2017 Annual Security & Fire Safety Report

Lenoir-Rhyne University – Hickory, North Carolina
Center for Graduate Studies – Asheville, North Carolina
Center for Graduate Studies – Columbia, South Carolina
Lutheran Theological Southern Seminary – Columbia, South Carolina

October 1, 2018
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President's Cabinet

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 Students

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 Niekrko, B.A., M.A., M.B.A., Vice President of Institutional Advancement

Kathryn Tinkelenberg, R.N., M.S., Ph.D., CNE, Faculty Assembly Chair, Professor, Nursing

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.

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 2017 (the “ASR” or “Report”). LRU’s Security 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. Security Services 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 Students, Counseling Center, Student Counseling and 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 http://www.lr.edu/student-life/campus-security. 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 Security Services at (828) 328-7145.

**Reporting Crimes and Other Safety and Security Concerns**

The University employs a staff of trained security personnel. Lenoir-Rhyne’s Security Officers assist all members of the campus community in emergency situations while making every effort to provide for their safety. Security Officers also have the responsibility for the protection of University property and the enforcement of all traffic rules and regulations of the University. LRU Security Officers are prepared and trained but they are not armed and have no powers of arrest. Local law enforcement agencies regularly patrol the adjacent streets, sometimes visit the campus, and always provide assistance to campus security when needed. While Security Officers strive to make the campus a safe place to live and work, they request assistance and cooperation at all times. Suspicious-looking acts or individuals should be reported to Campus Security or local law enforcement immediately. Accurate and prompt reporting of all crimes or potential safety problems is strongly encouraged. All who live and/or work on campus are expected to cooperate with Security Officers as they perform their duties. Individuals should take responsibility for their own safety by taking precautions at all times while on- or off-campus.
Hickory Campus Emergency Phones

The Hickory campus has eight emergency phones located throughout campus. All emergency phones will provide direct access to the Security Officer on duty and permit the caller to dial 911. Emergency phones are located in the following areas on campus:

- Entrance to the 7th Ave. NE Parking Lot
- 4th St. Apartments (2)
- Middle of Stadium Parking Lot
- Entrance to Price Village
- 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

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### Summary of Contact Information for LRU Campus Security and Local Law Enforcement

#### Hickory

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

#### Columbia

- **Security Office (Price House)** (803) 461-3268
- **After Hours & On-Duty Cell** (828) 303-6640
- **Emergencies** 911 or (803) 576-3400
- **Columbia Police Non-Emergency** (803) 252-2911
- **Columbia Police Information Line** (803) 545-3500

#### Asheville

- **Asheville Police Department** (828) 252-1110
- **Emergencies** 911
For more information regarding Campus Security, including parking regulations, please visit the Security Services area of the LRU website, or visit the Security 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 Security Services, 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 or abuse of a minor.

Confidential Resources

- Jenny Smith, University Counselor, 828.328.7252, Jenny.Smith@lr.edu (Hickory and Columbia)
- Jennifer Drum, University Counselor, 828.328.7957 Jennifer.Drum@lr.edu (Hickory and Asheville)
- Michael Spivey, University Counselor, 828.328.7298 Michael.Spivey@lr.edu (Hickory)
- Andrew Weisner, University Pastor, 828.781.1110 Andrew.Weisner@lr.edu (Hickory, Asheville, Columbia)
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222 Mark.Fitzsimmons@lr.edu
- Rev. Dr. Bill Trexler, Asheville Pastor, 828.253.0043 wbtrexler@gmail.com

For purposes of complying with the record-keeping requirements of the Clery Act, the Confidential Resources above will submit anonymous statistical information about every confidential Clery incident to Security Services unless they believe it would be harmful to their client, patient, or parishioner, so that the anonymous information can be included in LRU’s annual crime statistics.
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 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 Security Services collects certain information about each incident reported to a CSA including the date of report, the date and time of the incident, the location of incident, and a brief description of alleged incident.

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

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<th>Position</th>
<th>Phone Number</th>
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<tr>
<td>President of the University and all members of President's Cabinet</td>
<td>(828) 328-7330</td>
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<td>Assistant Provost and Dean of Students and all employees of the Division of Student Life (including graduate assistants and resident assistants)</td>
<td>(828) 328-7247</td>
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<tr>
<td>Director of Intercollegiate Athletics and all employees of Intercollegiate Athletics (including part-time and graduate assistants)</td>
<td>(828) 328-7128</td>
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<tr>
<td>Director of Security Services and all employees of Security Services</td>
<td>(828) 328-7145</td>
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<td>Director of Human Resources</td>
<td>(828) 328-7387</td>
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<tr>
<td>Director of Compliance/Title IX Coordinator &amp; Deputy Title IX Coordinators</td>
<td>(828) 328-7040</td>
</tr>
<tr>
<td>Director of Admissions and all employees of Admissions</td>
<td>(828) 328-7300</td>
</tr>
<tr>
<td>Faculty and/or Staff Advisors to Student Organizations</td>
<td>(828) 328-7247</td>
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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 an CSA becomes aware of one
of these types of incidents the CSA should also report the information to the Title IX Coordinator or a Deputy Title IX Coordinator.

**Daily Crime Log**

Lenoir-Rhyne University's Department of Security Services 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 Security 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 and incident (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 Security Services office in the Cromer Center on the Hickory Campus.

**Important Information about LRU's Security Services**

The overall mission of Security Services 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**

The Campus Security Office is located inside the Cromer Center in the area by the front door called the Welcome Center. Security Services regularly employs approximately ten Security Officers, including the Director and Assistant Director. The Department also employs a full-time Administrative Assistant and Coordinator of the Welcome Center. Some of the Security Officers are former police officers and all of the Security Officers 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, Security Services monitors video surveillance of campus, develops and implements
emergency preparedness plans, responds to specific incidents, and prepares written reports. Security Services provides a 24-hour escort service upon request on-campus and to local medical facilities and pharmacies. Security Services provides motor vehicle assistance, a lost and found service, sponsors crime prevention programs, and facilitates emergency drills and other emergency preparedness exercises. Security Services can also issue No Contact and No Trespassing orders that will be enforced on LRU property, and can enforce similar orders issued by a court, such as protective orders, or Civil No Contact Orders on LRU property.

Below is Lenoir-Rhyne’s Security Services Staff on the Hickory Campus:

<table>
<thead>
<tr>
<th>Norris Yoder</th>
<th>Larry Waters</th>
<th>Sylvia Culp</th>
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<tr>
<td>Director of Campus Security</td>
<td>Assistant Director of</td>
<td>Administrative Assistant to Security</td>
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<tr>
<td>Services &amp; Safety</td>
<td>Security Services</td>
<td>Services/ Coordinator of the Welcome Center</td>
</tr>
<tr>
<td>(828) 328-7145</td>
<td>(828) 328-7145</td>
<td>(828) 328-7145</td>
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<tr>
<td>Paul Murphy</td>
<td>Dennis Morris</td>
<td>Boyce Lineberger</td>
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<tr>
<td>Security Officer</td>
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<tr>
<td>Curtis Hawks</td>
<td>Brandon Dula</td>
<td>Morris Macchia</td>
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<tr>
<td>Security Officer</td>
<td>Security Officer</td>
<td>Security Officer</td>
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<td></td>
<td></td>
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<tr>
<td>Russell Bolick</td>
<td>Tony Waters</td>
<td>Teren Donovan</td>
</tr>
<tr>
<td>Security Officer</td>
<td>Security Officer</td>
<td>Security Officer</td>
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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 the Columbia Campus, Lenoir-Rhyne University provides security 24 hours per day, 7 days per week. The security team is led by Mr. Windell Harris. Mr. Harris works in the capacity of LRU’s Assistant Director of Security Services, overseeing a staff of experienced Security Officers. Mr. Harris has over 28 years of law enforcement experience in the Columbia region. His staff consists of two part-time Security Officers, and two full-time Security Officers who have over 15 years combined service providing security on the Columbia campus. The Campus Security Office is located on the east side of Price House, adjacent to the Budd Group offices. In September 2018, the Columbia campus received extensive training by the Columbia Police Department on The Standard Response Protocol, including active shooter training. The security team has also received Clery and diversity training.

A security guard is on duty 24 hours per day, 7 days per week. A Security Guard patrols the Columbia campus every two hours. In addition to patrolling the campus, Security Services 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. Security Services 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 protective orders, on LRU property.
Below is Lenoir-Rhyne's Security Team on the Columbia Campus:

Asst. Director Officer Officer Officer Officer
Windell Harris Earl Thompson Bruce Hall Bryant Matthews Hensley Parks

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 911 or (803) 401-8810.

Asheville Campus

Security Services on the Hickory campus works very closely with LRU staff on the
Asheville campus and Asheville Police Department to ensure routine patrols of
University property and to ensure a rapid response to security concerns occurring in
and around Lenoir-Rhyne's building and parking lot in Asheville. The Director of
Security Services and the Dean and Director of LRU Asheville works closely with
local law enforcement and the fire department to develop safety drills and emergency
preparedness for the Asheville campus.

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

Cooperation with Local Law Enforcement

LRU Security Officers are prepared and trained but they are not armed and have no
powers of arrest. Security Officers work closely with all law enforcement agencies.
Hickory Campus

Lenoir-Rhyne University is located within the city limits of Hickory, North Carolina and in Catawba County. Hickory Police Department (HPD) has primary jurisdiction for all law enforcement on Lenoir-Rhyne University properties in Hickory. Lenoir-Rhyne Security works very closely with the HPD on a daily basis. HPD patrols the campus and responds to calls for service when needed. LRU Security and HPD have formulated emergency response plans for police emergencies and have conducted table top exercises and drills together. HPD has also participated in training and informational sessions conducted on-campus. 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. LRU Security also works closely with all agencies listed above, including for large events, such as visits by heads of state and other individuals that are protected by U.S. Secret Service.

When a crime is reported to LRU Security, HPD is requested to respond by LRU Security. If a crime is reported to the HPD, LRU security is notified and will respond to the incident and assist HPD. Victims of any crime are strongly encouraged to file a report with the Hickory Police Department, and Campus Security can help you do this.

Columbia Campus

Lutheran Theological Southern Seminary and the Center for Graduate Studies are located within the city limits of Columbia, South Carolina and in Richland County. Columbia Police Department (CPD) has primary jurisdiction for law enforcement on LRU properties in Columbia. Local law enforcement agencies regularly patrol the adjacent streets, sometimes visit the campus, and always provide assistance to the campus for security when needed. Lenoir-Rhyne Security works very closely with the CPD on a daily basis. CPD patrols the campus and respond to calls for service when needed. LRU Security and CPD have formulated emergency response plans for police
emergencies and have conducted table top exercises and drills together. CPD has also participated in training and informational sessions conducted on campus. Other agencies that have jurisdiction on the LR 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.

When a crime is reported to LRU Security, CPD is requested to respond by LRU Security. If a crime is reported to the Columbia Police, LRU security 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 Campus Security can help you do this.

Asheville Campus

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 all law enforcement on LR’s property in Asheville. Local law enforcement agencies regularly patrol the adjacent streets, sometimes visit the campus, and always provide assistance to campus security when needed. Lenoir-Rhyne 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 table top exercises and drills together. APD has also participated in training and informational sessions conducted on campus. 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 all Federal agencies, if the circumstances 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." A description of the different types of Clery geography is below.

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 noncampus 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.

Lenoir-Rhyne University 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 attached as Appendix B. These maps are maintained by Security Services.
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 Lenoir-Rhyne'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. 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 Security Office. No Trespassing and No Contact Orders can only be amended or revised by the Director of Security or his designee. 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 report by calling 911 or 328-5551. In Columbia, please call 911 or (893) 401-8810. In Asheville, please call 911 or (828) 252-1110.

Off-Campus University Functions
Lenoir-Rhyne doesn't attempt to monitor all off-campus behavior of students. However, disciplinary action by the University may be taken against students and/or organizations who engage in inappropriate off-campus misconduct, particularly conduct taking place during a University-recognized or registered event and/or by a University-recognized or registered organization or group. Students involved in campus activities that occur off-campus are expected to abide by all University policies.

Crime Awareness and Prevention
The safety and security of Lenoir-Rhyne'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, report concerning behaviors, and help us to prevent crime.
Safety Tips

Although our crime statistics indicate that Lenoir-Rhyne'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

- Do not give your name, address, or physical location to strangers;
- Do not give out personal information over the telephone to people you do not know (e.g., social security number, bank or credit card information, driver's license number, address);
- When leaving your residence hall, campus, etc. let someone know where you are going;
- Walk with a friend. It is less likely that something will happen if there are two of you;
- Never walk alone at night. Security Services offers an escort service, which provides you with the assurance of safe travel on campus;
- Have your key ready to open your car doors and/or residence, especially at night. Your keys can be a defensive weapon;
- Look inside your car before entering; also check vehicle for possible break-ins. Assailants sometimes hide in the back seat of a vehicle;
- Do not leave valuable items in plain sight in your car. Always lock valuable items in the glove box, center console, or trunk;
- Personal property should never be left unattended anywhere on campus, even if it is only for a few minutes. Remember, take it with you or lock it up. Take your books and book bags to your table when you eat;
- Always make sure the office or classroom door is locked if you are working or studying late;
- Never prop a door open for anyone to enter.

