2019 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

December 8, 2020
# Table of Contents

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>President’s Cabinet for 2019</td>
<td>3</td>
</tr>
<tr>
<td>Introduction: About the Jeanne Clery Act</td>
<td>4</td>
</tr>
<tr>
<td>Lenoir-Rhyne University’s Annual Security Report</td>
<td>5</td>
</tr>
<tr>
<td>Reporting Crimes and Other Safety or Security Concerns</td>
<td>6</td>
</tr>
<tr>
<td>Contact Information for Campus Security and Local Law Enforcement</td>
<td>7</td>
</tr>
<tr>
<td>Confidential Reporting</td>
<td>8</td>
</tr>
<tr>
<td>Campus Security Authorities</td>
<td>8</td>
</tr>
<tr>
<td>Daily Crime Log</td>
<td>10</td>
</tr>
<tr>
<td>Important Information about LRU’s Security Services &amp; Local Law Enforcement</td>
<td>10</td>
</tr>
<tr>
<td>Clery Act Geography</td>
<td>17</td>
</tr>
<tr>
<td>Crime Awareness and Prevention</td>
<td>19</td>
</tr>
<tr>
<td>Campus Facilities</td>
<td>25</td>
</tr>
<tr>
<td>Missing Persons</td>
<td>27</td>
</tr>
<tr>
<td>Timely Warnings</td>
<td>29</td>
</tr>
<tr>
<td>Emergency Management and Preparedness</td>
<td>30</td>
</tr>
<tr>
<td>Alcohol and Illegal Drugs</td>
<td>32</td>
</tr>
<tr>
<td>Definitions of Reportable Crimes</td>
<td>50</td>
</tr>
<tr>
<td>Sexual Assault, Dating Violence, Domestic Violence, and Stalking</td>
<td>54</td>
</tr>
<tr>
<td>Fire Safety</td>
<td>67</td>
</tr>
<tr>
<td>Crime &amp; Fire Statistics</td>
<td>71</td>
</tr>
<tr>
<td>Appendices A-E</td>
<td></td>
</tr>
</tbody>
</table>
President’s Cabinet for Calendar Year 2019

Fred Whitt, B.S., M.A., Ed.D., President

Gary Johnson, B.A., Ph.D, Provost

Katie Fisher, B.A., M.Ed., Ed.D., Assistant Provost & Dean of Student Life

Peter J. Kendall, B.A., M.B.A., M.H.A., Senior Vice President for Administration & Finance

Kim Pate, B.A., M.A., Director, Intercollegiate Athletics

Rachel A. Nichols, B.A., M.A., Vice President for Enrollment Management

Catherine Niekro, B.A., M.A., M.B.A., Vice President of Institutional Advancement

Mary Shore, Rector and Dean of LTSS

Shaun Williams, Faculty Assembly Chair

The Rev. Dr. Andrew F. Weisner, B.A., M.Div., Th.M., Ph.D., Dean of Campus Ministry & University Pastor

Emma Sellers, B.A., M.S., Director of Multicultural Affairs

Amy Wood, B.A., M.A., Ph.D., Assistant Provost and Dean of Graduate and Adult Programs

Anthony Williams, M.B.A., Chief Information Officer

Leah Beth Hubbard, B.A., M.A., Special Assistant for Strategic Initiatives

Cameron Womack, B.S., M.A., Executive Assistant to the President
Introduction: About the Jeanne Clery Act

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

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

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 2019 (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 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 nine emergency phones located throughout campus. All emergency phones will provide direct access to the Security Officer on duty. 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

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, the Director of Compliance/Title IX Coordinator, or other University officials. The individuals listed below will maintain confidentiality of matters reported to them, except in cases of an immediate threat or danger 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)
- Christy Lohr Sapp, University Pastor, 828.322.2981 saintandrewspastor@gmail.com (Hickory, Asheville, Columbia)
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222 Mark.Fitzsimmons@lr.edu

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:**

- **President of the University and all members of President’s Cabinet**  
  (828) 328-7330

- **Assistant Provost and Dean of Student Life and all employees of the Division of Student Life (including graduate assistants and resident assistants)**  
  (828) 328-7247

- **Director of Intercollegiate Athletics and all employees of Intercollegiate Athletics (including part-time and graduate assistants)**  
  (828) 328-7128

- **Director of Security Services and all employees of Security Services**  
  (828) 328-7145

- **Director of Human Resources**  
  (828) 328-7387

- **Director of Compliance/Title IX Coordinator & Deputy Title IX Coordinators**  
  (828) 328-7040 (Hickory)  
  (828) 407-4269 (Asheville)  
  (803) 461-3277 (Columbia)

- **Director of Admissions and all employees of Admissions Department**  
  (828) 328-7300

- **Faculty and/or Staff Advisors to Student Organizations**  
  (828) 328-7247

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

The reporting of incidents of dating violence, domestic violence, sexual assault, and stalking is covered extensively later in this Report. If a CSA becomes aware of one of these types of incidents the CSA should also report the information to the Director of Compliance/Title IX Coordinator or a Deputy Title IX Coordinator, who will report it to the Director of Compliance/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, or by calling (828) 328-7145.

**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 also enforce similar orders issued by a court, such as Domestic Violence Protective Orders and Civil No Contact Orders on LRU property.

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td>Norris Yoder</td>
<td>Director of Campus Security Services &amp; Safety</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Larry Waters</td>
<td>Assistant Director of Security</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Sylvia Culp</td>
<td>Administrative Assistant to Security Services</td>
<td>(828) 328-7330</td>
</tr>
<tr>
<td>Paul Murphy</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Joshua Lafone</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Boyce Lineberger</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Name</td>
<td>Title</td>
<td>Phone</td>
</tr>
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</tr>
<tr>
<td>Curtis Hawks</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Brandon Dula</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Morris Macchia</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Russell Bolick</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Tony Waters</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Michael Swink</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Brandon Banks</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
<tr>
<td>Ben Whisenant</td>
<td>Security Officer</td>
<td>(828) 328-7145</td>
</tr>
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</table>
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 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 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 Domestic Violence Protective Orders and Civil No Contact Orders on LRU property.

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.
Below is Lenoir-Rhyne’s Security Team on the Columbia Campus:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td>Windell Harris</td>
<td>Asst. Director of Campus Security Services &amp; Safety</td>
<td>(828) 303-6640</td>
</tr>
<tr>
<td>Sergeant Earl Thompson</td>
<td>Security Officer</td>
<td>(828) 303-6640</td>
</tr>
<tr>
<td>Dujuan A. Council</td>
<td>Security Officer</td>
<td>828-303-6640</td>
</tr>
<tr>
<td>Monty Wille</td>
<td>Security Officer</td>
<td>828-303-6640</td>
</tr>
<tr>
<td>Perry Bradley Jr.</td>
<td>Security Officer</td>
<td>828-303-6640</td>
</tr>
<tr>
<td>Bryant Matthews</td>
<td>Security Officer</td>
<td>828-303-6640</td>
</tr>
</tbody>
</table>

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. If the crime is one of personal violence such as sexual assault or intimate partner violence, the Director of Compliance/Title IX Coordinator, a Deputy Title IX Coordinator, or Campus Security can help you report to HPD.

**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. If the crime is one of personal violence such as sexual assault or intimate partner violence, the Director of Compliance/Title IX Coordinator, a Deputy Title IX Coordinator, or Campus Security can help you report to CPD.

**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 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.

If a crime is reported to APD, LRU security is notified. Victims of any crime are strongly encouraged to file a report with APD, and Campus Security can help you do this. If the crime is one of personal violence such as sexual assault or intimate partner violence, the Director of Compliance/Title IX Coordinator, a Deputy Title IX Coordinator, or Campus Security can help you report to APD.

