromer Center 206(A); 625 7th Ave. NE, Hickory, NC 28601

Telephone: (828) 328-7040; Email: Dawn.Floyd@lr.edu; or TitleIXCoordinator@lr.edu

Web: www.lr.edu/titleix

Other Title IX Team Members

Vice President for Business and Finance/Hearing Facilitator - 828-328-7100

Deputy Title IX Coordinator (Asheville Center) - Michael.Dempsey@lr.edu; 828-407-4263

Mandated Reporters and Confidential Resources

All employees of Lenoir-Rhyne, with the exception of those who are designated as Confidential Resources, are Mandated Reporters and must promptly share with the Title IX Coordinator or a Deputy Title IX Coordinator all known details of a report made to them in the course of their employment of behaviors under this policy that they observe or have knowledge of, even if not reported to them by a Complainant. Complainants may want to carefully consider whether they share personally identifiable details with non-Confidential resources.

All Lenoir-Rhyne employees and agents are expected to report actual or suspected sex/gender discrimination and/or retaliation to the Title IX Coordinator or a Deputy Title IX Coordinator immediately, unless they are a Confidential Resource. Failure of a Mandated Reporter, as described above in this section, to report an incident of sex/gender discrimination and/or retaliation of which they become aware to the Title IX Coordinator or a Deputy Title IX Coordinator is a violation of Lenoir-Rhyne policy and can be subject to disciplinary action.

In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, those designated as Confidential Resources may maintain confidentiality and are not required to report actual or suspected sex/gender discrimination and/or retaliation to the Title IX Coordinator or a Deputy Title IX Coordinator. They may offer options and resources without any obligation to inform an outside agency or campus official unless a Complainant has requested the information be shared.

A complete guide to Being a Mandated Report can be found at [Being a Mandated Reporter](#).

Confidential Resources

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

- On-campus licensed professional counselors and staff
- Off-campus University-contracted professional counselors
- On-campus health service providers and staff
- On-campus members of the clergy/chaplains working within the scope of their licensure or ordination
- Off-campus (non-employees):
 - Licensed professional counselors and other medical providers
 - Local rape crisis counselors
 - Domestic violence resources
 - Local or state assistance agencies
 - Clergy/Chaplains
 - Attorneys

All of the above-listed individuals will maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediacy of threat or danger or abuse of a minor/elder/individual with a disability, or when required to disclose by law or court order.

Notice/Complaints of Sex Discrimination, Harassment, Misconduct and/or Retaliation

Notice or complaints of sex/gender discrimination and/or retaliation may be made using any of the following options:

- 1) File a report or formal complaint with, or give verbal notice to, the Title IX Coordinator, a Deputy Title IX Coordinator, or an Official with Authority (See Policy Section 6. for list of Officials and contact information). Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, in-person, or by mail to the office address, listed for the Title IX Coordinator or any other official listed.
- 2) File a report or complaint online, using the reporting form posted at [LRU Title IX](#). Anonymous reports are accepted but can give rise to a need to investigate. Lenoir-Rhyne tries to provide supportive measures to all Complainants, which is impossible with an anonymous report. Because reporting online carries no obligation to make a formal complaint, and because Lenoir-Rhyne respects Complainant wishes regarding their report absent a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of privacy by making a report.

3) Report to a Mandated Reporter (See Policy Sections 6. and 19.);

4) Report to a Confidential Resource (Counselors, Health Care Providers, and University Pastors) (See Policy Sections 6. and 19.).

A Formal Complaint is defined as a document submitted and/or signed by the Complainant or signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that Lenoir-Rhyne investigate the allegation(s).

A report or complaint may be filed with the Title IX Coordinator in person, by mail, electronic mail, or by telephone, using the contact information in the section immediately above. A report or complaint may be filed online at [LRU Title IX](#). Reports made electronically through this Title IX webpage are not considered formal complaints until the Title IX Coordinator has confirmed the identity of the Complainant and Complainant indicates through a physical or digital signature their wish to file a formal complaint and have LRU investigate the allegations.