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. Below are some tips for residential safety:

- You should report all incidents involving vandalism, theft, damage, or persons in the residence hall that are not escorted or are suspicious in nature;
- When leaving your residence hall room, whether it is to visit a next-door neighbor, to use the restroom, or go to class, always lock the door and take the key. Lock your door, even if you only plan on being gone a few minutes;
- Avoid keeping high-value items and large amounts of cash in your residence. For valued items you keep on hand, including your checkbook and check supply, keep them out of sight and well hidden;
- Engrave items of value and be sure to maintain a record of serial numbers of such items as personal computers, TVs radios, stereos, telephones, cameras, etc. A copy of this record should also be maintained at a different location. You should engrave your driver's license number and state on items. Driver's license numbers are easier for police to track;
- Don't let strangers in the building or allow them to "tailgate" or follow you through after you open the door;
- Do not lend your room or residence hall key, and do not give out the residence hall combo or prop open doors. The residence hall is like your home; nobody should enter without you wanting them there;
- Entrance doors to the residence halls should never be propped open. The locks are designed to only allow residents of the hall and necessary staff to have access. Propping doors open will allow non-residents to enter, jeopardizing yours and everyone else's safety;
- All visitors and non-students, are required at all times to be escorted by the person they are visiting while in a residence hall;
- All visitors are to be escorted when entering and leaving a residence hall;
- All suspicious person(s) need to be reported immediately to your RA, RD or Security;
- All crimes need to be reported immediately to your RA, RD, or Security;
- Do not leave notes on your door that you are not there. This is an invitation for some unwanted person to enter your room;
- Keep your shades drawn when changing clothes or sleeping;
- Purchase locking devices if you have a computer and printer in your room.

**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. These few simple precautions below can go a long way in preventing you from becoming a victim.

- Park in well-lit areas and, if possible, avoid parking next to vans, pick-ups and other large vehicles. These large vehicles can provide concealment for a thief making it more difficult for passersby to observe the thief's activity;
- Always check to see that your car is locked when you leave it. Avoid leaving books, computers, computer bags, and other items of value lying visible in the vehicle. Put them in the trunk instead;
- Report suspicious persons in or around motor vehicles immediately;
- Do not leave your car keys in your car.

**Workspace Safety**

Crime can also happen in the workplace. Below are some tips for keeping yourself and your property safe and secure in your workplace.
• You should report all incidents involving vandalism, theft, damage or persons in your office building that are not escorted or are suspicious in nature to Security Services;

• When leaving your workspace, whether it is to visit a next-door neighbor, to use the restroom, or go to a meeting, always lock the door and take the key. Lock your door, even if you only plan on being gone a few minutes;

• Avoid keeping high value items and large amounts of cash in your workspace. For valued items you keep on hand, including your purse, wallet, personal electronic devices, and checkbook, keep them out of sight and well hidden;

• Keep a list of serial numbers, names, model numbers and any other identifying information about your office equipment.

Crime Prevention Programs

Lenoir-Rhyne University facilitates crime prevention programs throughout the year. These programs provide insight to keep you and your property safe and secure. Topics include, but are not limited to, fire safety, residence hall safety, vehicle safety, alcohol and drug awareness, sexual assault education awareness, domestic violence, dating violence, and stalking education and awareness, personal safety, and foreign travel safety awareness. New employees are provided information related to safety and security services on campus. They also participate in an orientation program where they learn about specific Clery crimes including VAWA offenses (sexual assault, dating violence, domestic violence, and stalking), how to report, 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. This program is offered throughout the year. New students participate in multiple orientation programs. The first program, Advising and Registration Day, occurs in the spring prior to a student's arrival in August. During this orientation, new students have multiple opportunities to learn about safety and security on-campus through speakers, information fairs, and other materials. The second orientation program is an on-line module called Campus Clarity: Think About It. Incoming freshman receive an invitation to complete the
module over the summer prior to the start of fall semester classes, and graduates and transfer students receive the module in early fall. 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. The third orientation program is a four-day event just prior to the start of classes for fall semester for all new students. During this orientation, Security Services conducts a required safety session for all incoming freshmen where they discuss general safety and fire safety. Security also informs students about our emergency alert system called RAVE Alert. Also, during new student orientation in the fall, the Dean of Students, Director of Counseling Services, and Title IX Coordinator conduct a required session where they discuss resources available to victims of sexual misconduct, including sexual assault, dating violence, domestic violence, and stalking, and University policies and procedures regarding sexual misconduct, including how to report an incident. The issues discussed at the fall orientation program are extended and deepened through presentations by the Dean of Students, the Director of Counseling, and Title IX Coordinator in each of the First Year Experience classes.

New graduate students at Lenoir-Rhyne receive in-person education and training on these same issues by Security Services, Counseling, and Title IX. This program occurs early in the fall semester and is reinforced in part through additional materials and discussion that take place during our orientation class.

Following orientation programs, 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 Students, Security Services, Convocations, Residence Life, Faculty, Athletics, Title IX, Student Groups and Organizations, including fraternities, sororities, and the SARA organization (Suicide, Abuse, and Rape Awareness). Security Services often partners with Hickory Police Department on crime prevention programs both on-campus and off-campus in the
larger Hickory community. A complete listing of the Safety and Security programming conducted by LRU in 2017 is attached as Appendix C.

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 Security 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 student or group of students 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 judicial 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, 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;
• 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 security officers. Shrubbery, trees, and other vegetation on campus are trimmed on a regular basis. Security officers routinely check 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 Security Services 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 office at 828-328-7146.

On the Columbia campus, you can report these concerns to the Security Office (803) 461-3268 during normal business hours. In cases of emergency (life threatening or property threatening situation) occurring after 4:30 p.m. or on weekends, call the
appropriate emergency responders (police, fire or ambulance) and then inform the
Campus Security officer at (828) 303-6640.

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

Missing Persons

LENOIR-RHYNE
UNIVERSITY

Missing Persons Policy

Title  Missing Persons Policy

Division/Department  University-Wide & Security Services

Purpose
This policy contains the official notification procedures of Lenoir-Rhyne University for missing
students who reside in on-campus, University-owned or University-controlled housing, in
accordance with the requirements of the Higher Education Opportunity Act of 2008 (the
“HEOA”).

The purpose of this policy is to promote the safety and welfare of members of the University
community through compliance with the requirements of the HEOA. The HEOA of 2008
requires institutions of higher education to establish: (1) A missing student notification policy for
students who reside in on-campus housing; and (2) A process for students to register a
confidential contact for use under this policy.

General Summary of Procedures
If any member of the University community has reason to believe that a student may be missing,
s/he should immediately notify the Office of Security Services at 828.328.7146, the Director of
Housing at 828.328.7249, or the Assistant Provost and Dean of Students at 828.328.7246. This
policy applies to students who reside in campus housing, including all university-owned or
controlled houses and found to be missing or absent from the University for a period of more
than 24 hours without any known reason or which may be contrary to usual patterns of behavior.

A student will be considered missing immediately, if his/her absence has occurred under
circumstances that are suspicious or cause concerns for her/his safety. Such circumstances could
include, but are not limited to: reports or suspicions of foul play, suicidal thoughts, drug use, any
life threatening situations, or where a student may be known to be with individual(s) who may endanger the welfare of the student.

If the initial report that a person is missing is made to a department other than the Office of Security Services, the staff member or faculty member receiving the report will also ensure that the Office of Security Services is contacted immediately about the missing student.

Students will be given the opportunity during the beginning of each academic year to designate an individual(s) to be contacted by the University “in case of emergency”. These designations will be confidential, and this information will be accessible only to authorized campus officials, and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

Official Notification Procedures for Missing Persons

1. Any faculty, staff, student or other person who has information that a residential student may be missing must notify the Office of Security Services as soon as possible, even where the individual has notified another campus official.

2. The Office of Security Services will contact the Office of Student Life if during office hours and will call the Director of Residence Life if after hours. Student Life Staff and Security Staff will gather the following information about the residential student from the reporting person and from any of the student's acquaintances:

   - description of clothes last worn
   - where student might be
   - who the student might be with
   - vehicle description
   - information about the physical and mental well-being of the student
   - up-to-date photograph
   - class schedule

   - meal plan activity
   - student identification card access and swipe activity

3. Appropriate campus staff will be notified to aid in the search for the student.

4. If the above actions are unsuccessful in locating the student within 24 hours of the report or it is immediately apparent that the student is a missing person (e.g., witnessed abduction), the Office of Security Services will contact the Hickory Police Department to report the student as a missing person and Hickory Police Department will take over the investigation.

5. No later than 24 hours after determining that a residential student is missing, the Assistant Provost and Dean of Student Life or his/her designee will notify the emergency contact (for
students 18 and over) or the parent/guardian (for students under the age of 18) that the student is believed to be missing. Contact is contingent upon the correct emergency contact information being made available by the student.

Procedures for designation of emergency contact information

Designations of emergency contacts will be confidential, and this information will be accessible only to authorized campus officials, and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

Students age 18 and older and emancipated minors. In the event a student is reported missing, a Student Life Staff member will attempt to contact his/her emergency designee no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth above. An emergency contact designee will remain in effect until changed or revoked by the student.

Students under the age of 18. In the event a student who is not emancipated is determined to be missing pursuant to the procedures set forth above, the University is required to notify a custodial parent or guardian or confidential contact no more than 24 hours after the student is determined to be missing in accordance with the procedures set forth above.

University Campus Security

Campus security officers and law enforcement officers collaborate to provide campus safety and security. The University employs trained security officers to maintain the safety and security of persons and property on campus on a 24-hour basis. These officers are required to investigate and report criminal activity and, in the case of a missing persons report, will prepare a written report. A copy of any missing persons’ report is filed with the Director of Security Services and distributed to selected campus administrators, including the Assistant Provost and Dean of Student Life and Sr. Vice President for Finance and Administration. The Director of Security Services and/or the Assistant Provost and Dean of Student Life will follow up on such reports and, where appropriate, report such violations to appropriate law enforcement agencies.

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 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
by email, telephone, text, campus mail, 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 Security Services 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. If the Director of Security determines that the incident meets the above criteria, this individual will consult with the Vice President for Administration and Finance, the Assistant Provost and Dean of Students, and the 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 (in consultation with the Director of Marketing) that will be sent to all students, faculty, and staff via RAVE and email. This communication will be sent by either the Director of Security Services, the Assistant Provost and Dean of Students, or the Vice President for Administration 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.

Emergency Management and Preparedness

Emergency Drills

The Director of Security Services is responsible for developing and implementing an Emergency drill or training exercise for the Hickory, Columbia, and Asheville campuses on an annual basis. The Director of Security Services, along with staff from Student Affairs and Administration and Finance, develops an annual emergency drill or training exercise to include, but not 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 includes local police, fire and emergency medical service, or any other agency 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 Security Services documents the planning, implementation, and evaluation of drills or training exercises and the documentation is retained for a period of seven (7) years.

Emergency Notifications

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 Security Services 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 system 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. **This is our primary means to send emergency messages, so we recommend that you update and verify your information 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 [https://www.getrave.com/login/lr](https://www.getrave.com/login/lr) 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 Security Services at the Information desk in the Cromer Center or call (828) 328-7330.

Emergency Operations Plan Policy

The Director of Security Services 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 sooner, as needed. Based on reviews, the EOP should be revised based on current information and “best practices.” A complete copy of Lenoir-Rhyne's Emergency Operations Plan can be obtained by contacting Security Services at the Information desk in the Cromer Center or calling (828) 328-7330.

Alcohol and Illegal Drugs

The information in this section is in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

Alcohol and Illegal Drug Prevention and Education

Lenoir-Rhyne University recognizes that abuse of alcohol and illegal or prescription drugs can impact one's ability to successfully work and study. It can also pose a threat to the safety and well-being of others. Through educational programming, LRU seeks to educate the community about how to make healthy decisions regarding use of alcohol and inform about resources available for prevention and treatment of substance abuse. It is important to be aware of LRU's conduct and/or disciplinary standards around substance use.
LRU educates all incoming freshmen about safe and responsible alcohol use through an interactive on-line module call *Think About It*. The University also addresses these topics in New Student Orientation and throughout the year in the residence halls, Convocations, and other programming sponsored by Security Services, Residence Life, the Cornerstone Center, community organizations and others. Substance abuse also raises health risks. The specific risks vary according to the substance used, its combination with other substances, and the health of the user, but they range from short-term to permanent, including death. Among the dangers are physical and/or psychological dependence, impaired memory, emotional instability, depression, psychosis, tremors, weight loss, convulsions, paranoia, anemia, stroke, and damage to the major organs and bone marrow. For these and other reasons, Lenoir-Rhyne University is concerned about individuals that are abusing substances. The University encourages students, faculty, and staff who have a problem with substance abuse to seek professional advice and treatment. For students, Counseling Services offers individualized assessment, substance abuse counseling and education for students, available upon request, to assist with any alcohol or substance abuse problems.

For confidential assistance dealing with substance abuse issues, individuals should contact one of the following:

- Student Health Center, 828.328.7959
- Jenny Smith, University Counselor, 828.328.7252 [Jenny.Smith@lr.edu](mailto:Jenny.Smith@lr.edu) (Hickory and Columbia)
- Jennifer Drum, University Counselor, 828.328.7957 [Jennifer.Drum@lr.edu](mailto:Jennifer.Drum@lr.edu) (Hickory and Asheville)
- Michael Spivey, University Counselor, 828.328.7298 [Michael.Spivey@lr.edu](mailto:Michael.Spivey@lr.edu) (Hickory)
- Andrew Weisner, University Pastor, 828.781.1110 [Andrew.Weisner@lr.edu](mailto:Andrew.Weisner@lr.edu) (Hickory, Asheville, Columbia)
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222 [Mark.Fitzsimmons@lr.edu](mailto:Mark.Fitzsimmons@lr.edu)
- Rev. Dr. Bill Trexler, Asheville Pastor, 828.253.0043 [wbttrexler@gmail.com](mailto:wbttrexler@gmail.com)
Alcohol and Illegal Drug Policies

Recognizing that alcohol and drug abuse creates some of the most serious social problems in our society and that the use thereof causes pain and/or death to countless numbers of persons each year, the University recommends abstinence with regard to the use of alcoholic beverages. Lenoir-Rhyne University seeks to inform students about laws governing the use of alcohol, to discourage the illegal use and abuse of alcohol, whether on campus or off, and to educate persons who either misuse alcohol or enable other persons to misuse alcohol.