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

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

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 A**. 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. A No Trespassing and No Contact order may be issued by the Director of Security Services (or designee), Assistant Provost and Dean of Student Life, the Director of Residence Life, and the Director of Compliance/Title IX Coordinator. If a No Trespass or No Contact Order has been issued, subsequent violations may result in arrest and/or other criminal and/or civil action. Orders are effective from the time of notification for an indefinite period of time and will be kept on file in the Security Office. No Trespassing and No Contact Orders can only be amended or revised by the Director of Security Services or his designee, Assistant Provost and Dean of Student Life, the
Director of Residence Life, and the Director of Compliance/Title IX Coordinator. To inquire about a No Trespassing or No Contact Order, dial 7146 from any University telephone, or (828) 328-7146 from non-University phones, and speak to the Security Officer on duty. If the situation is an emergency, please call 911 or 328-5551. In Columbia, 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, help us prevent crime before it occurs, and reports concerning behaviors.

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);
- Be intentional about whether you allow others to see your physical location on apps like Snapchat or Find my Friends. Sharing your location with a very small group of friends and/or family can be a smart safety measure. However, sharing your location indiscriminately can put you at risk;
- 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 into the building after you open the door;
- Do not lend your room or residence hall key, and do not give out the residence hall combo. 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 domestic violence, dating violence, and stalking prevention 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 Clery crimes, applicable state laws, applicable University policies and procedures in responding to Clery crimes, how to support students that report, recognizing unhealthy and abusive relationships, and resources available on- and off-campus. 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 from Everfi/Campus Clarity (“Campus Clarity”) on sexual misconduct prevention. Incoming freshman and
new transfers receive an invitation to complete the module over the summer prior to the start of fall semester classes, and graduate students receive the module in the 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 Director of Counseling Services and Director of Compliance/Title IX Coordinator conduct required sessions 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 about sexual misconduct prevention and awareness is extended and deepened through presentations by the Dean of Student Life, the Director of Counseling, and Director of Compliance/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, and receives a Campus Clarity online module on sexual misconduct prevention that is geared towards an older population.

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 Student Life, Security Services, 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 2019 is attached as Appendix B.

**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 faculty, staff or student who willfully damage(s) any portion of the University’s physical plant shall be held accountable for the repair/ replacement of the damage, and shall be subject to appropriate sanctions. Where individual responsibility cannot be determined, the University will identify the smallest responsible group (hall, unit, organization, etc.) and demand accountability for damage cost/repairs. Responses to vandalism and/or damage may include fines, replacement costs, labor, administrative fees, judicial action, and/or criminal prosecution. Anyone tampering with or damaging a vending machine, washing machines, or other University-owned equipment may be charged $300.00 plus repair/replacement costs as well as judicial action by the University and/or criminal prosecution.

**Residence Hall Access**

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

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

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

**Security and Maintenance of Campus Facilities**

Proper exterior lighting is an important part of Lenoir-Rhyne University's commitment to campus security and safety. Parking lots, walkways, and building exteriors are well lit and are checked regularly by the 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 officer at (828)328-7146.

On the Columbia campus, you can report these concerns to the Security Office during normal business hours at (803) 461-3268. In cases of emergency (life or property
threatening situation) occurring after 4:30 p.m. or on weekends, call the on-duty campus security officer at (828) 303-6640 and/or contact the appropriate emergency responders (police, fire or ambulance) or call 911.

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

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### 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.

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**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.

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**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 and email. Other means of communication may be utilized as needed including telephone, text, and/or fliers posted and distributed throughout campus. Whether a timely warning is issued is determined on a case-by-case basis based on all of the facts surrounding the crime, including the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. At Lenoir-Rhyne, the Director of 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 and one where a timely warning to the campus is needed. If the Director of Security determines that the incident meets the above criteria, this individual will consult with the Vice President for Administration and Finance, the Assistant Provost and Dean of Student Life, and the Director of Compliance/Title IX Coordinator (if it involves sexual assault, dating violence, domestic violence, and stalking) to confirm this determination and develop the content of the communication that will be sent to all students, faculty, and staff via the RAVE Alert and Emergency Notification system and email. This communication will be sent by either the Director of Security Services, the Assistant Provost and Dean of Student Life, or the Sr. 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**

**RAVE Alert Emergency Notification System**

Lenoir-Rhyne University uses the RAVE Alert Emergency Notification System (“RAVE”) as the community’s emergency notification system. The emergency
notification system will be used in instances where imminent and/or persistent
danger is present. RAVE Alert notifications are sent via email to every student,
faculty, and staff with an LRU email address. We recommend that all faculty, staff,
and students also add their mobile number to the system so they receive alerts via
text message. This is our primary means to send emergency messages, so we
recommend that you update and verify your information 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 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 Drills

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

**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 from Everfi/Campus Clarity. 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 Counseling 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 (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)
- Christy Lohr Sapp, University Pastor, 828.322.2981 saintandrewspastor@gmail.com (Hickory, Asheville, Columbia)
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222 Mark.Fitzsimmons@lr.edu

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 a countless number 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 addressed 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, faculty, and staff 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 an appropriate manner. In the event that alcohol is discovered in student rooms or anywhere on campus, and provided no 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 details about drug schedules, please see appendix E.

**Lenoir Rhyne University’s Drug and Alcohol Policy for Students (from the Cub)**

There are certain policies and guidelines that must be adhered to by **all** students so that everyone may live comfortably and safely in the University community. Please remember all students are obliged to obey federal, state, and local laws.

**Alcohol and Controlled Substances**

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 students to comply with NCAA guidelines concerning the use of drugs, including the NCAA prohibition on the use of anabolic steroids and stimulants by student athletes.
**Where to Go for Help:** Lenoir-Rhyne University’s Counseling Office offers individualized assessment, substance abuse counseling and education for students, available upon request, to assist with any alcohol or substance abuse problems. For assistance dealing with substance abuse issues, individuals should contact one of the following:

- Student Health Center 828.328.7181 or 828.328.7959
- Jenny Smith, University Counselor 828.328.7252 Jenny.Smith@lr.edu
- Christy Lohr Sapp, University Pastor 828.322.2981 saintandrewspastor@gmail.com

**Policy Statement:** The University prohibits the unlawful possession of alcohol and illicit drugs by students, either on University property or at any University-sponsored activity. This prohibition extends to activities sponsored by groups or organizations related to the University; 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.

**Alcohol and Controlled Substance Sanctioning Committee:** The following Lenoir-Rhyne University officials will be responsible for issuing sanctions related to consumption, distribution, and possession of alcohol and controlled substances: Dean of Student Life, Director of Counseling, Director of Residence Life, Faculty Athletics Representative, and Director of Public Safety. These individuals will be referred to as the “Sanctioning Committee.”

**Specific Detail:**

**Alcohol**

Recognizing that alcohol 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.

North Carolina General Statutes: 18B-102. All members of the University community are expected to comply with North Carolina statutes prohibiting the use of alcoholic beverages by persons younger than 21 years of age. Specifically, it is against the law:
• to sell or give beer, wine, liquor or mixed beverages to anyone younger than 21 years of age;
• for a person younger than 21 years of age to purchase or possess beer, wine, liquor or mixed beverages;
• to use fraudulent identification or to permit the use of one's identification by another in order to obtain alcohol illegally.

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, provided no person under 21 is in the room, and provided legal users conduct themselves in a positive manner. In the event that alcohol is discovered in student rooms 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.

Alcohol Use Policies
The possession or consumption of alcoholic beverages by LRU students is prohibited except in accordance with the provisions set forth below.

1. Behavior and the consequences of said behavior are the responsibility of the individual student. Intoxication, intoxicated conduct and resulting behaviors are subject to the disciplinary processes and sanctions set forth in the Student Conduct and Grievance Procedures, found in Section 8 of this Handbook. Such behavior may also be subject to the legal processes of civil and criminal law.