Reporting to a Security Officer or Local Law Enforcement

Victims of sexual misconduct are encouraged to file a report with LRU's Public Safety and/or the Hickory Police Department. The filing of a report does not obligate the victim/survivor to pursue charges if they do not want to pursue them, but does make filing of charges easier if the victim changes his/her mind at a later date. The Public Safety Officer's top priority will be the safety of the victim. The Public Safety Officer and/or the Director of Compliance/Title IX Coordinator will inform the victim/survivor about the victim/survivor's different options and resources, including their options for notifying local law enforcement, including the following:

1. Notify law enforcement authorities, including:
 - LRU's Department of Security Services: Emergency 9-911 or 9-328-5551; from a campus phone – 0 or 7146; from a non-campus phone (828) 328-7146
 - Hickory Police Department: 911; Non-Emergency (828) 324-2060
 - Asheville Police Department: 911; Non-Emergency (828) 252-1110
 - Columbia Police Department: 911; Non-Emergency (803) 545-3500
2. Ask the Security Officer or another University official to help you notify appropriate law enforcement; or
3. Choose not to report the incident to local law enforcement.

Please note that if your incident, or any other incident, poses an ongoing threat to the health and safety of the LRU community, the University can notify law enforcement despite a victim/survivor's wishes to the contrary. However, LRU will attempt to notify the victim first – before we inform law enforcement – so that the victim knows this is happening and can take necessary precautions. If you report an incident of sexual misconduct to a Lenoir-Rhyne Public Safety Officer, that Officer will report the information to the University's Title IX Coordinator, and the Title IX Coordinator will coordinate the University's response to the report.

When a Complainant Does Not Wish to Proceed

If a Complainant does not wish for their name to be shared, does not wish for an investigation to take place, or does not want a formal complaint to be pursued, they may make such a request to the Title IX Coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and to comply with state or federal law. The Title IX Coordinator has ultimate discretion over whether the University proceeds when the Complainant does not wish to do so, and the Title IX Coordinator may sign a formal complaint to initiate a grievance process.

The Title IX Coordinator's decision should be based on information that show a compelling risk to health and/or safety that requires Lenoir-Rhyne to pursue formal action to protect the community. A compelling risk to health and/or safety may result from:

- evidence of patterns of misconduct;
- predatory conduct;
- threats;
- abuse of minors;
- use of weapons; and/or
- use of violence.

Recipients may be compelled to act on alleged employee misconduct irrespective of a Complainant's wishes. The Title IX Coordinator may request an opinion from the Behavioral Intervention Team regarding whether to continue proceed when the Complainant does not wish to do so.

The Title IX Coordinator must also consider the effect that non-participation by the Complainant may have on the availability of evidence and the University's ability to pursue a Formal Grievance Process fairly and effectively. When the Title IX Coordinator executes the written complaint, they do not become the Complainant. The Complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of this policy.

When Lenoir-Rhyne proceeds, the Complainant (or their Advisor) may have as much or as little involvement in the process as they wish. The Complainant retains all rights of a Complainant under this Policy irrespective of their level of participation. Typically, when the Complainant chooses not to participate, the Advisor may be appointed as proxy for the Complainant throughout the process, acting to ensure and protect the rights of the Complainant, though this does not extend to the provision of evidence or testimony.

Note that the University's ability to remedy and respond to notice may be limited if the Complainant does not want Lenoir-Rhyne to proceed with an investigation and/or grievance process. The goal is to provide the Complainant with as much control over the process as possible, while balancing the University's obligation to protect its community.

In cases in which the Complainant requests confidentiality/no formal action and the circumstances allow Lenoir-Rhyne to honor that request, the University will offer supportive measures to the Complainant. If the Complainant elects to take no action, they can change that decision if they decide to pursue a formal complaint at a later date. Upon making a formal

complaint, a Complainant has the right, and can expect, to have allegations taken seriously by Lenoir-Rhyne, and to have the incidents investigated and properly resolved through these procedures. Please consider that delays may cause limitations on access to evidence, or present issues with respect to the status of the parties.

Grievance Procedures

As a result of the new Title IX Regulations issued in May 2020, LRU's Title IX Procedures are extensive. You are encouraged to review the full Policy and Procedures at [Sex/Gender Non-Discrimination Policy and Procedures](#). A summary of the types of Sex/Gender misconduct prohibited, the procedures, and risk reductions information is available below.

Types of Sex/Gender-Based Misconduct

The following are the definitions of conduct prohibited by the Sex/Gender-Based Misconduct Policy. Because sex/gender discrimination and misconduct can take many forms, the list below is not intended to be exhaustive.