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 athletes to comply with NCAA guidelines concerning the use of drugs, including the NCAA prohibition on the use of anabolic steroids and stimulants.

The University respects and enforces the laws of North Carolina and South Carolina and has additional rules and guidelines pertaining to drug and alcohol sale and use. Violations of alcohol policies are confronted through a graduated set of responses and sanctions which are designed to assist the student in addressing problems and inappropriate behaviors. 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; and it extends to off-campus professional activities, including professional conferences, where attendance by students 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, state, and local laws related to the use of controlled substances. All members of the University community are expected to comply with North Carolina or South Carolina statutes prohibiting the use of alcoholic beverages by persons younger than 21 years of age.
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 events. Although the University does not sanction the use of alcohol, students who are 21 years old or older may consume alcohol in their rooms in the residence halls provided the door is shut, no person under 21 is in the room, and legal users conduct themselves in a positive manner. In the event that alcohol is discovered in student rooms or anywhere on campus, and provided neither student is 21 or older, the alcohol will be confiscated, and additional sanctions will be imposed. Your special attention is called to the following:

- even where consumption of alcohol is legal, alcohol, whether open or closed, should not be publicly displayed on campus;
- where the legal use of alcohol results in behavior which is disruptive, disrespectful, destructive, loud or threatening, sanctions up to and including suspension and expulsion may be imposed;
- alcohol may not be used as an award or trophy for any event or program of the University or by any University organization, group, or individual.

Although the University ordinarily is not in a position to monitor off-campus events, it should be understood that any person or any group of persons who aids or abets under-aged individuals in securing alcohol may be liable not only for aiding or abetting, but also for personal injuries or property damages resulting from misconduct by those who are intoxicated. Organizations and officers of such organizations may also have such liabilities. Therefore, in part because they are intended to help persons or groups avoid such liabilities, it behooves individuals, groups of individuals or organizations to comply with the guidelines below. Furthermore, should it become evident that individuals, groups of individuals, or organizations that are members of the University are unlawfully furnishing alcoholic beverages to persons who are not of the legal drinking age or using alcohol in games or as prizes, such individuals, groups of individuals or organizations may be subject to stern disciplinary action by the University. Such action may include the withdrawal of the organizational charter or the expulsion or termination of individuals.
The illegal possession and/or use of marijuana is specifically prohibited and is illegal according to North Carolina state law. Lenoir-Rhyne University will not tolerate the possession, use, and/or distribution of marijuana. Lenoir-Rhyne University also maintains a strict policy regarding the illegal possession and/or distribution of all other illicit drugs and controlled substances (including prescription medications without a valid prescription) that are classified as Schedule I, II, III, IV, or V.

For more specific information regarding drug and alcohol policies, procedures and sanctions, see The Cub (LRU’s student handbook) at https://www.lr.edu/student-life/student-handbook.

Definitions of Reportable 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 type of relationship, and the frequency of interaction between the persons involved in the relationship.

2) 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.

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

**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 (collectively referred to as “Sexual Misconduct”). 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 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, a victim/survivor retains the right to determine how their information will be handled. The University recognizes the importance of assisting students who are victims 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 of an offense 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. Lenoir-Rhyne also provides written notification to victims about options for, available assistance in, and how to request changes to situations on campus including academic, living, transportation, and working. Written information is also given to victims about interim protective measures available.
Accommodations and Interim Protective Measures

The University aims to assist those involved with alleged Sexual Misconduct in any way reasonably possible. Therefore, in connection with alleged Sexual Misconduct, an individual may contact the Title IX Coordinator, a Deputy Title IX Coordinator, or a member of the Sexual Misconduct Response Team (SMRT) to request assistance in the following forms: (1) an escort between classes; (2) separating the complainant and alleged perpetrator from classes; (3) work re-assignment, relocation, or leave of absence; (4) moving the complainant or alleged perpetrator to a different residence hall; (5) counseling services; (6) medical services; (7) academic support services, such as tutoring; (8) re-taking or withdrawing from a class without penalty; (9) entering a “no contact” and/or a “no trespass” order; and (10) other reasonable requests for assistance. Such requests will be reviewed by the Title IX Coordinator and the LRU SMRT on a case-by-case basis, and all reasonable requests will be granted. One common effect of sexual assault, dating violence, domestic violence, and stalking is a loss in the ability to concentrate. You may find that you are having difficulty fulfilling your academic commitments. You can request academic accommodations through the Dean of Students. The Dean of Students can (1) offer to contact faculty to verify the need for academic relief; and (2) provide information about course withdrawals and withdrawal from the University. The Dean of Students can also help with emergency housing, changes to your University housing, University employment
arrangements, and certain travel accommodations. The Dean can also coordinate arrangements with the Office of Disability Services and/or other departments, as necessary to provide you with support. The Dean of Students will maintain your confidentiality to the extent possible while assisting with requesting and coordinating requested accommodations.

The Title IX Coordinator and Dean of Students will assist the complainant in connecting with both on-campus and off-campus resources, including counseling, health, mental health, victim advocacy, legal assistance, and other services, if requested. Most of those resources are listed in the Resource Guide.

The Dean of Students, in consultation with the Title IX Coordinator, will also determine whether any interim measures are necessary, including but not limited to interim suspension of the accused individual pending the resolution of the complaint.

For employees, the Director of Human Resources or Title IX Coordinator will assist victims/survivors if they are having difficulty fulfilling their work commitments. Victims/Survivors can request accommodations or employment arrangements through the Human Resources office or Title IX Coordinator, and they can also help a victim/survivor in connecting with on- and off-campus resources, including counseling, health, mental health, victim advocacy, legal assistance, and other services.

**Reporting Sexual Assault, Dating Violence, Domestic Violence and Stalking**

Victims are not required to Sexual Misconduct to the University, but are encouraged to do so. Regardless of whether a victim/survivor chooses to report an incident, reasonable available accommodations or interim protective measures will be provided to the victim upon request.

**Reporting a Title IX Complaint**

In addition to or instead of filing a criminal complaint, students, faculty or staff that believe they have been the victim of sexual misconduct have the right to file a
complaint with the University at any time, even if the police concluded that there is not sufficient evidence for a criminal charge. A complaint of this nature should be made to the Title IX Coordinator or a Deputy Title IX Coordinator. Below is their contact information:

a) Title IX Coordinators

**Title IX Coordinator**

Dawn Barker Floyd  
Director of Compliance/Title IX Coordinator  
Lenoir-Rhyne University  
LRU Box 7137  
Hickory Campus - Cromer 206(A)  
828.328.7040: dawn.floyd@lr.edu or TitleIXCoordinator@lr.edu

**Title IX Deputy Coordinators**

**Asheville Campus**  
Michael M. Dempsey, Ed.D.  
Deputy Title IX Coordinator  
Dean and Director, Center for Graduate Studies of Asheville  
Lenoir-Rhyne University  
36 Montford Ave.  
Asheville, NC 28801  
(828) 407-4269  
michael.dempsey@lr.edu

**Columbia Campus**  
Robyn Marren  
Deputy Title IX Coordinator  
Chief Operations Director  
Lutheran Theological Southern Seminary  
Center for Graduate Studies of Columbia  
Lenoir-Rhyne University  
4201 N. Main St.  
Columbia, SC 29203  
(803) 461-3277  
robyn.marren@lr.edu
b) Sexual Misconduct Response Team (SMRT)

- Dr. Katie Fisher  
  Assistant Provost and Dean of Students  
  828.328.7246; katie.fisher@lr.edu

- Peter Kendall  
  Senior Vice President for Administration and Finance  
  828.328.7100; peter.kendall@lr.edu

- Dr. Amy Wood  
  Assistant Provost and Dean of Graduate and Adult Programs  
  828.328.7728; amy.wood@lr.edu

- Rick Nichols  
  Director of Human Resources  
  828.328.7387; rick.nichols@lr.edu

- Norris Yoder  
  Director of Safety and Security  
  828.328.7450; norris.yoder@lr.edu

If a report is made to any of these individuals, they will report the information to the Director of Compliance/Title IX Coordinator. The Director of Compliance/Title IX Coordinator will conduct an impartial and thorough investigation as promptly as possible to gather information related to whether a violation of LRU’s Sexual Misconduct Policy has occurred.

**Reporting to a Confidential Resource**

Victims/Survivors should feel comfortable accessing Confidential Resources even if they do not want to report the incident to University officials. None of the resources listed below are obligated to provide information to the University. The individuals listed below will maintain the confidentiality of matters reported to them, except in cases of an immediate threat or danger or the abuse of a minor.
CONFIDENTIAL RESOURCES

- Jenny Smith, University Counselor, 828.328.7252, Jenny_Smith@lr.edu (Hickory and Columbia)
- Jennifer Drum, University Counselor, 828.328.7957 Jennifer.Drum@lr.edu (Hickory and Asheville)
- Michael Spivey, University Counselor, 828.328.7298 Michael.Spivey@lr.edu (Hickory)
- Andrew Weisner, University Pastor, 828.781.1110 Andrew.Weisner@lr.edu (Hickory, Asheville, Columbia)
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222 Mark.Fitzsimmons@lr.edu
- Rev. Dr. Bill Trexler, Asheville Pastor, 828.253.0043 wbtrexler@gmail.com

Reporting to a Security Officer or Local Law Enforcement

Victims of sexual misconduct are encouraged to file a report with campus security and 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 Security Officer’s top priority will be the safety of the victim. The Security Officer 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
it is happening and can take necessary precautions. If you report an incident of sexual misconduct to a Lenoir-Rhyne Security 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.

Options for Victims/Survivors in Resolving Incident

Victims/Survivors of sexual assault, dating violence, domestic violence, stalking, and other forms of sexual misconduct have options in deciding how they want their report handled. Some of those options include having the incident resolved through the University’s Sexual Misconduct Review Process, seeking criminal prosecution, and filing civil suits. Lenoir-Rhyne University will assist the victim in pursuing whichever option(s) the victim chooses. The University process and the criminal courts are independent systems; complaints may be filed in either or both systems.

Confidentiality

If a victim/survivor requests confidentiality, in many cases, the Title IX Coordinator will be able to respect a request for complete confidentiality. However, several factors must be weighted before making the final decision, which are:

1. the seriousness of the alleged sexual misconduct, relationship violence, or stalking;
2. whether there have been other complaints of sexual misconduct, relationship violence, or stalking against the same accused at the University or any other school or in the nature of prior criminal charges;
3. whether the accused threatened further sexual misconduct or violence against the victim/survivor or others;
4. whether the sexual misconduct was committed by multiple accused;
5. whether the sexual misconduct or relationship violence involved use of a weapon;
6. the age of the victim/survivor;
7. whether the University possesses other means to obtain relevant evidence of the sexual misconduct, relationship violence, or stalking;
8. whether the complaint reveals a pattern of conduct at a particular location or by a particular individual and/or student group or organization; and
9. the accused's right to receive information about the allegations if the information is maintained by the University as an "education record" under FERPA.

Respecting a victim/survivor's request for confidentiality will limit the University's ability to respond completely to the allegations. Even if a victim/survivor decides not to request confidentiality, the Title IX Coordinator and other involved University officials will only discuss the case with individuals who need to know. Furthermore, information about the incident, including the victim/survivor's name, is part of the student's "education record" under FERPA. Therefore, documentation about the incident is generally protected from public disclosure. LRU will also maintain confidentiality regarding accommodations and protective measures requested by victims to the extent that maintaining such confidentiality would not impair the ability of LRU to provide the accommodations or protective measures.

Grievance Procedures

The procedures set forth in Lenoir Rhyne University's Sexual Misconduct Policy, which is attached as Appendix E, are the means by which all grievances or other complaints involving allegations of violations of LRU's Sexual Misconduct Policy, asserted against any member of the University community will be investigated and resolved. These procedures do not replace, nor are they intended to replicate, the state and federal criminal or judicial systems that are available to persons who wish to file a criminal or civil complaint or take other action in such forums. Instead, these policies and procedures are designed to address allegations of Sexual Misconduct and the impact such misconduct has on other members of the University community. All members of the University community are bound by these policies and procedures, as well as the resulting outcome of any proceedings thereunder. All aspects of these policies and procedures are designed to provide a prompt, equitable, fair, and impartial investigation and resolution of grievances asserted against members of the University community. These policies and procedures further ensure that LRU will take steps to prevent recurrence of any discriminatory or harassing conduct and will correct its discriminatory effects, as needed.
LRU’s Sexual Misconduct Grievance Procedures follow a four-step process: (1) initiation of grievance; (2) neutral investigation; (3) adjudication by LRU’s Sexual Misconduct Review Board (“SMRB”); (4) discretionary appeal.

The Sexual Misconduct Review Board is made up of faculty and staff that are trained on issues related to dating violence, domestic violence, sexual assault, and stalking, and how to conduct a hearing process that protects the safety of victims, promotes accountability, and is fair and impartial to the complainant and respondent. Both complainant and respondent will be given a fair opportunity to present their positions in whatever form deemed appropriate by the SMRB. Without limitation, live testimony, documentary evidence, and all other forms of evidence may be allowed by the SMRB. The SMRB has the authority to call witnesses and review evidence not presented by either party, and it may question any witness and review other evidence presented by a party. Without limitation, the SMRB may require the testimony of the Title IX Coordinator who conducted the investigation.