2. The display of alcohol in public areas is prohibited. Students over 21 years of age and possessing alcohol for their own personal use and consumption may transport that alcohol through “public areas” only in a closed container in a bag, or a cooler. The consumption or display of alcoholic beverages in public areas is prohibited except at a registered event involving alcohol.

(For purpose of this policy, the term “public area” shall refer to any University building, room, external area, or property other than the interior boundaries of the student’s private residence
room. The interior boundaries of the residential houses of organizations, meaning on-campus organizational houses where access and privileges are limited to members of that organization, shall not be considered to be common or public areas of the campus for the purposes of the alcohol policy. Members of these organizations may meet in these areas at the discretion of the organization. Legal personal possession and consumption of alcohol in these areas including externalities such as decks or porches shall not be prohibited. When deemed necessary, Public Safety officers may ask organizational officers to clear the porches and/or decks.

3. The possession or use of kegs and alcohol paraphernalia (bongs, funnels, etc.) on campus is prohibited. All bulk quantity common source containers are prohibited.

4. Advertisement regarding alcohol and alcohol-related events and activities must adhere to the following guidelines:
   a. University publications will not accept advertisements promoting alcohol use or events at which alcohol will be present.
   b. Fliers, posters, and advertisements regarding events at which alcohol will be present are prohibited.
   c. Invitations to events at which alcohol will be served must be addressed to specific individuals and placed in campus mailboxes. Mass Distribution of non-specific invitations by any means is prohibited.

5. Students must follow all laws relating to the purchase, possession, and consumption of alcohol.

6. No student shall permit, tolerate, encourage or participate in “drinking games”.

7. All provisions of the Lenoir-Rhyne Student Alcohol Policy are enforced year round, including all breaks and summer sessions.

8. LRU students are responsible for the conduct of their guests, including alcohol violations. LRU students and student organizations may incur disciplinary sanctions as a result of guest violations.

9. Abusive Drinking will not be tolerated. Abusive drinking is defined as:
   a. Use of alcohol, which leads to medical consequences such as passing out, blackouts (loss of memory), gastritis (vomiting, retching), physical injuries, or other medical problems.
   b. Use of alcohol in association with inappropriate behavior such as: verbal abuse, physical abuse, failure to comply with a University official, property damage, any behavior that violates the LRU Statement of Academic Integrity and Student Code of Conduct, found in Section 1 of the Handbook, recurring episodes of intoxication, a single episode of intoxication in which the Assistant Provost & Dean of Student Life believes the level of intoxication posed a risk to the student’s health or well-being.
Provisions for Alcohol use in Residence Halls and Residential Houses

In addition to the provisions listed above, the following provisions apply to alcohol use in the residence facilities:

1. All halls with first-year students are designated as alcohol-free residence areas. No alcohol is permitted under any circumstances in these halls or rooms.

2. Students who are at least 21 years old may possess alcoholic beverages for their own use in their residence hall rooms, but public display of excessive amounts of alcohol containers is prohibited.

3. Students who are at least 21 years old may consume alcoholic beverages in their residence rooms and the residence rooms of other 21-year-olds, except for any provisions noted above.

4. Students who are at least 21 years old, who are members of an organization with a residential house may consume alcohol within the confines of their residential house and deck/porch.

Events Involving Alcohol

Any student organization wishing to hold an event where alcohol is present (a party) must adhere to the following additional policies:

1. Each group must send at least one representative from its executive cabinet to an Alcohol Education Workshop sponsored each semester by the Office of Student Life. Organizational advisors are strongly encouraged to attend.

2. A party is defined as a group of (8) eight or more people when alcohol is present. In the Living-Learning Center and Price Village, a party is defined as a group of (15) fifteen or more people in one apartment when alcohol is present.

3. Open parties, meaning those with unrestricted access by nonmembers of that organization, shall be prohibited. Parties will be by invitation only to a pre-determined number of guests. The invitation list must be filed in the Assistant Provost & Dean of Student Life office with the party permit 1 week in advance of the event. A Campus Activity Board (CAB) activity open to the entire student body would be the only exception to this category. Such an event would require prior approval by the Assistant Provost & Dean of Student Life.

4. Each group must complete and submit a Party Permit to the Assistant Provost & Dean of Student Life at least 1 week prior to the planned event. Blank Party Permits are available in the Office of Student Life.

5. Food must be served at all events involving alcohol. Non-alcoholic, closed container beverages must be available at all times during the event.

6. The event will be limited to four hours. Events may go until 2 a.m. on Friday and Saturday nights. A Thursday night event may go until midnight. Events involving alcohol are prohibited Sunday through Wednesday.
7. Kegs and other bulk quantity common source containers are prohibited.
8. Students who live in residential houses may register their house and attached deck/porch for an alcohol event. Alcohol is not allowed on the grounds surrounding residential houses.
9. Students who live in residence halls may register various approved locations on-campus for alcohol events. Alcohol events will not be approved in residence halls. A list of approved locations is available in the Assistant Provost & Dean of Student Life office.
10. Binge drinking is defined as 5 or more drinks in one sitting and is not acceptable by the Lenoir-Rhyne community.
11. A legal-age student who transports alcohol anywhere outside of an area where legal consumption has been approved must cover the closed container in a bag, or a cooler.
12. Advertisement (including party invitations) for events involving alcohol sponsored by student organizations must conform to the guidelines listed in the General Provisions.
13. All fraternities and sororities must abide by the provisions laid out in the FIPG’s Risk Management Policy.
14. Failure of a campus group to exhibit responsible behavior, abide by the conditions established by this policy, or provide adequate security for members and invited guests may result in the group’s loss of privileges for one full year from that date or for the remainder of the current school year plus the entire next year. National organizations will be notified in the case of fraternity and sorority violations.
15. University officials may enter a party at any time.
16. Glass containers of any kind are prohibited.

**Effects of Alcohol Abuse**

Even minimal consumption of alcohol may affect behavior, but the abuse of alcohol ordinarily has acute or chronic effects.

**Acute**

Even low doses of alcohol may have acute effects: (1) most vehicular accidents among persons aged 15 to 24 are related to drinking; (2) aggressive acts, such as abuse of family/friends and acquaintance rape, are almost always related to alcohol abuse; (3) mental functions may be impaired, making it difficult for a person to process and remember information. High doses of alcohol can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses may produce similar effects.

**Chronic**

Repeated use of alcohol can lead to dependence, in which case sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions.
Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs, such as the brain and the liver. Some studies suggest brain cells are actually destroyed permanently by high levels of alcohol.

For legal and/or moral reasons, the following guidelines should apply wherever alcohol is available at off-campus events:

- Alcohol should not be provided by organizations or individuals to persons not known to be 21 years old or older
- The sale of alcohol should be prohibited unless the distributor is licensed by state or local authorities
- Individuals, groups of individuals or organizations who influence excessive and/or harmful consumption of alcohol through games, peer pressure, subterfuge or other activities should know they are subject to stern disciplinary action both by the University and by external authorities
- Any organization or group of individuals which sponsors an event where alcohol is available should provide alternative food and beverages during the duration of time when alcohol is available
- Any individual, group of individuals or organization which sponsors an event where alcohol is available should consider the effects, including noise and parking, upon the community where the event is scheduled. Specifically, such events should not be scheduled where noise pollutes residential communities or where people park on private property other than that of the hosts
- Litter should not be allowed to accumulate, even temporarily

Sanctions for Violations Involving Alcohol

Although sanctions may be increased for exceptional violations, the following sanctions are typical for possession, consumption or distribution of alcoholic beverages in violation of University policy. The Sanctioning Committee will determine the level of violation. Academic departments, athletic teams, and co-curricular organizations may have a stricter alcohol policy than the outlined policy below. These policies must be on file with the appropriate department head and/or Assistant Provost and Dean of Student Life prior to an incident occurring.