Sexual Harassment

Generally, encompasses any unwelcome gender-based or sexual conduct, whether verbal, visual, physical, or otherwise – that is so severe, pervasive and objectively offensive that it interferes with a person's work or education opportunity.

Sexual Exploitation

Occurs when a person takes advantage of another person his or her own benefit (or the benefit of anyone other than the one being exploited) by doing something sexual without the consent of the person being exploited. Sexual exploitation can occur in committed relationships, between friends, between strangers, and between colleagues.

Stalking

Non-consensual sexual or gender-based conduct directed at a specific person that would cause a reasonable person to fear for themselves or others, or to suffer substantial emotional distress.

Sex Offenses

A sex act directed toward another person without their consent, or where the person is unable to give consent.

Dating and Domestic Violence

When one partner in an intimate relationship uses abuse (whether physical, emotional, psychological, or otherwise) to gain power and control over the other person. It includes physical violence against the party to a present or past relationship, commonly known as "dating violence" or "domestic violence".

Sex and Gender Discrimination

Actions that deprive other members of the community of educational or employment access,

benefits, or opportunities on the basis of sex or gender including sexual orientation and gender identity.

Retaliation

Retaliation is a form of sex discrimination that is prohibited largely to promote reporting of, and cooperation with, investigations and policy resolutions involving sex/gender-based misconduct. It is any adverse action, or intimidation, or threat, or coercion taken against a person participating in a protected activity because that person was engaged in an activity protected by this policy.

Procedures

Intake

The complainant may report to any University mandated reporter, who will then report to the Title IX Coordinator or a Deputy Title IX Coordinator. A Title IX Coordinator will then meet with and assist the Complainant with making choices and assessing supportive measures. The formal grievance process is confidential. The University will protect the privacy of parties consistent with federal law. Any release of information about resolution will be accomplished with the inclusion of identifying information about the parties, to the extent permissible by law.

Investigations

A trained investigator will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. The investigator will interview the parties and witnesses, and prepare investigation reports.

Hearings

The Grievance Process Hearing Panel will have the opportunity to question the investigator, parties, and witnesses during the hearing. The parties may make opening and closing statements to address the issues raised in the investigator's report. The parties can also ask questions of each other through their advisors.

Standard of Evidence

LR uses the preponderance of the evidence standard. Decision-makers consider whether, given the available credible evidence, it is more likely than not that a violation occurred.

Past History

The past sexual history of an individual is not considered unless it is determined to be highly relevant by the Grievance Hearing Panel. The existence of pattern behavior by a responding party may be relevant to the finding and sanction imposed. Both parties will be notified in advance if such information has been deemed relevant and will be considered during the process.

Final Determination

The parties will be informed in writing of the outcome of the resolution, without significant

delay between the notifications to each party. This notice will include the procedures for appealing the decision, any change to the results that occurs prior to the time that such results become final, and when results are considered to be final.

Appeals

All parties involved in sex/gender discrimination and misconduct proceedings may appeal decision within the required time on one or more of the grounds set forth in LR's policy.

Your Rights

Lenoir-Rhyne University strives to provide members of the campus community with fair and equitable resolution processes that include both formal and informal options.

Reporting

- Complainants have the right to notify law enforcement of incidents and to receive assistance from campus personnel in doing so.
- Complainants may decline to report to law enforcement if they wish.
- Complainants have the right to have their allegations investigated and resolved internally by the University.

Fairness

- All members of the campus community have the right to have reported incidents addressed according to the University procedures.
- All parties have equal opportunities to have a support person of their choosing or offered by the institution present throughout all resolution proceedings.
- All parties have the right to written notice of the outcome of sex/gender-based misconduct resolution proceedings.
- Complainants and witnesses will receive amnesty for minor infractions (e.g. alcohol and drug violations).
- Complainants, their supporters, and witnesses have a right to be free from retaliation.

Support

- Students have the right to be notified of their ability to access campus counseling and health services.
- Students and employees have a right to be notified of on- and off-campus supportive resources.
- All parties involved in sex/gender-based misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Complainants have the right to seek mutual no contact orders, or similar lawful orders issued by criminal or civil courts, and may seek the help of the Title IX Coordinator or Public Safety in requesting and/or enforcing.