The SMRB will determine, by majority vote, whether the respondent is responsible for the Grievance alleged, based on whether it is “more likely than not” that the respondent committed the Grievance. Within two (2) days after its hearing, the SMRB will render a written decision in the matter explaining the rationale therefor, including any sanction that the SMRB deems appropriate, which shall be provided to all parties simultaneously, along with instructions regarding how to pursue an appeal. Absent an appeal, the decision of the SMRB shall be final and binding on the parties.

Both the complainant and the respondent will have the right to request an appeal of the outcome within five (5) days of the issuance of a written decision by the SMRB. To begin a University Sexual Misconduct Action, the victim should notify the Title IX Coordinator or a Deputy Title IX Coordinator.

Anonymous Reports

If you experience Sexual Misconduct and do not want to pursue action with the University or the criminal justice system, you may want to consider making an anonymous report. With your permission, Counseling Services can file a report on the details of the incident without revealing your identity. Or, you can make an
anonymous report here https://www.lr.edu/titleix, by selecting “Report an Incident” and leaving out identifying information on the report. The purpose of an anonymous report is to comply with your wish to be anonymous or keep the matter while confidential while taking steps to ensure the future safety of yourself and others. With such information, the University can keep accurate records about the number of incidents involving students, determine where there is a pattern of assaults with regard to a particular location, method, or assailant, and alert the campus community to potential danger.

Retaliation

Lenoir-Rhyne University doesn’t tolerate retaliation of any kind against a student, faculty, or staff that have exercised their rights to report an incident or participate in the process by, for example, providing information as part of an investigation. Retaliation resulting from the report of an incident of Sexual Misconduct will not be tolerated by the University, and the University will not only take steps to prevent retaliation but also take strong responsive action if it occurs, whether or not any Sexual Misconduct Grievance proceedings are pending. If the complainant or the respondent feels that they have been the subject of retaliation, they should contact the Title IX Coordinator.

Sexual Misconduct Policy

A complete description of LRU’s procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, and stalking is attached as Appendix E.

For additional information, you can visit the University’s Title IX Webpage at https://www.lr.edu/titleix.

A complete copy of Lenoir-Rhyne University’s Sexual Misconduct Policy is attached as Appendix C. The Policy is comprehensive and sets forth specific information about all of the topics above, including the sexual misconduct review process.
Programs and Campaigns to Promote Awareness of and Prevent Sexual Assault, Dating Violence, Domestic Violence and Stalking

Lenoir-Rhyne University sponsors prevention, intervention, and education programs specifically addressing sexual assault, dating violence, domestic violence, stalking and other forms of sexual misconduct. New employees are provided information related to safety and security services on campus. They also participate in an orientation program where they learn about specific Clery crimes including VAWA offenses, how to report, 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 students participate in multiple orientation programs. The first program, Advising and Registration Day, occurs in the spring prior to a student’s arrival in August. During this orientation, new students have multiple opportunities to learn about safety and security on-campus through speakers, information fairs, and other materials. The second orientation program is a mandatory on-line module called Campus Clarity: Think About It. Incoming freshman receive an invitation to complete the module over the summer prior to the start of fall semester classes. Graduate and transfer students receive the program in the fall. Campus Clarity is an interactive learning tool addressing the Clery crimes of sexual assault, dating violence, domestic violence, and stalking, other forms of sexual misconduct including sexual harassment, bystander intervention, risk reduction, and alcohol and drug use. The third orientation program is a four-day event just prior to the start of classes for fall semester for all new students. During this orientation, Security Services conducts a required safety session for all incoming freshmen where they discuss general safety and fire safety. Security also informs students about our emergency alert system called RAVE Alert. Also, during new student orientation in the fall, the Dean of Students, Director of Counseling Services, and Title IX Coordinator conduct a required session where they discuss resources available to victims of sexual misconduct, including sexual assault, dating violence, domestic violence and stalking,
University policies and procedures around sexual misconduct, and how to report an incident. The issues discussed at the fall orientation program are extended and deepened through presentations by Security Services, the Dean of Students, and the Director of Counseling, in each of the First Year Experience classes. New graduate students at Lenoir-Rhyne receive in-person education and training on these same issues by Security Services, Counseling and Title IX. This program occurs early in the fall semester and is reinforced in part through additional materials and discussion that take place during our orientation class.

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 Sexual Misconduct Policy (Appendix E);
- 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;
- 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

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.

All incoming students and new employees are provided with education and training 
on risk reduction, including bystander intervention of sexual violence, dating 
violece, domestic violence, stalking and consent. LRU also provides ongoing 
awareness and prevention campaigns throughout the school year to students, faculty, 
and staff through web-based programming, New Student and New Employee 
Orientation Programs, the Convocation program, Dean of Students office, 
Department of Security Services, the First Year Experience class, the Transfer Class, 
the Compliance/Title IX Office, Residence Life, Counseling Center, among others.

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:
• In South Carolina, this information and additional information such as signing up for alerts can be found at:

Fire Safety

Fire Alarms and Fire Safety Equipment

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. The Policy is below:

Title: Fire Alarms and Fire Equipment Policy

Division/Department: Security Services

Purpose:

To establish a safe and secure residential and working environment to all students, faculty and staff of Lenoir-Rhyne University.

Policy:

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 or "0" 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.

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Fire Drills and Evacuations

Hickory

Planned fire drills are held yearly in cooperation with Security Services, 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 RA or other staff members 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 AC or RA;
3. If an AC 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.

Columbia

Planned fire drills are held in cooperation with Security Services, 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).
5. Notify Business Office and/or Budd Group.

EVACUATE

1. Locate the nearest exit that can be used safely (follow illuminated 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.

Hickory campus (residential)

Fire is not permitted inside any residence hall, 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 (residential)**

All student housing 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.

**Crime and Fire Statistics**

Appendix A
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<th>GEOGRAPHIC LOCATION</th>
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<td>On-Campus Property</td>
<td>On-Campus Student Housing Facilities</td>
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Appendix B
ADMINISTRATIVE & ACADEMIC BUILDINGS
1 Lohr Hall (admissions & financial planning)
2 Lineberger Building (business office)
3 Belk Centrum
4 P.E. Monroe Auditorium
5 McCrorie Center
6 Rhyne Building
7 Mauney Music Building
8 Minges Science Building/Observatory
9 Koinoa House
10 Visual Arts Building
11 Mauney Hall
12 Russell House
13 Cloninger House

SUPPORT AND WELLNESS FACILITIES
14 Cromer Center (security, bookstore, cafeteria)
15 Rudisill Library & Professional Development Center
16 Cornerstone House (student health & wellness services)
17 Grace Chapel
18 Information Technology
19 Maintenance Facility
20 Schaeffer Conference Hall

HOUSING
21 Fritz/Conrad Hall
22 Guest House
23 Isenhour Hall
24 Living Learning Center
25 Morgan Hall
26 Price Village
27 Greek Housing

ATHLETICS
A Baseball Field
B Track & Soccer Field
C Moretz Stadium
D Softball Field
E Practice Field
F Putting Green
G Pool Area
H Shuford Gym
I Intramural Field
■ (P) Visitor Parking

LENOIR-RHYNE UNIVERSITY
CAMPUS MAP
4201 NORTH MAIN STREET
COLUMBIA, SC 29203-5898

DEPARTMENTS AND MEETING ROOMS:
ADMISSIONS PRICE HOUSE, 1ST LEVEL
ALUMNI HALL - BEAM HALL, 2ND LEVEL
ARCHIVES, JAMES R. CRUMLEY JR. - LIBRARY
BRANHAM CONFERENCE ROOM - CASEY CENTER, QUAD SIDE, LOWER LEVEL
BUSINESS OFFICE - YOST BUILDING
CONTEXTUAL EDUCATION OFFICES - BEAM HALL, 1ST LEVEL
CAMPUS SERVICES (AFTER HOURS) - PRICE HOUSE, SIDE SUNROOM
DEVELOPMENT OFFICE - BEAM HALL, 1ST LEVEL
ENROLLMENT SERVICES CENTER - PRICE HOUSE, 1ST LEVEL
FACULTY LOUNGE - CAMPUS UNION, UPPER LEVEL
FINANCIAL AID - PRICE HOUSE
ADMINISTRATION OFFICES - PRICE HOUSE
RECEPTION DESK - YOST BUILDING
REFECTORY - CAMPUS UNION, UPPER LEVEL
REGION 9 ELCA - BEAM HALL, 1ST LEVEL
REINARTZ HALL - CHRIST CHAPEL, LOWER LEVEL
STAVROS LECTURE HALL - CASEY CENTER, STREET & QUAD SIDE UPPER LEVEL

MAP LEGEND
- CAMPUS BUILDINGS
- PARKING
- STUDENT HOUSING
- GUEST, FACULTY, & STAFF HOUSING
- PLAYGROUNDS & GARDENS
- STREET
- SIDEWALK
Appendix C
Primary Prevention & Awareness Programs

Campus Clarity:

In 2017, all incoming students were required to complete the Campus Clarity online module. The module is approximately two hours and 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.

Title IX & Campus SaVE Education and Training by Title IX Coordinator or Deputy Title IX Coordinator (all in-person):

- 5/5/17 – New Asheville Students at Orientation
- 8/2/17 – All Athletics Staff (including Campus Security Authority training)
- 8/4/17 – New Asheville Students at Orientation
- 8/7/18 – All Hickory Resident Director Training
- 8/15/17 – Resident Assistant (including Campus Security Authority Training)
- 8/15/17 – New Faculty and Staff
- 8/16/17 – New Orientation Leaders
- 8/16/17 – New Adjunct Instructors
- 8/20/17 – New Freshmen Orientation
- 8/23/17 – New Course Assistants
- 8/25/17 – New Course Assistants (additional session)
- 9/15/17 – New Faculty and Staff (Additional session)
- 10/3/17 – New Columbia Resident Director Title IX/Campus SaVE Training
- 10/3/17 – New Columbia Faculty, Staff, and Students
- 12/9/17 – New Asheville New Student Orientation
First Year Experience (FYE) Classes:
In the fall of 2017, the Assistant Provost & Dean of Students, the Associate Dean of Students and Director of the Counseling Center, and the Title IX Coordinator visited every section of LRU’s First Year Experience Class together to discuss Title IX, Campus SaVE, bystander intervention, healthy relationships, and other related topics with the students for an entire class period. Below is the schedule by course section numbers:

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Crime Prevention and Ongoing Prevention and Awareness Programs and Initiatives

1/8/17 – Safety and Sexual Misconduct Orientation for new J exchange visitor students
Sexual Violence Prevention Meetings with Athletics Teams – Step Up!
--1/23/17 or 1/27/17: Male Sexual Assault Conversation with University Counselor (Required for all male athletes)
--1/20/17 or 2/3/17: Female Sexual Assault Conversation with University Counselor (Required for all female athletes)

2/17/17: Domestic Violence and Relationship Health, Living Learning Center

3/24/17: Title IX education for LRU Board of Trustees, Members of the Audit Committee, by Title IX Coordinator

3/30/17: Alcohol Awareness Jeopardy, Isenhour Residence Hall

4/3/17 – 4/7/17 Sexual Assault Awareness Week Activities
--Daily tabling in Cromer Student Center with resources and awareness games
--Viewing of Hunting Ground & Panel Discussion (250 attendees)
--Nationally-known speaker Dan Faill, followed by a Take Back the Night Walk (400 attendees)

4/27/17: Drunken Mario Cart. Residents were given the opportunity to wear “drunk” goggles to realize the impact alcohol can have on vision, perception, and coordination

8/5/17: Title IX Coordinator talk with Football Team about sexual and relationship violence

8/16/17: Resident Assistants Security Training, Drug recognition, Alcohol incident training, Clery Training, Campus Security Authority training with Director of Security Services

8/18/17: Security Presentation to New Faculty at New Faculty Orientation

8/18/17: New Student Parent Panel discussion, Belk Centrum (200 attendees)

8/18/17: Freshmen Orientation, General security, safety, and fire safety (400 attendees)

8/23/17: Title IX Coordinator talk with Basketball Team about sexual and relationship violence

8/28/17: Speaker Dan Faill regarding Sexual Assault Awareness

9/1/17: Program on Sexual Harassment and Retaliation with Swim Team
9/17/17: International Student Security and Safety discussion

9/17/17: Donuts, Coffee, Candy and Consent with Title IX Coordinator, Living Learning Center

9/17/17: Sex and Candy, Morgan Residence Hall

9/17/17: Let's Talk About Sex Safety with Title IX Coordinator, Fritz-Conrad Residence Hall

9/27/17: Title IX with the Title IX Coordinator, Isenhour Residence Hall

Jennifer Casetta
Jennifer is a nationally recognized female self-defense expert. Presentations covered empowerment, self-defense, and health and wellness topics.

· 10/10/17: “Hear Me Roar” Empowerment and Self-Defense for Staff and Faculty on all campuses
· 10/10/17: “Hear Me Roar” Empowerment and Self-Defense for Students

10/17/17: Healthy Relationships, Morgan Residence Hall

11/12/17 or 11/16/17: Alcohol Education Meeting (Required for all Athletes), Apple Club

11/30/17: Building a Culture of Consent with Title IX Coordinator, 4th St. Apts., 3 attendees

myPlaybook Sexual Violence Prevention Module
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.
Appendix D
LENOR RHYNE UNIVERSITY

Resource Guide on Sexual Misconduct

Resources, Policies, and Procedures for LRU campuses in Hickory, Asheville, and Columbia

Office of Compliance/Title IX
Revised September 2017
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Lenoir-Rhyne University, in compliance with the Campus SAVE Act, has prepared this resource guide for students about dating violence, domestic violence, sexual assault, and stalking. This resource guide is useful for victims/survivors of any form of sex discrimination, someone that wants to help a victim, and anyone seeking additional information on these topics.