Possession/Consumption (Adjudication will be by Residence Life or Student Conduct Council)
Level 1 Offense
- $50 fine
- A hold will be placed on the student's account until all sanctions are completed.
• Notification of violation sent to coach and Athletic Department or On-Campus supervisor and, as needed, a parent/guardian.
• Completion of the REQUIRED online work (through Canvas) must be completed after the initial conduct meeting and before all other counseling requirement(s) begin.
• Alcohol assessment with LR’s Cornerstone Wellness Center, must be scheduled within the designated timeframe issued. (Possible additional sessions may be required).
• A “no-show” or cancelled appointment without appropriate documentation will result in an off-campus referral at Cognitive Connections. Student will be responsible for any associated expenses.

Level 2 Offense (Adjudication will be by Residence Life or Student Conduct Council)
• $50 fine
• A hold will be place on the students account until all sanctions are completed by a prescribed date.
• Notification of violation sent to coach and Athletic Director/ or On-Campus supervisor and parent/guardian.
• An off-campus referral at Cognitive Connections as coordinated by LR’s Cornerstone Wellness Center. Student will be responsible for any associated expenses.
• Failure to complete the above requirements in the time frame specified will result in the individual being unable to represent LRU in any capacity.

Level 3 Offense
• All sanctions in the second offense will be reissued, with possible removal from campus housing and/or possible suspension from representing LRU in any capacity (e.g., serving as a tour guide, presenting off-campus, intercollegiate or co-curricular competitions). The Sanctioning Committee will determine the length of any suspension.

Illegal Distribution (Student Conduct Council will adjudicate all hearings for Illegal Distribution)
1st Offense
• Sanction for selling alcohol illegally or for illegally abetting, purchasing, or distributing alcohol to individuals younger than 21 years of age include a $100 fine and probation for remainder of academic year.
• Depending on the severity of the offense, a suspension or expulsion may also be considered.

2nd Offense
• Sanction will include a $250 fine.
• Additionally, the student will be either suspended or expelled, depending on the severity of the offense.

Failure to Enforce University Policy, University Recommendations, or North Carolina General Statutes
Where organizations fail to enforce University policies, University recommendations or legal statutes involving the distribution, possession or use of alcohol, sanctions ranging up to suspension or expulsion of the organization may be imposed.

Typical sanctions for students involved in anti-social behavior while intoxicated are as follows:

Abuse of Persons
Intoxicated persons who abuse persons should expect expulsion and referral to law enforcement agencies. Abuse of persons includes, but is not limited to, assault, battery, intimidation and insubordination.

Abuse of Property
Intoxicated persons who violate the property rights of others must make restitution within time frame given by University official issuing sanction. Typically, minimal sanctions for the first offense include a fine. Sanctions may also include loss of campus housing, disciplinary probation, referral to law enforcement agencies, suspension, or expulsion. Upon the second offense, students should expect suspension or expulsion from the University and referral to enforcement agencies.

Public Drunkenness or Driving Under the Influence (DUI/DWI)
Sanctions for typical offenses are the same as those listed for possession/consumption. A charge or arrest for these actions will be treated as such. The Sanction Committee will determine the offense level.

Off-campus Events
Although the University ordinarily is not in a position to police off-campus events, it should be understood that any person or any group of persons who aids or abets others 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 following guidelines. Furthermore, should it become evident that individuals, groups of individuals or organizations who/which 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.

**Controlled Substances**

Lenoir-Rhyne University will maintain a strict policy regarding the illegal possession, consumption, and/or distribution of all illicit drugs and controlled substances (including prescription medications without a valid prescription) that are classified as Schedule I, II, III, IV, or V. These include but are not limited to: Heroin, LSD, Marijuana, Ecstasy, Peyote, Vicodin, Cocaine, Methamphetamines, OxyContin, Adderall, Ritalin, Anabolic Steroids, Testosterone, Xanax, Valium, Ambien, Tramadol, Robitussin AC, and Lyrica.

**Controlled Substances Use Policies**

The illegal possession or consumption of controlled substances by LRU students is prohibited at all times.

**Provisions for Controlled Substance use in the Residence Halls and Residential Houses**

The illegal possession or consumption of controlled substances is prohibited in LRU Residence Halls and Residential Houses.

**Events Involving Controlled Substances**

The illegal possession or consumption of controlled substances is prohibited at any LRU or LRU-related events.

**Effects of Controlled Substance Abuse**

Even minimal use of controlled substances may affect behavior, but the abuse of controlled substances can lead to acute or chronic effects.

*Acute*

Even low doses of controlled substances may have acute effects; these include but are not limited to: illusions, depression, violent behavior, anxiety, disorientation, slurred speech, increased pulse rate and blood pressure, nausea. High doses of controlled substances can cause coma and death.

*Chronic*
Repeated use of controlled substances can lead to dependence, in which case sudden cessation of substance use is likely to produce withdrawal symptoms. These symptoms include but are not limited to: irritability, tremors, panic, cramps, nausea, anxiety, convulsions, depression, disorientation, psychosis, and death. Long-term use of controlled substances can also lead to permanent damage to vital organs, such as the brain, heart, and liver.

**Sanctions for Violations Involving Controlled Substances**

Possible sanctions for any student participating in the use and/or distribution of illicit drugs and controlled substances include, but are not limited to the following sanctions: fines, sessions with the University Counseling department, community service, scholarship reduction, probation, suspension, expulsion, and any other necessary sanction deemed fit by the University. The Sanctioning Committee will determine the level of violation. Academic departments, athletic teams, and co-curricular organizations may have a stricter controlled substance policy than the outlined policy below. These policies must be on file with the appropriate department head and/or Assistant Provost and Dean of Student Life prior to an incident occurring.

**For any charge or arrest regarding a citation for Driving While Impaired (DWI) or controlled substance possession or paraphernalia will be treated as a positive test for controlled substances.**

**Possession and/or Use**

- **Level 1 Offense** - sanction will include:
  - $85 fine
  - Suspension of all intercollegiate participation according to the chart below. Suspension will begin immediately and be applied to current/future regular and postseason competition until completed. The Assistant Provost and Dean of Student Life will determine all other suspensions.

<table>
<thead>
<tr>
<th>Sport</th>
<th>Suspension Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>7 Games</td>
</tr>
<tr>
<td>Basketball</td>
<td>4 Games</td>
</tr>
<tr>
<td>Cheer/Dance</td>
<td>4 Games</td>
</tr>
<tr>
<td>Cross Country</td>
<td>1 Date of competition</td>
</tr>
<tr>
<td>Football</td>
<td>2 Games</td>
</tr>
<tr>
<td>Golf</td>
<td>3 Dates of competition</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>3 Games</td>
</tr>
<tr>
<td>Soccer</td>
<td>3 Games</td>
</tr>
<tr>
<td>Softball</td>
<td>7 Games</td>
</tr>
<tr>
<td>Sport</td>
<td>Dates of Competition</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Swimming</td>
<td>2 Dates of competition</td>
</tr>
<tr>
<td>Tennis</td>
<td>4 Dates of competition</td>
</tr>
<tr>
<td>Track and Field</td>
<td>3 Dates of competition</td>
</tr>
<tr>
<td>Volleyball</td>
<td>4 Matches</td>
</tr>
</tbody>
</table>

- Athletic scholarship reduction of 5% to current year award
- Completion of an initial assessment with the Counseling Department within 10 days (with additional sessions likely required)
- Eligible to be randomly tested at any time
- Parent/guardian will be contacted through phone call and/or letter
- Coach and Athletic Director/on-campus supervisor will be contacted
- Completion of 10 hours community service within 30 days
- Judicial probation for one calendar year
- **Students must complete the initial counseling assessment and all other sanctions prior to representing LRU in any capacity (e.g., serving as a tour guide, presenting off-campus, intercollegiate or co-curricular events).**

**Level 2 Offense - sanction will include:**
- $200 fine
- Completion of an initial assessment with the Counseling Department within 10 days (with additional sessions likely required)
- Suspension of all intercollegiate participation according to the chart below. Suspension will begin immediately and be applied to current/future regular and postseason competition until completed. The Dean of Student Life will determine all other suspensions.