Potential Remedies Following Adjudication of Report

*Potential Sanctions for **Students** Found in Violation of Sex/Gender Discrimination and Misconduct Policy:*

- Verbal or written warning
- “No contact” order
- Restitution for loss, damages, or costs
- Service projects and/or opportunities for education with the University setting or the local community
- Disciplinary probation
- Disciplinary probation with the suspension of privileges
- Eviction from residence area
- Exclusion from some or all areas of campus or University facilities
- Disciplinary suspension
- Disciplinary expulsion

*Potential Sanctions for **Faculty and Staff** Found in Violation of Sex/Gender Discrimination and Misconduct Policy:*

- Verbal or written warning
- Performance/behavior improvement plan
- “No contact” order
- Required counseling
- Required training
- Demotion
- Suspension with or without pay
- Termination (staff/non-tenured faculty)
- Recommendations of revocation of tenure
- Recommendation of termination

Crimes of Violence

Upon written request, Lenoir-Rhyne University will disclose to an alleged victim of a crime of violence or a sexual assault, the final report on the results of any disciplinary proceeding conducted by Lenoir-Rhyne against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Sex Crimes Prevention Act

The Sex Crimes Prevention Act requires institutions to issue a statement to the campus community about where information concerning registered sex offenders may be obtained.

- In North Carolina, this information and additional information such as signing up for alerts can be found at <http://sexoffender.ncsbi.gov/disclaimer.aspx>.

- In South Carolina, this information and additional information such as signing up for alerts can be found at <http://scor.sled.sc.gov/ConditionsOfUse.Aspx>.

Missing Persons Policy

LRU's Missing Persons Policy was developed to promote the safety and welfare of members of the University community. This policy specifically applies to those who live in University housing and/or University controlled houses that have been missing for 24 hours without another known reason. A student will be considered missing, if this absence has occurred under suspicious circumstance or there is cause for concerns for their safety. The policy states that if any member of the University community has reason to believe that a student may be missing, they should immediately notify the Public Safety at (828) 328.7146, the Director of Residence Life at (828) 328.7249, or the Assistant Provost and Dean of Student Life at (828) 328.7246.

At beginning of each academic year, students are given the opportunity to designate an individual(s) to be contacted 'in case of emergency'. These designations are confidential, and only accessible to authorized campus officials, and may not be disclosed, except to law enforcement personnel in furtherance of a missing persons matter. An emergency contact designee will remain in effect until changed or revoked by the student. If the student is under the age of 18, a custodial parent or guardian, or confidential contact can be used.

The official procedure is that the Office of Public Safety should be notified as soon as possible, regardless of who is previously notified. The Office of Public Safety will then contact the Office of Student Life during office hours, or the Director of Residence Life after hours. These offices will then work to gather information on the missing person, and appropriate campus staff will be notified to aid this search. If these actions are unsuccessful within 24 hours, the Hickory Police Department will be notified, and it will become a police investigation. No later than 24 hours after the determination of the student missing, the emergency contact will be notified. University Public Safety are required to investigate and write a written report on all missing persons cases. The full Missing Persons Policy can be found [LRU Missing Persons Policy](#).

Drug and Alcohol Policies

As an institution of higher education, LRU requires all students to comply with federal, state, and local laws related to the use of alcoholic beverages, narcotics and other drugs. LRU further requires all student to comply with NCAA guidelines concerning the use of drugs, including the NCAA prohibition on the use of anabolic steroids and stimulants by student athletes. Lenoir-Rhyne University's Counselling Office offers support programs in regards to alcohol or substance abuse problems.

Policy Statement: The University prohibits the unlawful possession of alcohol and illicit drugs by students, either on University property or at any University-sponsored activity. This prohibition extends to activities sponsored by groups or organizations related to the University. It extends to off-campus professional activities, including professional conferences, where attendance by student is sponsored, wholly or in part, by the University or by organizations related thereto. Furthermore, the University reserves the right to discipline members of the

University community who, in other situations, whether on campus or off, are found to be in violation of federal, states and local laws related to the use of controlled substances.