**What is Sexual Assault, Domestic Violence, Dating Violence and Stalking?**

- **Sexual assault** is sexual intercourse, oral sex, groping, touching, or other sexual contact without the consent of one of the parties.
- **Dating violence and domestic violence** (also called “relationship violence” or “relationship abuse”) is physical, psychological, or other forms of violence perpetrated by one member of a romantic, intimate partnership against the other member. Former spouses or intimate partners can also perpetrate dating or domestic violence.
- **Stalking** is two or more acts directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others or (b) suffer substantial emotional distress.

**Important Things to Know**

- **It is not your fault that you were sexually assaulted or physically or emotionally abused.** You may feel guilty, shameful, embarrassed, powerless, disoriented, angry and in denial. These are all common reactions to violence and abuse.
- **You are not alone.** This guide will give you information about people and organizations both on- and off-campus that can help you.

Dating violence, domestic violence, sexual assault, and stalking are all prohibited by Lenoir-Rhyne’s policies, and are all criminal offenses under North Carolina and South Carolina law, even though they may be called by different names. For more detailed definitions of these offenses, please refer to North Carolina law at the website for N.C.’s General Statutes, including Criminal statutes - [http://www.ncleg.net/gascripts/Statutes/StatutesTOC.pl?Chapter=0014](http://www.ncleg.net/gascripts/Statutes/StatutesTOC.pl?Chapter=0014). For South Carolina, refer to the website for the South Carolina Code of Laws - [http://www.scstatehouse.gov/code/statmast.php](http://www.scstatehouse.gov/code/statmast.php).

**What Do I Do Immediately If I’m the Victim of Sexual Assault, Relationship Violence, or Stalking?**

If you have been assaulted or abused and/or ARE IN IMMEDIATE DANGER, the first thing to do is to GO SOMEWHERE SAFE. If you feel that you are in danger and you are on-campus calling from a LRU phone, call 9-911 or 911 from any other phone. You can reach LRU’s Security at 328-7146 24-hours a day and 7 days a week. For the Columbia campus, you can reach Security 24/7 at (803) 461-3268 or (828) 303-6640.
You should also seek emotional support from family, a friend, a faculty or staff member, or confidential support from the Counseling Center. The Counseling Center can provide information and help you to explore your options.

**Should I Preserve Evidence?**

Yes, you should preserve all potential evidence of an incident of sexual assault, dating violence, domestic violence, and stalking if possible. A victim should seek medical help within 72 hours of a sexual assault so that any physical evidence can be preserved for use at a later date if you decide to pursue criminal charges. A friend or family member can drive the victim to the hospital, or the victim can contact LR’s Department of Security Services or local law enforcement for a ride to the hospital. The University encourages victims to go to the emergency room and request a specially trained Sexual Assault Nurse Examiner (SANE) who will conduct an examination and collect physical evidence. An evidentiary exam, sometimes called a rape kit, is used to collect evidence that can be used to prosecute someone for sexual assault or rape. Trained nurses, called SANE nurses are available to provide empathetic care, collect evidence, and connect you with an advocate and/or law enforcement. An evidentiary exam can be done within 72 hours of an assault, and is most effective if the victim hasn’t brushed their teeth, showered, urinated, or changed clothing. **You do not have to report to the police to get an evidentiary exam. You may ask for an anonymous exam. The anonymous exam kit is kept for one year if you decide to report the crime later.** Note: There will not be any results available from an anonymous kit until a report has been made to the police.

Also, if you report to local law enforcement and/or have a rape kit completed, ask for an advocate to help you through the process. The advocate will usually be a trained trauma counselor from one of the organizations in the local community. You can also request that your friend or family member accompany you through the process for support and guidance.

**Locations close to an LRU campus where you can receive a sexual assault evidentiary exam by a SANE 24 hours a day:**

- **Hickory, North Carolina**  
  Catawba Valley Medical Center  
  810 Fairgrove Church Road SE  
  Hickory, NC 28602  
  (828) 326-3000

- **Asheville, North Carolina**  
  Mission Hospital  
  509 Biltmore Avenue  
  Asheville, NC 28801  
  (828) 213-1111

- **Columbia, South Carolina**  
  Palmetto Health Richland  
  5 Richland Medical Park Drive  
  Columbia, SC 29203  
  (803) 434-7000
In all cases of sexual misconduct, involved parties are encouraged to preserve other evidence including, but not limited to, handwritten or electronic communications such as text messages, telephone messages and emails, videos and/or photographs of the incident and/or injuries.

**Does Lenoir-Rhyne have confidential resources available to help me?**

Yes, you should feel comfortable accessing any of the resources listed below even if you do not want to report the incident to University officials. None of the Confidential Resources listed below are allowed to provide information to the University about what happened to you, except in cases where the victim gives the Confidential Resource permission to share their information, in the case of an immediate threat or danger to self or others, and reports regarding the abuse of a minor.

**CONFIDENTIAL RESOURCES**

- Jenny Smith, University Counselor, 828.328.7252, [Jenny Smith@lr.edu](mailto:Jenny.Smith@lr.edu) (Hickory and Columbia)
- Jennifer Drum, University Counselor, 828.328.7957, [Jennifer.Drum@lr.edu](mailto:Jennifer.Drum@lr.edu) (Hickory and Asheville)
- Michael Spivey, University Counselor, 828.328.7298, [Michael.Spivey@lr.edu](mailto:Michael.Spivey@lr.edu)
- Andrew Weisner, University Pastor, 828.781.1110 [Andrew.Weisner@lr.edu](mailto:Andrew.Weisner@lr.edu) (Hickory, Asheville, Columbia)
- Pastor Gary Dreier, 803.461.3222, [gary.dreier@lr.edu](mailto:gary.dreier@lr.edu) (Columbia)
- Pastor Christopher Webb, 828.253.0043, [Christopher.Webb@lr.edu](mailto:Christopher.Webb@lr.edu) (Asheville)

For purposes of reporting under the Clery Act, these individuals may submit anonymous statistical information to the Security Department without revealing a victim’s identity, unless they believe it would be harmful to a victim.

**Important Note:** If you are a student and you contact a faculty or staff member about your incident, the faculty or staff member must report your information to the Title IX Coordinator. However, the faculty or staff member should also encourage you to seek confidential assistance through the resources above or another appropriate resource. If you are an employee that has experienced some form of sexual or relationship violence, you may contact the Title IX Coordinator or the Director of Human Resources and they can assist you with obtaining counseling, health and safety, and other resources.

**What are other on-campus and off-campus resources available to me?**

Below are additional on-campus and off-campus health and safety resources available to all victims of sexual assault, dating violence, domestic violence and stalking:
HICKORY CAMPUS

- Student Health Center 828.328.7959
- Hickory Campus Security (during “Fishbowl” business hours): 828.328.7145; 24 hours a day 828.328.7146 (mobile)
- Hickory Police Department 828.328.5551
- Sexual Assault & Domestic Violence
  - Family Guidance Center (828) 322-1400; www.fgcservices.com
  - Women’s Resource Center (828) 322-6333; www.wrchickory.org
    (828) 322-6333

ASHEVILLE CAMPUS

- Asheville Police Department Victim Services 828.259.5912
- Asheville – Buncombe County Sheriff’s Department  828.250.4503
- Asheville Police Department – .828.252.1110; or call 911
- Sexual Assault
  - www.ourvoicecenc.org Our Voice Rape Crisis Services
    828.255.7576
  - www.nccasa.org North Carolina Coalition Against Sexual Assault (919) 871-1015
- Domestic Violence
  - www.helpmateonline.org (828) 254-0516
  - www.ashevillecares.org (828) *828) 254-2968

COLUMBIA CAMPUS

- Security Services – 803.461.3268; 828.303-6640 (after-hours) or call 911
- Columbia Police Department Victim Services 803.545.3503
- Sexual Assault
  - SC Coalition Against Domestic Violence and Sexual Assault
    http://www.sccadvasa.org/ (803) 256-2900
    National Hotline 1-800-656-4673
  - Sexual Trauma Center https://www.stsm.org/ (803) 790-8208
    Hot Line (803) 771-7273

Domestic Violence

- SC Coalition Against Domestic Violence and Sexual Assault:
  http://www.sccadvasa.org/ (803) 256-2900
  National Hotline 1-800-656-4673
SisterCare http://sistercare.org/ (830) 296-0505
Crisis Hotline (803) 765-9428
Safe Harbor http://safeharborsc.org/ (864) 467-1177
24 Hr. Crisis Line 1-800-291-2139

NORTH CAROLINA STATE-WIDE RESOURCES

- Additional information about victim resources available in North Carolina, including legal assistance, is available at http://www.nccourts.org/forms/Documents/1074.pdf (919) 733-2455
- North Carolina Coalition Against Sexual Assault: www.nccasa.org; (919) 871-1015
- North Carolina Coalition Against Domestic Violence: www.nccadv.org; Toll Free (888) 997-9124 or (919) 956-9124
- North Carolina Victim Assistance Network: www.nc-van.org; Toll Free (800) 348-5068 or (919) 831-2857
- North Carolina Legal Aid: www.legalaidnc.org; Toll Free (866) 219-5262
- Jamie Kimball Foundation for Courage: http://www.jkffc.org; (704) 408-1144

SOUTH CAROLINA STATE-WIDE RESOURCES

- SC Coalition Against Domestic Violence and Sexual Assault 803.256.2900; http://www.sccadvasa.org/
- Domestic Abuse Center 803.791.1322 (for Richland County); www.domesticabusecenter.net
- South Carolina Victim Assistance Network www.scvan.org (803) 750-1200

NATION-WIDE RESOURCES

- Rape, Abuse and Incest National Network (RAINN): www.rainn.org
  Hotline (available 24/7); (800) 656-HOPE (4673)
- National Domestic Violence Hotline: www.thehotline.org
  Hotline (available 24/7) (800) 799-7233; TTY (800) 787-3224; Live Chat
  Online (also available 24/7)
- Battered Women’s Justice Project: www.bwjp.org
  (612) 824-8768 / 1-800-903-0111 ext. 1
- National Coalition Against Domestic Violence: www.ncadv.org
  Denver Office (Main) (303) 839-1852
- National Sexual Violence Resource Center: www.nsvrc.org
  Toll Free (877) 739.3895
How do I report the incident to LRU and who should I report to?

The University encourages you to report the incident to the Title IX Coordinator or a Deputy Title IX Coordinator, or a member of the Sexual Misconduct Response Team (SMRT) because by reporting the incident, you will be safer and you will be connected with important and valuable resources and assistance. Below is their contact information:

a) Title IX Coordinators
   Title IX Coordinator
   
   Dawn Barker Floyd
   Director of Compliance/Title IX Coordinator
   Lenoir-Rhyne University
   Hickory Campus - Cromer 206(A)
   828.328.7040; Dawn.Floyd@lr.edu; or TitleIXCoordinator@lr.edu

   Title IX Deputy Coordinators

   Asheville Campus
   Michael M. Dempsey, Ed.D.
   Deputy Title IX Coordinator
   Dean and Director, LRU Center for Graduate Studies of Asheville
   36 Montford Ave.
   Asheville, NC 28801
   (828) 407-4269
   Michael.Dempsey@lr.edu

   Columbia Campus
   Robyn Marren
   Deputy Title IX Coordinator
   LRU Director of Finance and Administration
   Lenoir-Rhyne University
   4201 N. Main St.
   Columbia, SC 29203
   (803) 461-3277
   Robyn.Marren@lr.edu
b) Sexual Misconduct Response Team

- Dr. Katie Fisher
  Dean of Students
  828.328.7246; Katie.Fisher@lr.edu

- Peter Kendall
  Senior Vice President for Administration and Finance
  828.328.7100; Peter.Kendall@lr.edu

- Dr. Amy Wood
  Assistant Provost and Dean Graduate and Adult Programs
  828.328.7728; Amy.Wood@lr.edu

- Rick Nichols
  Director of Human Resources
  828.328.7387; Rick.Nichols@lr.edu

- Norris Yoder
  Director of Safety and Security
  828.328.7450; Norris.Yoder@lr.edu

**In sum, below are your options for reporting:**

1. Go to the hospital for an evidentiary exam;
2. Report to local police;
3. Report to LRU’s Security Services;
4. Report to a confidential resource on campus, including a Counselor or a Pastor;
5. Report to the Title IX Coordinator or a Deputy Title IX Coordinator;
6. Report to a member of the LRU SMRT;
7. Report to a faculty or staff member;
8. Report to an outside agency such as a rape crisis center.

**As a victim/survivor, is it my choice whether law enforcement is contacted?**

Yes, under most circumstances it is a victim’s choice whether to report the sexual misconduct 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 before notifying law enforcement so the victim knows law enforcement is being contacted and can take necessary precautions.