<table>
<thead>
<tr>
<th>Sport</th>
<th>Dates of Competition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>25 Games</td>
</tr>
<tr>
<td>Basketball</td>
<td>13 Games</td>
</tr>
<tr>
<td>Cheer/Dance</td>
<td>10 Games</td>
</tr>
<tr>
<td>Cross Country</td>
<td>3 Dates of competition</td>
</tr>
<tr>
<td>Football</td>
<td>6 Games</td>
</tr>
<tr>
<td>Golf</td>
<td>10 Dates of competition</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>9 Games</td>
</tr>
<tr>
<td>Soccer</td>
<td>9 Games</td>
</tr>
<tr>
<td>Sport</td>
<td>Number of Dates/Matches</td>
</tr>
<tr>
<td>--------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Softball</td>
<td>28 Games</td>
</tr>
<tr>
<td>Swimming</td>
<td>8 Dates of competition</td>
</tr>
<tr>
<td>Tennis</td>
<td>13 Dates of competition</td>
</tr>
<tr>
<td>Track and Field</td>
<td>9 Dates of competition</td>
</tr>
<tr>
<td>Volleyball</td>
<td>14 Matches</td>
</tr>
</tbody>
</table>

- 75 hours of community service to be completed within 120 days
- Eligible to be randomly tested at any time
- Minimum of 15% athletic scholarship reduction. Coach may choose to further reduce athletic scholarship up to full cancellation of athletic scholarship
- Parent/guardian will be contacted through phone call and/or letter
- Coach and Athletic Director/on-campus supervisor will be contacted
- Remain on judicial probation for one calendar year from the offense date
- **The student must complete all sanctions prior to representing LRU in any capacity.** (e.g., serving as a tour guide, presenting off-campus, intercollegiate or co-curricular competitions).

**Level 3 Offense** – sanction will include:
- Suspension or Expulsion
  - **The student is permanently banned from representing LRU in any capacity.** (e.g., serving as a tour guide, presenting off-campus, intercollegiate or co-curricular competitions).

**Illegal Distribution**

The illegal distribution, delivery or sale of any narcotic, hallucinogenic drug or other controlled substance while on University property or while attending a University-related event is strictly prohibited.

First offense - Suspension or expulsion

**Illegal Possession of Drug Paraphernalia**

The illegal possession and/or use of drug paraphernalia, including, but not limited to, roach clips, bongs, pipes or rolling papers, while on University property or while attending a University-related function is specifically prohibited. Hookahs are also banned from Lenoir-Rhyne University.
Sanctions may include mandatory referral to the Counseling Department for assessment. Additional sanctions, including, but not limited to, fines, the loss of campus housing or suspension, may be imposed.

**Anti-Social Behavior**

Typical sanctions for students involved in anti-social behavior while under the influence of controlled substances are as follows:

**Abuse of Persons**

Persons under the influence of a controlled substance who abuse persons should expect expulsion and referral to law enforcement agencies. Abuse of persons includes, but is not limited to, assault, battery, intimidation and insubordination.

**Abuse of Property**

Persons under the influence of a controlled substance who violate the property rights of others must make restitution within the time frame given by the University official(s) issuing the sanction. Typically, minimal sanctions for the first offense include a fine. Sanctions may also include loss of campus housing, disciplinary probation, referral to law enforcement agencies, suspension or expulsion. Upon the second offense, students should expect suspension or expulsion from the University and referral to law enforcement agencies.

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”), and has a comprehensive policy regarding these and other forms of sexual misconduct, which is attached as [Appendix C](#) and can also be found along with multiple other resources on the University’s Title IX and Campus SaVE program at [lr.edu/titleix](http://lr.edu/titleix). 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 96 hours (within 72 hours is best):
  - 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, accommodations or 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.

Lenoir-Rhyne University’s Resource Guide for Students on Sex/Gender-Based Misconduct: Campus Policies, Procedures, and Resources is attached as Appendix D and available at www.lr.edu/titleix

If you or someone you know is a victim/survivor of sexual assault, dating violence, domestic violence, stalking or other form of sex discrimination, see attached Appendix D, which is Lenoir-Rhyne University’s Resource Guide on Sex/Gender-Based Misconduct. This Guide and other information also available at http://www.lr.edu/titleix

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 the Assistant Provost/Dean of Student Life 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 Assistant Provost/Dean of Student Life on a case-by-case basis, in consultation with the Sexual Misconduct Response team as needed, 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 Student Life. The Dean of Student Life 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 Student Life 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 Student Life will maintain your confidentiality to the extent possible while assisting with requesting and coordinating requested accommodations.

The Title IX Coordinator and Dean of Student Life 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 Student Life, in consultation with the Title IX Coordinator, will also determine whether interim suspension of the accused individual pending the resolution of the complaint.

For employees, the Director of Human Resources and 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, Stalking, Sexual Harassment, and Sexual Exploitation to the University**

Victims/Survivors are not required to report Sexual Misconduct to the University, but are encouraged to do so. 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 Student Life  
  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 Security Services  
  828.328.7450; norris.yoder@lr.edu
If a report is made to any of these individuals, they will immediately 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 a University official. 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)
- Christy Lohr Sapp, University Pastor, 828.322.2981 saintandrewspastor@gmail.com (Hickory, Asheville, Columbia)
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222 Mark.Fitzsimmons@lr.edu

**Reporting to a Security Officer or Local Law Enforcement**

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

1. Notify law enforcement authorities, including:
   - LRU’s Department of Security Services: Emergency 9-911 or 9-328-5551;
from a campus phone – 0 or 7146; from a non-campus phone (828) 328-7146
- Hickory Police Department: 911; Non-Emergency (828) 324-2060
- Asheville Police Department: 911; Non-Emergency (828) 252-1110
- Columbia Police Department: 911; Non-Emergency (803) 545-3500

2. Ask the Security Officer or another University official to help you notify appropriate law enforcement; or
3. Choose not to report the incident to local law enforcement.

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

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](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 as to potential danger.

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 and that the University take no steps in investigation the incident, in many cases, the Director of Compliance/Title IX Coordinator will be able to respect a victim/survivor’s request. However, several factors must be weighted by the Title IX Coordinator before making the final decision regarding whether the matter will be fully investigated or not, 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 wishes to be confidential and not have the matter fully investigated will limit the University’s ability to respond completely to the
allegations. Even if a victim/survivor decides not to request confidentiality, the Director of Compliance/Title IX Coordinator will only discuss the case with other University officials 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 C (both versions in effect during calendar year 2018), 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 or Investigator 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.

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.

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.

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.

**Programs and Campaigns to Promote Awareness of and Prevent Sexual Assault, Dating Violence, Domestic Violence and Stalking**

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 domestic violence, dating violence, and stalking prevention 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 Clery crimes, applicable state laws, applicable University policies and procedures in responding to Clery crimes, how to support students that report, recognizing unhealthy and abusive relationships, and resources available on- and off-campus. 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 from Everfi/Campus Clarity (“Campus Clarity”) on sexual misconduct prevention. Incoming freshman and new transfers receive an invitation to complete the module over the summer prior to the start of fall semester classes, and graduate students receive the module in the 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 Director of Counseling Services and Director of Compliance/Title IX Coordinator conduct required sessions 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 about sexual misconduct prevention and awareness is extended and deepened through presentations by the Dean of Student Life, the Director of Counseling, and Director of Compliance/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, and receives a Campus Clarity online module on sexual misconduct prevention that is geared towards an older population.