Alcohol and Controlled Substances Committee: The following Lenoir-Rhyne officials will be responsible for issuing sanctions related to consumption, distribution, and possession of alcohol and controlled substances: Dean of Student Life, Director of Counselling, Director of Residence Life, Faculty Athletics Representative, and Director of Public Safety. These individuals are referred to as the sanctioning committee.

Alcohol

The University expects members of the University community to abide by state laws governing the use of alcohol; and, therefore, it prohibits the use of alcohol by persons who are younger than 21 either on-campus or at campus-related activities. Even if over the age of 21, alcohol should not be publicly displayed on campus. Further, all halls with first-year students are designated as alcohol free residence areas. In regards to events involving alcohol, there are a variety of additional policies that must be followed and these guidelines can be found in the full policy, along with all other applicable alcohol policies.

In the case of an alleged policy violation, the sanctioning committee will determine the level of the violation, and these sanctions may be increased for exceptional violations. There are three levels of sanctioning, with ranging degrees of consequences, the full list of sanctions can be found in the full policy. There are also sanctions associated with the illegal distribution of alcohol, which worsen after each offense, and can result in the suspension or expulsion of the student. There are sanctions for students involved in anti-social behavior while intoxicated. These cover the abuse of persons, in which the student should expect expulsion and referral to law enforcement. The abuse of property, public drunkenness or driving under the influence are also covered under the policy and sanctions can be found within the full policy (see below).

Controlled Substances

Lenoir-Rhyne University maintains a strict policy regarding the illegal possession, consumption, and/or distribution of all illicit drugs and controlled substances (including prescription medications without valid prescription) that are classified as Schedule I, II, III, IV, or V.

Controlled Substances Use Policies: The illegal possession or consumption of controlled substances by LRU students is prohibited at all times.

The illegal possession or consumption of controlled substances by LRU students is prohibited in LRU Residence Halls and Houses, and at any LRU or LRU related events. Any student participating in the use and/or distribution of illicit drugs and controlled substances will be subject to sanctions including, but not limited to, fines, scholarship reduction, probation, suspension, and expulsion. Academic and Athletic Departments may also have stricter policies. For further information on the sanctions, refer to LRU's full Drug and Alcohol Policy which can be found at [The Cub Student Handbook](#).

CLERY CRIMES

Criminal Offenses

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. NOTE: Suicides, fetal deaths, traffic fatalities, accidental deaths, assaults with intent to murder, attempts to murder, and justifiable homicide are excluded.

Negligent Manslaughter: The killing of another person through gross negligence.

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

- a) **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. This offense includes either gender of victim or offender.
- b) **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.
- c) **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d) **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts at these offenses.

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

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

Hate Crimes

Hate Crimes includes all of the crimes above that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim, including the categories of bias listed below, plus the crimes listed below:

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another, and all attempts at larceny/theft.

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

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

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

Categories of Bias

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender-identity.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture and/or ideology that stresses common ancestry.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Dating Violence, Domestic Violence, and Stalking

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:

- 1) 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
- 2) type of relationship, and the frequency of interaction between the persons involved in the relationship.
- 3) For the purpose of this definition, dating violence includes but is not limited to, sexual or physical abuse or the threat of such abuse and does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed

- 1) By a current or former spouse or intimate partner of the victim;
- 2) By a person with whom the victim shares a child in common;
- 3) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- 4) 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
- 5) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

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

Liquor Law, Drug Abuse, and Weapons Violations

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness, and all attempts at these offenses.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use,

possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

CLERY CRIME AND FIRE STATISTICS

The Department of Public Safety collects and compiles crime statistics and fire statistics in compliance with the Disclosure of Campus Security Policy and Campus Crime Statistics Act. A copy of the Handbook for Campus Safety and Security Reporting addresses the guidelines and may be obtained at the US Department of Education's website.