A victim of sexual assault, dating violence, domestic violence, or stalking has three options regarding contacting law enforcement:

1. You can notify law enforcement authorities, including:
   - LRU's Department of Security Services: Emergency 9-911, 0 or 7146 from an LRU phone; Or, (828) 328-7146 from a non-campus phone;
   - Hickory Police Department: Emergency 911; Non-Emergency (828) 328-5551;
   - Asheville Police Department: Emergency 911; Non-Emergency (828) 252-1110;
   - Columbia Police Department: Emergency 911; Non-Emergency (803) 545-3500;
2. You can ask the Title IX Coordinator or a Deputy Title IX Coordinator, a member of the LRU Security Services, or other faculty or staff member to help you notify appropriate law enforcement;
3. You can choose not to report the incident to law enforcement.

**Can I get a Protective Order or No Contact Order against the perpetrator?**

The Dean of Students Office (students) or the Title IX Coordinator or Deputy Coordinator (faculty, staff or students) can help facilitate with LRU's Department of Security Services for an on-campus no-contact order for members of the University community.

**In North Carolina**, if you already have a court-ordered DVPO or CNCO, Lenoir-Rhyne's Department of Security Services will honor these orders if brought to its attention whether issued in North Carolina or any other state. When a victim obtains a DVPO or CNCO, it should be presented to the Department of Security Services to be kept on file and the victim should keep a valid copy of the order to be presented upon request.

**What is a Domestic Violence Protective Order (DVPO)?**

A DVPO is an order that provides protection for you and others from contact with someone with whom you have or have had an intimate or familial relationship.

**Qualifications for a DVPO in North Carolina (50B)**

- Must be a resident of the County in NC where you are seeking order
- Must have a valid address for the person you are seeking the order against
- Must have one of the following relationships with the defendant:
  - Married or Divorced
  - Persons of the opposite sex who are not married but live together or have lived together in the past
  - Have a child in common
- Parent and child or grandparent and grandchild (must be at least 16 years old)
- Current or former household member
- Persons of the opposite sex who are in or have been in dating relationship

For more specific information about Catawba County (Hickory) go to: http://www.nccourts.org/County/Catawba/Staff/DA/Domestic.asp

For more specific information about Buncombe County (Asheville) go to: http://www.nccourts.org/County/Buncombe/Staff/DA/Domestic.asp

Information available on these websites above about DVPO's include the following:

North Carolina General Statutes Chapter 50B provides that victims of domestic violence can get an order of protection from the Court. Domestic Violence Restraining Orders ("50B", restraining orders, or DVPO's) are civil orders limiting the contact a person may have with a victim and the statutes provide for two types:

An Ex Parte Domestic Violence Protective Order is a temporary order that is available if there is a danger of serious and immediate injury to a qualifying adult or to a minor child. Such an order may be applied for at the Clerk of Superior Court's office during normal hours and the victim will be required to appear before a judge to explain the need for an order of protection. If a judge finds that there is danger to the victim or a minor child, the judge can issue an emergency ex parte order of protection with any provisions the judge feels is needed to protect the victim or the minor child. Such an order is good for ten days.

If an ex parte order is requested and the judge feels it is not an emergency, a hearing date will be set. This hearing will allow the judge to decide if an order of protection should be issued without the other party being present. If the judge issues an emergency ex parte order, a hearing will still be required in order that the judge may decide whether another order, one lasting for one year, is necessary.

If a victim wishes to ask the judge for the year-long order, he or she will be required to come to court again. Otherwise, the judge will not grant the longer lasting order and the emergency order will expire. Once granted, this order becomes effective in every county of the state. Nevertheless, it is important that the victim keep a copy with them so that law enforcement officers in another county will be able to determine that such an order is in effect.

If the police are called, and if they have probable cause to believe that the person against
whom the order is written has violated it, Section 50B-4(b) requires that they take the person into custody. He or she will be brought before a magistrate and a Magistrate's Order for Violation of a 50B obtained. Defendant will then be subject to restrictive conditions of the "48-hour" rule and its bond and conditions of release guidelines will apply.

**What is a Civil No Contact Order (CNCO)?**

In North Carolina, a CNCO is an order that provides protection from nonconsensual sexual conduct and stalking from someone with whom you do not have an intimate or familial relationship, such as an acquaintance, co-worker, fellow student, or stranger.

**Qualifications for a CNCO (50C)**

- Must be a resident of the County in NC where you are seeking the order
- Must have a valid address for the person you are seeking the order against.
- Has had an unlawful act committed against them by another person not involved in a personal relationship as defined in the qualifications for a DVPO (50B)

To get a CNCO or “no contact order” or “restraining order” as it is often called, you should go to the courthouse and complete the necessary forms. You may request a temporary order be issued against the accused until the date of the hearing. You will then attend the hearing, at which time your request for a CNCO will be granted or denied. If granted, the CNCO is usually effective for one year. However, you can request to have the Order extended.

For more information, see
http://www.womenslaw.org/laws_state_type.php?id=13916&state_code=NC

**What if I live in South Carolina? Can I get a restraining order in South Carolina?**

In South Carolina, an Order of Protection is not the same thing as a Restraining Order. These terms are often used interchangeably, but an Order of Protection has more strict requirements and can usually be enforced more quickly than a Restraining Order. There are several different types of Restraining Orders. Both Orders of Protection and Restraining Orders are issued by Judges.

**Orders of Protection:** You may be able to get an Order of Protection if the abuser is a spouse, former spouse, the other parent of your child, or a person of the opposite sex that you live with or used to live with romantically.
- An Order of Protection is a court order to keep the abuser from abusing or threatening you. It may also temporarily address issues of child custody, support, visitation, and property.
- You can apply for it after physical domestic violence, threats of bodily harm, or sexual crimes have occurred.
- The petition for an Order of Protection should be filed with the Clerk of Court in the county where you live, where the abuser lives, or where you last lived together.
- You can file a petition for an Order of Protection on your own. An attorney may be helpful, but is not necessary. There is no filing fee. A domestic violence advocate may be able to help you with the paperwork.
- A hearing will be scheduled in Family Court. You will need to speak in court and provide as much additional evidence as possible about the abuse. If there are witnesses to the abuse, they should go to court with you.

**Restraining Orders:** If you did not have the kind of romantic relationship with the abuser that is required to get an Order of Protection, you may be able to get a Restraining Order in Magistrate Court ordering the abuser to stay away from you by following the steps below:

- You should contact your local Magistrate Court for the correct procedure.
- There may be a filing fee. You will need to bring proof and/or witnesses to court on the day of your hearing to prove that you need a Restraining Order.
- You may seek a Mutual Restraining Order which prevents both parties from doing something. Sometimes judges grant Mutual Restraining Orders instead of granting an Order of Protection. Sometimes two people agree to a Mutual Restraining Order not to harass each other. You should be careful about agreeing to a Mutual Restraining Order if you really need an Order of Protection. Mutual Restraining Orders have the same effect on both people. They do not imply that one person was at fault.

For the information above and more, see  
http://www.sclegal.org/LinkClick.aspx?fileticket=8%2FOtynoSBeA%3D&tabid=1943&language=en-US

**Will Lenoir-Rhyne provide accommodations and interim measures after I report?**

Yes. One common effect of sexual assault, dating violence, domestic violence, and stalking is a loss in the ability to concentrate. You may find that you are having difficulty fulfilling your academic, housing, work, or athletic commitments. You can request academic accommodations through the Title IX Coordinator or the Dean of Students. The Dean of Students can offer to contact faculty to verify the need for academic relief and provide information about course withdrawals and withdrawal from the University.
The Dean of Students can also help with emergency housing, changes to your University housing, University employment arrangements, and certain travel accommodations. The Dean can also coordinate arrangements with the Office of Disability Services and/or the Office of International Programs, as necessary to provide you with support. The Dean of Students will maintain your confidentiality to the extent possible while assisting with requesting and coordinating requested accommodations.

The Title IX Coordinator and Dean of Students will assist the complainant in connecting with both on-campus and off-campus resources, including counseling, health, mental health, victim advocacy, legal assistance, and other services, if requested. Many of those resources are listed above.

The Dean of Students, in consultation with the Title IX Coordinator, will also determine whether any interim measures are necessary, including but not limited to interim suspension of the accused individual pending the resolution of the complaint.

For employees, the Title IX Coordinator or Director of Human Resources will assist victims/survivors if they are having difficulty fulfilling their work commitments. You can request accommodations or employment arrangements through the Human Resources office or Title IX Coordinator, and they can also help the victim in connecting with on- and off-campus resources, including counseling, health, mental health, victim advocacy, legal assistance, and other services.

**If I request confidentiality, will my report remain confidential?**

If a victim/survivor wants to discuss the sexual assault, dating violence, domestic violence, or stalking incident with someone on campus who does not have to report the incident, he or she can go to one of the confidential resources discussed above.

If a victim/survivor chooses to talk with any other faculty or staff and requests complete confidentiality, that person is still required to notify the Title IX Coordinator. In many cases, the Title IX Coordinator will be able to respect a request for complete confidentiality. However, several factors must be weighted before making the final decision, which are:

1. the seriousness of the alleged sexual misconduct, relationship violence, or stalking;
2. whether there have been other complaints of sexual misconduct, relationship violence, or stalking against the same accused at the University or any other school or in the nature of prior criminal charges;
3. whether the accused threatened further sexual misconduct or violence against the victim/survivor or others;
4. whether the sexual misconduct was committed by multiple accused;
5. whether the sexual misconduct or relationship violence involved use of a weapon;
6. the age of the victim/survivor;
7. whether the University possesses other means to obtain relevant evidence of the sexual misconduct, relationship violence, or stalking;
8. whether the complaint reveals a pattern of conduct at a particular location or by a particular individual and/or student group or organization; and
9. the accused’s right to receive information about the allegations if the information is maintained by the University as an "education record" under FERPA.

Respecting a victim/survivor's request for confidentiality will limit the University's ability to respond completely to the allegations. Even if a victim/survivor decides not to request confidentiality, the Title IX Coordinator and other involved University officials will only discuss the case with individuals who need to know. Furthermore, information about the incident, including the victim/survivor's name, is part of the student's "education record" under FERPA. Therefore, documentation about the incident is generally protected from public disclosure.

How do I know if I am involved in an unhealthy or abusive relationship?

Unhealthy relationships are marked by characteristics such as disrespect, power and control. It is important for you to be able to recognize signs of unhealthy relationships before they escalate into abuse or violence. Some characteristics of unhealthy relationships include:

- **Control.** One dating partner makes all the decisions and tells the other what to do, what to wear, or who to spend time with. He or she is unreasonably jealous, and/or tries to isolate the other partner from his or her friends and family.

- **Hostility.** One dating partner picks a fight with or antagonizes the other dating partner. This may lead to one dating partner changing his or her behavior in order to avoid upsetting the other.

- **Dishonesty.** One dating partner lies to or keeps information from the other. One dating partner steals from the other.

- **Disrespect.** One dating partner makes fun of the opinions and interests of the other partner or destroys something that belongs to the partner.

- **Dependency.** One dating partner feels that he or she "cannot live without" the other. He or she may threaten to do something drastic if the relationship ends.

- **Intimidation.** One dating partner tries to control aspects of the other's life by making the other partner fearful or timid. One dating partner may attempt to keep his or her partner from friends and family or threaten violence or a break-up.
- **Physical violence.** One partner uses force to get his or her way (such as hitting, slapping, grabbing, or shoving).

- **Sexual violence.** One dating partner pressures or forces the other into sexual activity against his or her will or without consent.*

It is important to understand the value of respect and the characteristics of healthy and unhealthy relationships so you can recognize and prevent violence before it starts.


Also, violence can occur in any relationship, including same-sex partnerships. Lesbian, Gay, Bisexual, Transgender and Queer individuals may have the added pressure of not wanting to “out” themselves to seek help. Please know that LRU will support and help LGBTQ members of our community.

**I have a friend that told me they were a victim of sexual or relationship violence. How can I help?**

1. Believe them
   a. Let your friend know that it is not their fault;
   b. Avoid blaming the victim for what happened. Don’t ask questions like “why didn’t you fight back?” or “were you drinking?” or “what were you wearing?”;
   c. Let them know they didn’t deserve to be hurt;
   d. Ask them how you can help.

2. Listen to them
   a. Listen with patience;
   b. Don’t be judgmental;
   c. Silence is okay;
   d. Let your friend know that their emotions are normal;
   e. Empower your friend to make their own decisions about what they want to do.

3. Support them
   a. If the person is in crisis, don’t leave them alone. Stay with them or find another person they trust who can stay with them;
   b. Let them know you will help them report to the police or University officials;
   c. Drive them or arrange for them to be driven to the hospital if they have been sexually or physical assaulted;
   d. Tell them about resources both on- and off-campus;
e. Keep up your support for your friend even if you disagree with their response to the incident;
f. Seek support for yourself, especially if you start to feel overwhelmed.

Will the University protect me from retaliation for reporting the incident to University officials?

Yes. Retaliation is any adverse action taken against a person participating in a protected activity such as reporting an incident or providing information to the Title IX Coordinator during the investigation process. Retaliation in any form against complainants, witnesses or others that participate in the process is prohibited by LRU and will not be tolerated and is prohibited by LRU policy. If you are involved in an incident and experience retaliation, please inform the Title IX Coordinator or a Deputy Title IX Coordinator.

Does LRU offer prevention and awareness programming on sexual assault, dating violence, domestic violence and stalking?

Yes. All incoming students and new employees are provided with education and training on risk reduction of sexual violence, dating violence, domestic violence, stalking and consent. LRU also provides ongoing awareness and prevention campaigns throughout the school year to students, faculty and staff through web-based programming, New Student and New Employee Orientation Programs, the Convocation program, Dean of Students office, Department of Security Services, the First Year Experience class, the Transfer Class, and the Compliance/Title IX Office, Counseling and Heath centers, among others.