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 Student Life, Security Services, Residence Life, Faculty, Athletics, Title IX, Student Groups and Organizations, including fraternities, sororities, and the SARA organization (Suicide, Abuse, and Rape Awareness).

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 C):

- 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 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, 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: [http://sexoffender.ncsbi.gov/disclaimer.aspx](http://sexoffender.ncsbi.gov/disclaimer.aspx).
- In South Carolina, this information and additional information such as signing up for alerts can be found at: [http://scor.sled.sc.gov/ConditionsOfUse.Aspx](http://scor.sled.sc.gov/ConditionsOfUse.Aspx).

**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.
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).
4. Call 9·1·1.
5. Notify Business Office and/or Budd Group.

EVACUATE

1. Locate the nearest exit that can be used safely (follow illumined exit signs).
2. Immediately assist individuals with disabilities or otherwise in need of assistance.
3. DO NOT USE ELEVATORS.
4. Notify other rooms (classrooms, offices, bathrooms, etc) of the evacuation.
5. Assemble in the faculty/visitor parking lot.
6. If you are in a class, please stay with your class so all people can be counted.

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**

The Department of Security Services collects and compiles crime statistics and fire statistics in compliance with the Disclosure of Campus Security Policy and Campus Crime Statistics Act. A copy of the Handbook for Campus Safety and Security Reporting addresses the guidelines may be obtained at the US Department of Education’s website. **Lenoir-Rhyne’s annual crime and fire statistics for 2019, separated by campus are as follows:**
### HICKORY CAMPUS
#### CRIMINAL OFFENSES REPORTING TABLE

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Appendix A
Appendix B
Crime Prevention and Awareness Programming 2019

Primary Prevention & Awareness Programs

Everfi/Campus Clarity:

In 2019, 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.

First Year Experience (FYE) Classes:

In the fall of 2019, the Assistant Provost & Dean of Student Life and the Associate Dean of Students and Director of the Counseling Center, 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.

Crime Prevention and Ongoing Prevention and Awareness Programs and Initiatives

Title IX & Campus SaVE Education and Training Presented by Title IX Coordinator or Deputy Title IX Coordinator

A) Employee Trainings:
5/22/2019 – New Employee Title IX/Campus SaVE Training
8/1/2019 – Athletic Department Staff Orientation: NCAA Policy to Combat Sexual Violence
8/7/2019 – RD Training: Title IX and Campus SAVE
8/9/2019 – Aramark Dining Employee (LR Contractor) Training
8/20/2019 – Compliance and Sex/Gender-Based Discrimination and Misconduct for New Adjunct Faculty
8/20/2019 – Compliance and Sex/Gender-Based Discrimination and Misconduct Training for New Faculty and Staff
8/21/2019 – Aramark Employee (LRU Contractor) Training on Title IX/Campus SaVE
8/21/2019 – Aramark Maintenance and Housekeeping (LR Contractor) Training on Title IX/Campus SaVE
9/12/2019 - Sexual Harassment Workshop for LRU 410 Class
9/20/2019 – Compliance and Sex/Gender-Based Discrimination and Misconduct Training for New Faculty and Staff
10/15/2019 – Sexual Misconduct Review Board Training

B) Student Trainings:

1/7/2019 – RA Training on Sex/Gender-Based Misconduct
5/28/2019 – OT New Students - Title IX / Campus SaVE Training
6/11/2019 – OT New Students - Title IX / Campus SaVE Training
8/20/2019 – Title IX Training for Resident Assistants
8/21/2019 – Orientation Leader Title IX & Campus SaVE Training
8/25/2019 – New Student Orientation - Title IX and Campus SaVE
8/26/2019 – Sexual Misconduct Training: Men’s Basketball
8/26/2019 – Title IX Training for FYE Assistants
9/25/2019 – Sexual Misconduct Training for Students: Columbia Campus

Student Programming - Sexual Assault Awareness Week:

4/3-4 – Sexual Assault Awareness - Tabling, Clothesline Project

Student Programming Reconciling Sexuality Week in Columbia:

3/25/2019 – Creating Sex Positive Families
3/26/2019 – The Pornography Epidemic
3/27/2019 – Sex and Sexuality in Ministry
3/28/2019 – Sexual Training: Extraordinary Lutheran Ministries and Sexual Trauma Services of the Midlands

Convocations:

1/25/2019 – Intimate Partner Violence
2/2019 – Self Defense
4/2/2019 – Sexual Assault Awareness and Prevention
4/8/2019 – Self Defense Class
9/9/2019 – Title IX Talks in FYE Classes
9/9/2019 – Title IX Talks in FYE Classes
9/9/2019 – Title IX Talks in FYE Classes
9/10/2019 – Title IX Talks in FYE Classes
9/10/2019 – Title IX talks in FYE Classes
9/17/2019 – Consent Vs. Non-consent
9/26/2019 – Sidewalk Chalking · Sexual and Relationship Violence Awareness
10/21/2019 – Title IX Jeopardy

Programs sponsored by Residence Life

1/28/2019 – Joe’s Coffee · Healthy Relationships: Discussed healthy relationships
4/16/2019 – Isenhour Hall · Sexual Assault Awareness: Discussed the different aspects of sexual assault, awareness, and what to do if you are a victim of a sexual assault
4/2/2019 – Morgan Hall - Sexual Assault and Prevention: Discussed LR's policies surrounding Title IX and allowed residents to ask questions

9/17/2019 – Isenhour Hall - Consent with Dawn Floyd: Presentation regarding Title IX policies at LR

9/26/2019 – Hickory House - Talk and Chalk: Discussion of Title IX with Dawn Floyd

10/21/2019 – Living Learning Center - RAs facilitated jeopardy surrounding Title IX

**Programs sponsored by Security Services**

1/24/19: Safety Program for International students
5/16/19: LRU-Columbia Safety Presentation
5/28/19: OT Student Orientation and Safety program
8/08/19: Resident Director Training, Campus Security Authority
8/10/19: Football Team members and coaches
8/19/19: Athletic Staff Training, safety program and Campus Security Authority
8/23/19: Faculty Presentation on General Safety and Active Shooter
8/25/19: Freshmen Orientation with Fire Safety and general safety program

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

January 2019 - RA / RD Refresher Training
January 2019 - Substance Use Prevention
February 2019 - AA/DA Substance Use Group
February 2019 - Substance Use Prevention
March 2019 - AA/DA Substance Use Group
April 2019 - AA/DA Substance Use Group
August 2019 - Athletic Staff Orientation
August 2019 - RD Training
August 2019 - RA Training
September 2019 - AA/DA Substance Use Group
September 2019 - Title IX Overview
September 2019 - Sobriety Safety and Support
September 2019 - Navigating Drug and Alcohol Peer Pressure from All Angles
September 2019 - Overdose Awareness
September 2019 - Marijuana Facts
September 2019 - Alcohol Awareness
September 2019 - Drug and Alcohol Peer Pressure
September 2019 - Opiate Crisis Awareness
October 2019 - APPLE Training
October 2019 - Substance Use Prevention
October 2019 - Sex & Candy
October 2019 - Healthy Relationships
October 2019 - How to ask for Healthy Relationships
October 2019 - Healthy Romantic Relationships
October 2019 - Domestic Violence Awareness
October 2019 - Consent Awareness
November 2019 - AA/DA Substance Use Group
December 2019 - Substance Use Prevention
December 2019 - Substance Use Prevention

_Programs sponsored by Athletics_

1/11/2019 - Crisis Management (Included Sexual Abuse Section

2/11/2019 - Alcohol Education Convo for student athletes

2/12/2019 - Alcohol Education Convo for student athletes
3/22/2019 - Sexual Violence Prevention/Awareness and Response “Going Forward, Survivor to Thriver”