Lenoir-Rhyne's annual crime and fire statistics for 2020, separated by campus are as follows:

Hickory Campus: Criminal Offenses Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
MURDER/NON-NEGLIGENT MANSLAUGHTER	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
RAPE	2018	5	0	0	0	5
	2019	3	3	0	0	6
	2020	0	2		0	2
FONDLING	2018	3	2	0	0	5
	2019	2	0	0	0	2
	2020	0	0	0	0	0
INCEST	2018	0	0	0	0	0

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
	2019	0	0	0	0	0
	2020	0	0	0	0	0
STATUTORY RAPE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ROBBERY	2018	0	0	0	0	0
	2019	1	0	0	0	1
	2020	0	0	0	0	0
AGGRAVATED ASSAULT	2018	0	1	0	0	1
	2019	0	0	0	0	0
	2020	0	0	0	0	0
BURGLARY	2018	4	0	0	0	4
	2019	5	2	0	0	7
	2020	6	1			7

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
MOTOR VEHICLE THEFT	2018	1	0	0	0	1
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ARSON	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
HATE CRIMES	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Hickory Campus: VAWA Offense Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
DOMESTIC VIOLENCE	2018	0	0	0	0	0.0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
DATING VIOLENCE	2018	2	7	0	0	9
	2019	1	3	0	0	4
	2020	0	2	0	0	2
STALKING	2018	2	2	0	0	4
	2019	2	1	0	0	3
	2020	1	3	0	0	4

Hickory Campus: Arrest and Disciplinary Referrals Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2018	0	2	0	0	2
	2019	0	0	0	0	0
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2018	1	1	0	0	2
	2019	2	0	0	0	2
	2020	0	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2018	0	1	0	0	1
	2019	0	1	0	0	1
	2020	2	5	0	0	7
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2018	2	9	0	0	11
	2019	1	19	0	0	20
	2020	2	10	0	0	12
	2018	4	0	0	0	4

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
ARRESTS: LIQUOR LAW VIOLATIONS	2019	0	1	0	0	1
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2018	1	71	0	0	72
	2019	1	49	1	0	51
	2020	0	24	0	0	24

Hickory Campus: Fire Statistics Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
UNINTENTIONAL FIRE	2018	1	0	0	0	1
	2019	1	0	0	0	1
	2020	0	0	0	0	0
INTENTIONAL FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
UNDETERMINED FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Hickory Campus: Unfounded Reports Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
UNFOUNDED REPORTS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Asheville Campus: Criminal Offenses Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
MURDER/NON-NEGLIGENT MANSLAUGHTER	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
RAPE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
FONDLING	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
INCEST	2018	0	0	0	0	0

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
	2019	0	0	0	0	0
	2020	0	0	0	0	0
STATUTORY RAPE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ROBBERY	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
AGGRAVATED ASSAULT	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
BURGLARY	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
MOTOR VEHICLE THEFT	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ARSON	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
HATE CRIMES	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Asheville Campus: VAWA Offense Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
DOMESTIC VIOLENCE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
DATING VIOLENCE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
STALKING	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Asheville Campus: Arrest and Disciplinary Referrals Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2018	0	0	0	0	0
	2019	0	0	0	1	1
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2018	0	0	0	1	1
	2019	0	0	0	3	3
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

ARRESTS: LIQUOR LAW VIOLATIONS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Asheville Campus: Fire Statistics Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
UNINTENTIONAL FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
INTENTIONAL FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
UNDETERMINED FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Asheville Campus: Unfounded Reports Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
UNFOUNDED REPORTS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Columbia Campus: Criminal Offenses Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
MURDER/NON-NEGLIGENT MANSLAUGHTER	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
RAPE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
FONDLING	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
INCEST	2018	0	0	0	0	0

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
	2019	0	0	0	0	0
	2020	0	0	0	0	0
STATUTORY RAPE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ROBBERY	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
AGGRAVATED ASSAULT	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
BURGLARY	2018	1	0	0	0	1
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
MOTOR VEHICLE THEFT	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ARSON	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
HATE CRIMES	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Columbia Campus: VAWA Offense Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
DOMESTIC VIOLENCE	2018	0	0	0	0	0
	2019	0	1	0	0	1
	2020	0	0	0	0	0
DATING VIOLENCE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
STALKING	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Columbia Campus: Arrest and Disciplinary Referrals Reporting Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2018	0	2	0	0	2
	2019	0	0	0	0	0
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2018	0	0	0	0	0

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
ARRESTS: LIQUOR LAW VIOLATIONS	2019	0	0	0	0	0
	2020	0	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Columbia Campus: Fire Statistics Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
UNINTENTIONAL FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
INTENTIONAL FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
UNDETERMINED FIRE	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0

Columbia Campus: Unfounded Reports Table

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-campus Property	Public Property	Total Offense
UNFOUNDED REPORTS	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020					