What are Lenoir-Rhyne’s Policies and Procedures for Responding to reports of sexual misconduct, dating violence, domestic violence and stalking?

Lenoir-Rhyne has a Sexual Misconduct Policy that be found on the University’s Title IX webpage: www.lr.edu/titleix and in handbooks. When a report is received, the University will respond in a prompt manner. The University strives to resolve all sexual misconduct, dating violence, domestic violence, and stalking cases within 60 days of receiving notice. Under extenuating circumstances, some complaints may take more than 60 days to resolve. The Title IX Coordinator will talk with the Complainant and the Respondent separately in order to gather facts surrounding the incident in question. The Coordinator will also interview any witnesses that are identified by the parties and gather other physical and documentary evidence. Throughout the process, both the Complainant and the Respondent are entitled to the same rights and opportunities, including having an advisor present at any related meeting or hearing, providing evidence to support their side, and appealing any decisions.

For questions and more information, please contact LRU’s Director of Compliance and Title IX Coordinator: Dawn.Floyd@lr.edu; (828) 328-7040

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Appendix E
LENOIR-RHYNE UNIVERSITY

POLICY STATEMENT

TITLE: SEXUAL MISCONDUCT

CAMPUSES: HICKORY, COLUMBIA AND ASHEVILLE

DIVISION/DEPARTMENT: UNIVERSITY-WIDE

INDIVIDUALS AFFECTED: ALL LENOIR-RHYNE FACULTY, STAFF AND STUDENTS

POLICY UPDATED: AUGUST 30, 2016

POLICY STATEMENT

Lenoir-Rhyne University (LRU) is committed to creating and maintaining a safe and healthy environment where all members of the community, students, faculty, staff and guests are treated with respect and dignity at all times. The University wishes to make explicit its abhorrence of language, behavior, and attitudes that intimidate, offend or demean members of the University community. This policy concerns one form of gender-based discrimination: Sexual Misconduct. Sexual Misconduct of any type by any member of the University community (which includes, without limitation, faculty, staff, students, and their guests) is strictly prohibited. The University encourages those who experience or observe forms of Sexual Misconduct to bring such incidents to the attention of those individuals that carry special responsibility for responding to allegations of Sexual Misconduct. Accusations of Sexual Misconduct against any member of the University community will be expeditiously investigated and adjudicated pursuant to the procedures established in this policy statement.

1) SCOPE OF POLICY

This Sexual Misconduct Policy is intended to supersede and replace all other policies in force at the University that address the reporting and adjudication of allegations of Sexual Misconduct. Moreover, this policy shall govern all conduct, circumstances, procedures and allegations that in any way involve Sexual Misconduct, and to the extent any provision of any other University policy or procedure would conflict with or be inconsistent with this policy, this policy shall control.
2) **Types of Sexual Misconduct**

Below are several forms of behaviors prohibited by this Policy (collectively referred to as "Sexual Misconduct"). Because Sexual Misconduct can take many forms, the list below is not intended to be exhaustive.

a) **Sexual Harassment:** The determination of what constitutes sexual harassment varies depending on the circumstances of each individual situation, but it generally encompasses any unwelcome or non-consensual gender-based or sexual conduct (whether verbal, visual, physical, or otherwise) that is so severe, persistent or pervasive that it interferes with a person’s work or educational opportunity or otherwise creates an intimidating, hostile, or offensive work or educational environment. Sexual Harassment includes, without limitation, any threatening, inappropriate, unrelenting or abusive sexually explicit language or behavior towards another individual. Sexual harassment can be directed towards individuals or groups, and it includes saying or doing things directly to someone, during a phone conversation, during an online conversation, in print or on clothing.

b) **Sexual Exploitation:** Sexual exploitation occurs when a person takes advantage of another person for his or her own benefit (or for 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 happen in committed relationships, between friends, between strangers, and between colleagues. Sexual exploitation includes a broad range of behaviors including, but not limited to: non-consensual video or audio taping of a sexual activity, non-consensual photography of a sexual nature, allowing other individuals to observe an act of sex without the knowledge or consent of the other partner, voyeurism, prostitution of another person, knowingly transmitting a sexually transmitted infection (STI) or HIV to another person, prostituting another person (personally gaining money, privilege or power from the sexual activities of another), exposing one’s genitals in a non-consensual circumstance or inducing someone else to expose their genitals without consent.

c) **Stalking:** Stalking is non-consensual sexual or gender-based conduct directed at a specific person that would cause a reasonable person to feel fear for themselves or others or to suffer substantial emotional distress. Stalking is serious, often violent, and can escalate over time. Stalking behaviors include, but are not limited to: someone repeatedly calling, including hang ups; following someone; sending unwanted gifts, letters, cards, or emails and/or other electronic messages; damage to a residence, car or other property; monitoring phone calls or computer use; threatening to hurt someone, or their family, friends or pets. Often, behavior that constitutes stalking also violates a wide range of laws and University policies, but the conduct rises to the level of Sexual Misconduct when it is undertaken as a result of sexual or gender-based motivations.
d) **Sexual Assault** (or attempts to commit the same): Sexual assault is defined as any intentional sexual touching, either directly or over clothes, however slight, with any body part or object, without consent. Sexual assault includes the forced touching of the intimate parts of another individual. Such force can be physical or emotional (by threat, intimidation, pressure, or coercion, etc.).

Rape is one especially egregious form of Sexual Assault, and it is defined as sexual penetration (anal, oral, or vaginal) of the individual by any part of another individual's body or other object, without consent. It is also considered rape if the victim has a reasonable fear that the individual or another will be injured if the individual does not give consent, is incapable of giving consent or is prevented from resisting due to physical or mental incapacity, which may include but is not limited to the influence of alcohol or drugs, or if the individual suffers from a mental or physical disability.

e) **Dating Violence & Domestic Violence**: Dating and Domestic Violence, sometimes referred to as "relationship abuse" or "relationship violence," is when one partner to 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 other party to a present or past intimate relationship, commonly known as "dating violence" and "domestic violence." It also includes, without limitation, any act or threatened act of violence against a person who is, or has been involved in, a dating, spousal, sexual, or other intimate relationship with the perpetrator. It may involve one act or an ongoing pattern of behavior. Intimate partner abuse can encompass a broad range of behavior, including, but not limited to, physical violence, sexual violence, emotional violence, and economic abuse. Intimate partner abuse may take the form of threats, assault, property damage, or violence or threat of violence to one’s self, one’s sexual or romantic partner, or to the family members or friends of the sexual or romantic partner. Intimate partner violence affects individuals of all genders, gender identities, gender expressions, and sexual orientations.

3) **CONSENT DEFINED**

Sexual Misconduct can take many forms, but all forms of Sexual Misconduct result from behavior taken towards another person without the other person’s consent. Lenoir-Rhyne University defines consent as clear, knowing and voluntary words or actions, freely and actively given, that indicate a willingness to participate in mutually agreed upon sexual activity or actions. Consent is present when a reasonable person in the same situation would consider the words or actions of the parties involved an expression of willing permission to do the same thing, in the same way, at the same time. Consent cannot be obtained from a person who lacks capacity (whether due to drugs, alcohol, mental incapacity, or other incapacity), and consent cannot be obtained by any of the following means: (a) coercion; (b) physical force, violence, threat, or intimidation; (c) ignoring the
objections of another person; (d) causing another's intoxication or impairment through the use of drugs or alcohol; or (e) taking advantage of another person's incapacitation, state of intimidation, helplessness, or other inability to consent. For clarification, the University defines certain key elements of consent as follows:

a) **Force**: the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent.

b) **Coercion**: unreasonable pressure for sexual activity.

c) **Incapacitation**: Any condition in which someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g. to understand the "who, what, when, where, why, or how" of their sexual interaction). Incapacitation may result from mental or physical disability, alcohol, drugs, sleep, involuntary physical restraint, or from taking date rape drugs.

Consent must be ongoing, and consent to any one act does not constitute consent to any other act. Consent can be withdrawn at any time, even if previously given. It is the responsibility of the one who desires a certain sexual activity to make sure they have consent from their partner.

4) **REPORTING, HEALTH AND SAFETY AND CONFIDENTIAL ASSISTANCE**

Students, faculty and staff who believe that they are victims of Sexual Misconduct are **strongly encouraged** to contact the Title IX Coordinator, a Deputy Title IX Coordinator or one of the following individuals that comprise the LRU Sexual Misconduct Response Team (SMRT) to report an incident of Sexual Misconduct, particularly if the incident happened on campus. Faculty and staff that become aware of acts of Sexual Misconduct involving a student are **required** to contact the Title IX Coordinator, a Deputy Title IX Coordinator, or one of the following individuals that comprise the Sexual Misconduct Response Team (SMRT) to report an incident of Sexual Misconduct.

Individuals who have been the victim of Sexual Misconduct should consider using the University’s resources available to assist them in caring for themselves. A full list of these resources can be found below. A complete list of resources, counseling, health, and mental health services, as well as all other rights and options available to the complainant (including the option to pursue criminal charges), will be provided to the individual upon the reporting of such conduct.

a) **Title IX Coordinators**
Title IX Coordinator

Dawn Barker Floyd
Director of Compliance/Title IX Coordinator
Lenoir-Rhyne University Box #7137
Hickory Campus, Cromer 206(A)
828.328.7040
Dawn.Floyd@lr.edu

Deputy Title IX Coordinators

Asheville Campus

Michael M. Dempsey, Ed.D.
Deputy Title IX Coordinator
Dean and Director
Center for Graduate Studies of Asheville
Lenoir-Rhyne University
36 Montford Ave.
Asheville, NC 28801
(828) 407-4269
michael.dempsey@lr.edu

Columbia Campus

Robyn Marren
Deputy Title IX Coordinator
Director of Finance and Administration
Lenoir-Rhyne University
Lutheran Theological Southern Seminary
Center for Graduate Studies of Columbia
4201 N. Main St.
Columbia, SC 29203
(803) 461-3277
robyn.marren@lr.edu

Sexual Misconduct Response Team (SMRT)
  o Dr. Katie Fisher
    Dean of Students
828.328.7246
katie.fisher@lr.edu

- Peter Kendall
  Senior Vice President for Administration and Finance
  828.328.7100
  peter.kendall@lr.edu

- Dr. Amy Wood
  Assistant Provost and Dean Graduate and Adult Programs
  828.3287728
  amy.wood@lr.edu

- The Reverend Jenn Casey
  Director of Enrollment Management – Columbia
  803.461.3297
  jennifer.casey@lr.edu

- Rick Nichols
  Director of Human Resources
  828-328-7387
  rick.nichols@lr.edu

- Norris Yoder
  Director of Safety and Security
  828.328.7450
  norris.yoder@lr.edu

b) Health and Safety Resources

The following health and safety resources are available to all victims of sexual misconduct:

**HICKORY CAMPUS**

- Student Health Center 828.328.7959
- Hickory Campus Security 828.328.7145
  - 24 hours a day 828.328.7146
- Rape Crisis Center of Catawba County 828.322.6011
- Hickory Police Department Victim Services 828.328.5551
- Sexual Assault
  - [http://rapecrisiscenter.com/](http://rapecrisiscenter.com/)
  - [http://www.nccasa.org/](http://www.nccasa.org/)
• Domestic Violence
  • http://www.fgcservices.com/
  • http://www.wrchickory.org/

ASHEVILLE CAMPUS

• Asheville Police Department Victim Services 828.258.5912
• Asheville – Buncombe County Sheriff’s Department 828.250.4503
• Asheville Police Department – .828.252.1110; or call 911
• Our Voice Rape Crisis Services 828.255.7576

• Sexual Assault
  • http://www.ourvoiceenc.org/
  • http://www.nccasa.org/

• Domestic Violence
  • http://www.helpmateonline.org/
  • http://www.ashevillescars.org/helpmate.html
  • http://www.nc-van.org/directory/buncombe/HelpmateInc.html

COLUMBIA CAMPUS

• Security Services – 803.461.3268; 803.309.7279 (after-hours) or call 911
• Sexual Trauma Center 803.771.7273
• SC Coalition Against Domestic Violence and Sexual Assault 803.256.2900
• Columbia Police Department Victim Services 803.545.3531
• Sexual Assault
  • http://www.sccadvasa.org/
  • https://www.stsm.org/
  • http://www.aardvarc.org/rape/states/scrp.shtml

• Domestic Violence
  • http://www.sccadvasa.org/
  • http://sistercare.org/

NATIONAL WEBSITES

• Battered Women’s Justice Project: http://www.bwjp.org/
• National Coalition Against Domestic Violence: http://www.ncadv.org/
• National Domestic Violence Hotline: http://www.thelolin.org/
• National Sexual Violence Resource Center: http://www.nsvrc.org/
• Rape, Abuse and Incest National Network: https://rainn.org/

c) Confidential Assistance

These individuals listed below will maintain the confidentiality of matters reported to them, except in cases of immediate threat or danger or the abuse of a minor. For purposes of reporting under the Clery Act, these individuals will submit anonymous
statistical information, unless they believe it would be harmful to their client, patient or parishioner.

- Jenny Smith, University Counselor, 828.328.7252, Jenny.Smith@lr.edu (Hickory and Columbia)
- Jennifer Drum, University Counselor, 828.328.7957, Jennifer.Drum@lr.edu (Hickory and Asheville)
- Andrew Weisner, University Pastor, 828.328.7248, Andrew.Weisner@lr.edu (Hickory, Asheville, Columbia)
- Pastor Gary Dreier, 803.461.3222, gary.dreier@lr.edu (Columbia)
- Pastor Christopher Webb, 828.253.0043, Christopher.webb@lr.edu (Asheville)

If a faculty or staff member is contacted by an individual who wishes to maintain anonymity or confidentiality concerning any alleged Sexual Misconduct, the faculty or staff member must report the contact to the Title IX Coordinator, a Deputy Title IX Coordinator, or an individual on the LRU SMRT; however, such faculty or staff member should also encourage the individual to seek confidential assistance through the resources above or another appropriate resource.