4/8/2019 - Drug Education Convo for student athletes

4/9/2019 - Drug Education Convo for student athletes

8/1/2019-12/31/2019 - Alcohol Edu/Prescription Drugs EverFi Modules

8/1/2019 - Full Athletics Staff Meeting· Sexual Violence/Clery Act/Counseling Talks

9/1/2019-12/31/2019 - NCAA MyPlaybook Modules Online Courses

9/2019 - Title IX Education

Programs sponsored by Columbia Campus

4/8/2019 - SASS: Surviving Assault Standing Strong

5/31/2019 - Sexual Misconduct Training for incoming students

7/24/2019 - ATIXA investigator training

9/25/2019 - Cultural Competency and Title IX Training

Programs sponsored by Columbia Campus Safety and Security Trainings

1/19/2019 – Alarm testing

3/14/2019 – Verbal Judo

4/16/2019 – Report Writing

5/15/2019 – Quarterly Campus Safety Meeting

6/14/2019 – Staff and Student Session

8/26/2019 – Student Orientation

9/3/2019 – Rave Training
Programs sponsored by International Education

2/12/19 VAWA/Title IX training
2/22/19 VAWA/Title IX training
2/26/19 VAWA/Title IX training
2/28/19 VAWA/Title IX training
3/4/19 VAWA/Title IX training
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3/14/19 VAWA/Title IX training
4/15/19 VAWA/Title IX training
4/24/19 VAWA/Title IX training
4/25/19 VAWA/Title IX training
4/30/19 VAWA/Title IX training
5/6/19 VAWA/Title IX training
5/14/19 VAWA/Title IX training
8/19 – 12/19 Online Study Abroad Training Application
9/6/19 J Orientation
9/25/19 VAWA/Title IX training
10/24/19 VAWA/Title IX training
11/5/19 VAWA/Title IX training
12/2/19 VAWA/Title IX training
Appendix C
Laws Related to Unlawful Possession or Distribution of Illegal Drugs and Alcohol

The unlawful manufacture, distribution, possession, and/or use of a controlled substance or alcohol is regulated by a number of federal, state, and local laws. These laws impose legal sanctions for both misdemeanor and felony convictions. Criminal penalties for convictions can range from fines and probation to denial or revocation of federal benefits (such as financial aid) to imprisonment and forfeiture of personal and real property. A summary of North Carolina alcohol and drug laws is available below. The information provided below is illustrative, not exhaustive or a definitive statement of all applicable laws, but rather it indicates the types of conduct that are against the law and the range of legal sanctions that can be imposed for such conduct.


NC DRUG LAWS

Laws Related to the Unlawful Possession or Distribution of Illegal Drugs and Alcohol

The unlawful manufacture, distribution, possession, and/or use of a controlled substance or alcohol, including underage drinking, is regulated by a number of federal, state and local laws. These laws impose sanctions for both misdemeanor and felony convictions. A summary of North Carolina alcohol and drug laws is available in the chart below. This information is not an exhaustive or definitive statement of all applicable laws but rather illustrates the range of legal sanctions that can be imposed for violating these state statutes.
### NC Drug Laws

<table>
<thead>
<tr>
<th>Types of Drugs</th>
<th>Possession</th>
<th>Possession with intent to Sell or Deliver; To Manufacture; or to Sell and/or Deliver</th>
<th>North Carolina Statute</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Schedule I:</strong> Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP), and MDA</td>
<td><strong>Maximum Penalty:</strong> Five (5) years in prison and/or fine (felony)</td>
<td><strong>Maximum Penalty:</strong> Ten (10) years in prison and/or fine (felony)</td>
<td>§90-89</td>
</tr>
<tr>
<td><strong>Schedule II:</strong> Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Secondal, Nembutal, Cocaine, Amphetamines and other opium and opium extracts and narcotics</td>
<td><strong>Maximum Penalty:</strong> Two (2) years in prison and/or $2,000 fine (misdemeanor) – UNLESS: 1. Exceeds 4 tablets, capsules, other dosage units or equivalent quantity of Hydromorphone. 2. Exceeds 100 tablets, capsules, other dosage units or equivalent quantity. 3. One gram or more of Cocaine</td>
<td><strong>Maximum Penalty:</strong> Ten (10) years in prison and/or fine (felony)</td>
<td>§90-90</td>
</tr>
<tr>
<td><strong>Schedule III:</strong> Certain barbiturates such as amobarbital and codeine containing medicine such as Fiorinal #3, Doriden, Tylenol #3, Empirin #3, and codeine-based cough suppressants such as Tussionex and Hycomine, and all anabolic steroids</td>
<td><strong>Maximum Penalty:</strong> Possession of less than 100 tablets, capsules, other dosage units or equivalent quantity: Two (2) years in prison and/or fine (misdemeanor) To possess more than 100 tablets, capsules, other dosage units or equivalent quantity: Five (5) years in prison and/or fine (felony)</td>
<td>Maximum Penalty: Five (5) years in prison and/or fine (felony)</td>
<td>§90-91</td>
</tr>
<tr>
<td><strong>Schedule IV:</strong> Barbiturates, narcotics, and stimulants including Valium, Talwin, Librium, Equanil, Darvon, Darvocet, Placidyl, Tranzene, Serax, Ionamin (yellow jackets)</td>
<td><strong>Maximum Penalty:</strong> Same as Schedule III</td>
<td>Maximum Penalty: Five (5) years in prison and/or fine (felony)</td>
<td>§90-92</td>
</tr>
<tr>
<td>Schedule VI: Marijuana, THC, Hashish, Hash Oil, Tetrahydrocannabinol</td>
<td>Maximum Penalty:</td>
<td>Maximum Penalty: Five (5) years in prison and/or fine (felony)</td>
<td></td>
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<td></td>
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<tr>
<td>Possession of less than 1/2 ounce of Marijuana or 1/20 ounce Hashish: Thirty (30) days in prison and/or $100 fine (misdemeanor)</td>
<td>Possession of more than 1/2 ounce of Marijuana or 1/20 ounce Hashish: Two (2) years in prison and/or fine (misdemeanor)</td>
<td>Possession of more than 1 1/2 ounce of Marijuana or 3/20 ounce of Hashish or consists of any quantity of synthetic Tetrahydrocannabinols or Tetrahydrocannabinols isolated from the resin of marijuana: Five (5) years in prison and/or fine (felony)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Drug Paraphernalia</th>
<th><strong>Maximum Penalty:</strong> One hundred twenty (120) days in prison and/or fine. (misdemeanor)</th>
<th><strong>Maximum Penalty:</strong> One hundred twenty (120) days in prison and/or fine. (misdemeanor)</th>
<th><strong>Maximum Penalty:</strong> One hundred twenty (120) days in prison and/or fine. (misdemeanor)</th>
</tr>
</thead>
<tbody>
<tr>
<td>However, delivery of drug paraphernalia by a person over 18 years of age to someone under 18 years of age who is at least three years younger: One (1) year in prison and/or fine. (felony)</td>
<td>It is unlawful for any person to purchase or otherwise procure an advertisement in any newspaper, magazine, handbill, or other publication, or purchase or otherwise procure an advertisement on a billboard, sign, or other outdoor display, when he knows that the purpose of the advertisement, in whole or in part, is to promote the sale of objects designed or intended for use as drug paraphernalia. Sixty (60) days in prison and/or fine. (misdemeanor)</td>
<td>$90-94</td>
<td></td>
</tr>
</tbody>
</table>
## NC ALCOHOL LAWS