5) **Self-Care**

If you believe you have been the victim of Rape or Sexual Assault, in addition to using the resources above, it is recommended that you do the following if it does not interfere with your health, safety or wellbeing. Such actions will help ensure the preservation of evidence that may be useful in subsequent investigations:

- Go to a safe place
- Do not shower or bathe
- Do not urinate, if possible
- 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 bag
- Seek medical treatment immediately

In addition to the grievance process described below, individuals aware of alleged Sexual Misconduct are encouraged to file a report with appropriate law enforcement authorities, which include Campus Security and the Hickory Police Department. The filing of a report does not obligate an alleged victim to pursue charges if s/he does not want to pursue them, but it does make filing of charges easier if the alleged victim changes his/her mind at a later date. LRU will assist the alleged victim in pursuing whichever option(s) he or she chooses. An individual desiring anonymity can seek the assistance of the University Counselor, who may be able to file a report with law enforcement that includes the details of the incident without revealing the alleged victim's identity.
6) **Remedial Assistance**

The University aims to assist those involved with alleged Sexual Misconduct in any way reasonably possible. Therefore, in connection with alleged Sexual Misconduct, an individual may contact the Title IX Coordinator, a Deputy Coordinator, or any member of the LRU SMRT to request assistance in the following forms: (1) an escort between classes; (2) separating the complainant and alleged perpetrator from classes; (3) work re-assignment, relocation, or leave of absence; (4) moving the complainant or alleged perpetrator to a different residence hall; (5) counseling services; (6) medical services; (7) academic support services, such as tutoring; (8) re-taking or withdrawing from a class without penalty; (9) entering a “no contact” order; and (10) other reasonable requests for assistance. These options may be requested at any time before, during or after a Sexual Misconduct Grievance proceeding has commenced. Such requests will be reviewed by the Title IX Coordinator and the LRU SMRT on a case-by-case basis, and all reasonable requests will be granted.

7) **Sexual Misconduct Grievance Procedures**

The procedures described below are the means by which all grievances or other complaints involving allegations of Sexual Misconduct asserted against any member of the University community must be investigated and resolved. These procedures do not replace, nor are they intended to replicate, the state and federal criminal or judicial systems that are available to persons who wish to file a criminal or civil complaint or take other action in such forums. Instead, these policies and procedures are designed to address allegations of Sexual Misconduct and the impact such misconduct has on other members of the University community. All members of the University community are bound by these policies and procedures, as well as the resulting outcome of any proceedings hereunder. All aspects of these policies and procedures are designed to provide a prompt, equitable, fair and impartial investigation and resolution of grievances asserted against members of the University community. These policies and procedures further ensure that LRU will take steps to prevent recurrence of any discriminatory or harassing conduct and will correct its discriminatory effects, as needed.

a) **Overview and Special Considerations**

LRU’s Sexual Misconduct Grievance Procedures follow a four-step process: (1) initiation of grievance; (2) neutral investigation; (3) adjudication by LRU’s Sexual Misconduct Review Board; (4) discretionary appeal to the University President, as further explained below. There are several other University policies that are designed to address important concerns that sometimes accompany allegations of Sexual Misconduct. These policies include but are not limited to:
1) **Confidentiality:** An individual asserting an incident of Sexual Misconduct may request to remain anonymous and/or that a grievance not be pursued against the alleged perpetrator. Upon such request, the University will take reasonable steps to investigate and respond to the incident consistent with the individual’s’ request, but the University cannot ensure confidentiality or anonymity in every instance. Similarly, if a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the complainant should be aware that the University’s ability to respond may be limited. In appropriate circumstances, LRU reserves the right to pursue the Sexual Misconduct Grievance process without the cooperation or participation of the victim (for example, in situations where the alleged perpetrator is believed to be a potential threat to the University community). In such cases, LRU’s highest priority will be to maintain a safe and discrimination-free environment for all members of the University Community, but it will take reasonable measures to maintain the victim’s confidentiality where reasonably possible. Moreover, in all publicly-available record keeping required by law, the University will not to publish any personally identifying information about the victim, to the extent permitted by law.

2) **Retaliation:** Retaliation resulting from the report of an incident of Sexual Misconduct will not be tolerated by the University, and the University will not only take steps to prevent retaliation but also take strong responsive action if it occurs, whether or not any Sexual Misconduct Grievance proceedings are pending. If the complainant or the respondent feels that s/he has been the subject of retaliation, s/he should contact the Title IX Coordinator, a Deputy Title IX Coordinator, or a member of the LRU SMRT, identified above.

3) **Amnesty:** All members of the University community are encouraged to report incidents of Sexual Misconduct, even though they may feel their own use of alcohol or other drugs may have been a factor or may expose them to disciplinary action. Because of the seriousness of Sexual Misconduct, the University does not want any such circumstances to inhibit the reporting of Sexual Misconduct. In order to encourage reporting, the University will not charge complainants, respondents, or witnesses of Sexual Misconduct for violations of the University drug or alcohol policies.

4) **Protective Measures:** As noted above under “Remedial Assistance for Victims,” upon request, the University will work with victims to ensure appropriate protective measures are in place before, during and after a Sexual Misconduct Grievance proceeding has commenced.

b) **Grievance Procedures**
The LRU Sexual Misconduct Grievance Procedures are as follows:

1) **Initiation of a Grievance**
   
a) The complaining individual ("complainant") should initiate a grievance by reporting the alleged Sexual Misconduct to the Title IX Coordinator, a Deputy Title IX Coordinator, or any member of the LRU SMRT. Although there is no period of time within which a Sexual Misconduct Grievance must be reported, the complainant should report the incident to the Title IX Coordinator, a Deputy Title IX Coordinator, or a member of the LRU SMRT as soon as reasonably possible after the incident giving rise to the grievance, as a failure to timely report an incident may impede the investigation of the allegations.

b) Upon receipt of a grievance from a complainant by the Title IX Coordinator, a Deputy Title IX Coordinator, or a member of the SMRT, the Title IX Coordinator will provide the complainant information regarding LRU’s policies and resources pertaining to Sexual Misconduct, Title IX and Campus SaVE Act.

c) Based on the allegations of the complainant, the Title IX Coordinator will make an initial determination of whether any violation of the University Sexual Misconduct may have occurred under any version of complainant’s allegations.

d) If the Title IX Coordinator determines that a violation of the University Sexual Misconduct may have occurred, the Title IX Coordinator will then complete a Sexual Misconduct Grievance Form and present it for signature by the complainant. By signing the Sexual Misconduct Grievance Form, the complainant attests to the truthfulness of the allegations therein, to the best of his or her knowledge. Regardless of whether complainant signs the Sexual Misconduct Grievance Form, the Title IX Coordinator will provide a copy of the completed Sexual Misconduct Grievance Form to the individual against whom the grievance is asserted (the "respondent") and to the complainant.

e) Before proceeding with any investigation or grievance processes, the Title IX Coordinator will seek to obtain the complainant’s written consent to do so. If the complainant does not consent, the University must honor its legal obligations to investigate the complainant’s allegations and, if necessary to maintain a safe and discrimination-free environment for all members of the University Community, pursue a grievance against the accused individual. In such a case, however, the University will take reasonable measures to ensure confidentiality or anonymity of the complainant.

2) **Neutral Investigation**
a) After the grievance form is submitted to the complainant and respondent, the Title IX Coordinator shall conduct a prompt, thorough, neutral and fact-based investigation of the allegations made by the complainant.

b) After completing the investigation, the Title IX Coordinator shall issue a written report of his/her findings to the complainant, the respondent, and the members of the LRU SMRT.

c) The Title IX Coordinator shall then promptly contact the chair of the Sexual Misconduct Review Board to schedule a hearing before the Board.

d) Upon request (and to the extent permissible by law), any and all materials supporting the Title IX Coordinator’s report will be made available to both the complainant and the respondent.

3) Sexual Misconduct Review Board

a) Board Constitution: The Sexual Misconduct Review Board (SMRB) is responsible for adjudicating all Sexual Misconduct Grievances. The SMRB will be a five-member board composed of two faculty members, two staff members and one additional member of either the faculty or staff. A five-member board will be constituted by the random selection of five individuals from a pool of ten individuals (five faculty and five staff) for each new grievance hearing. The ten member pool of SMRB members will be appointed by the President for staggered three-year terms. A chairperson of the SMRB will also be designated by the President for each new grievance hearing. The Dean of Students and the Senior Vice President for Administration and Finance will serve the SMRB as non-voting administrative assistants. All members of the SMRB pool shall receive specialized annual training to assist them with the sensitive issues that often accompany Sexual Misconduct. The University’s Title IX Coordinator and Deputy Title IX Coordinators shall not serve as members of the SMRB.

b) Pre-Hearing Procedures

1) The chairperson of the SMRB will schedule a hearing of the SMRB no later than ten days (absent significant exigent circumstances, in which case a later date may be allowed) after the Title IX Coordinator’s written report of its findings is issued to the complainant, the respondent and the members of the LRU SMRT.

2) Prior to the hearing, the SMRB shall review the report issued by the Title IX Coordinator, as well as any materials supporting the report.
3) No later than 5 days before the hearing, any member of SMRB who has a real or perceived conflict of interest will disclose the same to the parties. Complainant and respondent will each be given an opportunity to request the recusal of any member(s) of the SMRB which request shall be decided by the LRU SMRT, in its sole discretion. Any recused member shall be replaced by the President’s appointment of another appropriately qualified individual.

e) Hearing Procedures

1) At the hearing, complainant and respondent will be allowed to have one advisor of their choosing attend, which person may be legal counsel. Such advisor may only counsel their advisee and may not participate in the hearing or present any evidence or argument on behalf of their advisee.

2) The complainant, the respondent and all witnesses will be required to swear or affirm, that their testimony presented to the SMRB is true and honest. An audio recording of all hearings (but not any deliberations) before the SMRB shall be taken.

3) The SMRB has broad authority and discretion to conduct the hearing in any way it deems appropriate. Upon request by either party or at the SMRB’s initiation, the hearing will be conducted such that a party does not have to be physically present in the same room as the other party, provided that the parties will be allowed to listen to and review each other’s presentations of evidence in real time.

4) Both complainant and respondent will be given a fair opportunity to present their positions in whatever form deemed appropriate by the SMRB. Without limitation, live testimony, documentary evidence and all other forms of evidence may be allowed by the SMRB. The SMRB has the authority to call witnesses and review evidence not presented by either party, and it may question any witness and review other evidence presented by a party. Without limitation, the SMRB may require the testimony of the Title IX Coordinator who conducted the investigation.

5) The SMRB will determine, by majority vote, whether the respondent is responsible for the Grievance alleged, based on whether it is “more likely than not” that the respondent committed the Grievance. Within 2 days after its hearing, the SMRB will render a written decision in the matter explaining the rationale therefor, including any sanction that the SMRB deems appropriate, which shall be provided to all parties simultaneously, along with instructions regarding how to pursue an appeal. Absent an appeal, the decision of the SMRB shall be final and binding on the parties.
d) Discretionary Appeal

1) Both the complainant and the respondent will have the right to request an appeal of the outcome within five days of the issuance of a written decision by the SMRB.

2) In the event that an appeal is requested, the President will request a review of the proceedings by five individuals in the pool of potential SMRB members who did not serve on the SMRB when the grievance was first heard. This group of individuals will:

   a. Make a preliminary determination of whether an appeal is allowed. Such an appeal will only be allowed when the hearing before the SMRB involved a material deviation from the procedures outlined herein and such deviation may have actually affected the outcome of the proceedings in a significant way.

   b. If an appeal is not allowed, then the request for an appeal shall be denied and the decision of the SMRB shall be final. If, however, an appeal is allowed, the appeals board will:

      i. Review the transcript of the proceedings before the SMRB, along with any and all evidence presented to the SMRB;

      ii. Allow the complainant and respondent a fair opportunity to supplement the record, as appropriate; and

      iii. Render a written decision in the matter explaining the rationale therefor, including any sanction that the individual deems appropriate, which shall be provided to all parties simultaneously. Such decision shall be final and binding on the parties.

e) Sanctions for Grievances

1) A wide range of sanctions is available as discipline in any given Sexual Misconduct Grievance proceeding. By way of example only, the following sanctions may be assessed against a person who is deemed responsible for the alleged conduct.
a. For Faculty and Staff
Verbal or written warning
Performance/behavior improvement plan
"No contact" Order
Required Counseling
Required training
Demotion
Suspension without pay
Suspension with pay
Termination (of staff member or non-tenured faculty)
Recommendation of Revocation of Tenure (in the case of faculty)
Recommendation of Termination (in the case of faculty)

b. For Students
Verbal or written warning
"No contact" Order
Restitution for loss, damages or service costs
Service Projects and/or opportunities for education within the
University setting or local community
Disciplinary probation
Disciplinary probation with suspension of privileges
Eviction from the Residence area
Exclusion from some or all areas of campus or University facilities
Disciplinary suspension
Disciplinary expulsion

Depending on the severity, likelihood of repetition, and potential threat to the
University environment, more severe sanctions may be assessed against an
individual.

Policy Authors
University Task Force on Sexual Misconduct
University Legal Counsel
Director of Compliance/Title IX Coordinator

Policy Approval

[Signature]
President

8/30/14
Date