<table>
<thead>
<tr>
<th>State Law</th>
<th>Penalty</th>
<th>North Carolina Statute</th>
</tr>
</thead>
<tbody>
<tr>
<td>To possess, attempt to purchase or purchase, sell or give beer, wine, liquor, or mixed beverages to anyone under the age of 21.</td>
<td><strong>Maximum Penalty:</strong> Imprisonment for a term up to 120 days and/or community service and fines up to $1,000 (Class 1 misdemeanor)</td>
<td>$M$18B-302·18B302.1</td>
</tr>
<tr>
<td>A person under 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age</td>
<td><strong>Maximum Penalty:</strong> Imprisonment for a term up to 60 days and/or community service and fines (Class 2 misdemeanor)</td>
<td>$18B·302·18B·302.1</td>
</tr>
<tr>
<td>A person over 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age</td>
<td><strong>Maximum Penalty:</strong> Imprisonment for a term up to 120 days and/or community service and fines up to $1,000 (Class 1 misdemeanor)</td>
<td>$18B·302·18B302.1</td>
</tr>
<tr>
<td>Operating a motor vehicle upon any highway, any street, or any public vehicular area within this State: while under the influence of an impairing substance: after having consumed sufficient alcohol that he has, at any relevant time after the driving, an alcohol concentration of 0.08 or more: or with any amount of a Schedule I controlled substance.</td>
<td>1st Offense: Jail, 24 hours; Fine, $200; License suspended, 60 days to 1 year. 2nd Offense: Jail, 4 days; Fine, varies; License Suspension, 1-4 years. 3rd Offense: Jail, 14 days to 2 years; Fine, varies; License Suspension, 1 year to permanent.</td>
<td>$20·138.1</td>
</tr>
<tr>
<td>Operating a motor vehicle on a highway or public vehicular area by a person less than 21 years old while consuming alcohol or at any time while he has remaining in his body any alcohol or controlled substance previously consumed.</td>
<td>Maximum of 20 days in jail and $200. If driving while impaired offense is also charged then: 1st Offense: Jail, 24 hours; Fine, $200; License suspended, 60 days to 1 year. 2nd Offense: Jail, 4 days; Fine, varies; License Suspension, 1-4 years. 3rd Offense: Jail, 14 days to 2 years; Fine, varies; License Suspension, 1 year to permanent.</td>
<td>$20·138.1 &amp; 20·138.3</td>
</tr>
<tr>
<td>Possessing an alcoholic beverage other than in the unopened manufacturer's original container, or consume an alcoholic beverage, in the passenger area of a motor vehicle while the motor vehicle is on a highway or the right-of-way of a highway.</td>
<td><strong>Maximum Penalty:</strong> Imprisonment for a term up to 60 days and/or community service and fines up to $1,000 (Class 2 or 3 misdemeanor based on number of offenses).</td>
<td>$18B·301; $18B·401; $20·138.7</td>
</tr>
</tbody>
</table>
Appendix D
LENOIR-RHYNE UNIVERSITY

**TITLE:** Sex/Gender-Based Discrimination and Misconduct Policy

**CAMPUSES:** Hickory, Columbia and Asheville

**DIVISION/DEPARTMENT:** University-Wide

**INDIVIDUALS AFFECTED:** All Lenoir-Rhyne Faculty, Staff and Students

**POLICY UPDATED:** September 1, 2018

**PHILOSOPHY & PURPOSE**

Lenoir-Rhyne University (“LRU” or “University”) 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 or demean members of the University community. This Policy (the “Policy”) concerns Sex/Gender-Based Discrimination and Sexual Misconduct (collectively referred to as “Sex/Gender-Based Misconduct”). Such conduct by or 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 Sex/Gender-Based Misconduct to bring such incidents to the attention of the Title IX Coordinator, a Deputy Title IX Coordinator, or a University employee. Allegations of Sex/Gender-Based Misconduct against any member of the University community will be addressed pursuant to the procedures established in this Policy.

The University uses the preponderance of the evidence (also known as “more likely than not”) as a standard for proof of whether a violation occurred. In campus resolution proceedings, legal terms like “guilt,” “innocence,” and “burdens of proof” are not applicable, but the University never assumes a responding party is in violation of university policy. Campus resolution proceedings are conducted to take into account the totality of all evidence available, from all relevant resources.
The University’s Sex/Gender-Based Misconduct policies are not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matter protected by academic freedom. Academic freedom extends to topics that are pedagogically appropriate and germane to the subject matter of the course.

Consistent with its commitment to addressing sex/gender-based discrimination, the University complies with Title IX of the Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in education programs or activities, Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment, and Section 304 of the Violence Against Women Reauthorization Act of 2013 (also known as the Campus Sexual Violence Elimination Act (SaVE Act)). Inquiries concerning the application of Title IX, Title VII, or the Campus SaVE Act may be referred to the Title IX Coordinator. Inquiries concerning Title IX may also be directed to the U.S. Department of Education’s Office for Civil Rights (See, Lenoir-Rhyne University’s Notice of Non-Discrimination and Equal Opportunity).

**DEFINITIONS**

1. **Complainant** – A member of the University community (including the University itself) that alleges a violation of this Policy.

2. **Day** – Unless otherwise specified, a day(s) refers to any day except Saturday, Sunday, or a day when the University is closed for a Holiday.

3. **Investigation Report** – A report developed by the Title IX Coordinator, a Deputy Title IX Coordinator, or other appointed investigator that has conducted an investigation of an alleged violation of this Policy.

4. **Respondent** – A member of the University community that has been alleged to have violated this Policy.

5. **Responsible Employee** – A University employee that has the duty to report incidents of Sex/Gender-Based Misconduct to the Title IX Coordinator or a Title IX Deputy Coordinator. Responsible Employees include all LRU employees with the exception of those with the designation of Confidential Resource (University Pastors, Counselors, and all employees of the Counseling and Health Center). Responsible employees include some student employees including, but not limited to, Graduate Assistants, Resident Assistants, Academic Tutors, and Course Assistants.

6. **Sex/Gender-Based Misconduct** – A broad term encompassing a range of behavior including, Sexual Harassment, Sexual Exploitation, Stalking, Non-Consensual Sexual Contact or Intercourse (collectively referred to as “Sexual Assault”), Intimate Partner Violence, Sex & Gender Discrimination, and Retaliation.
7. **Sex/Gender-Based Misconduct Response Team (SMRT)** – SMRT is a team that is delegated certain responsibilities as stated in this Policy. The members of SMRT include the Title IX Coordinator (or Deputy Coordinator designee), Assistant Provost and Dean of Student Life, Director of Security Services, Director of Human Resources, Assistant Provost and Dean of Graduate and Adult Programs, and Sr. Vice President for Administration and Finance.

8. **Sex/Gender-Based Misconduct Review Board (SMRB)** – SMRB is a Board that is delegated certain responsibilities as stated in this Policy, including to hear Sex/Gender-Based Misconduct grievances referred to it.

9. **Student** – For the purpose of this Policy, a Student is any person who has been accepted for admission or who is currently or was previously enrolled in the University pursuing an undergraduate or graduate degree, a certificate, or any other program at the University that requires enrollment.

10. **Standard of Proof** – The standard by which it is determined whether or not a violation of this Policy has occurred. For the purpose of this Policy, the Standard of Proof required is a preponderance of evidence (i.e., the evidence demonstrates that it is more likely than not that a violation has occurred).

11. **Title IX Coordinator** – The designated University official with ultimate oversight and responsibility for the University’s compliance with Title IX and the Campus SaVE Act. The Title IX Coordinator oversees and coordinates the University’s response to alleged violations of this Policy, and the identification and resolution of any pattern or systemic discrimination on the basis of sex or gender. The Title IX Coordinator may designate one or more Title IX Deputy Coordinators for the Asheville and Columbia campuses of LRU, who work under the direction and supervision of the Title IX Coordinator in their role as Deputies.

12. **University-Affiliated Activity** – An activity on- or off-campus that is initiated, authorized, or supervised by the University or by an officially-recognized organization of the University.

13. **University Premises** – Buildings or grounds owned, leased, operated, controlled, or supervised by the University.
JURISDICTION

The University has jurisdiction over, and will respond to, allegations of Sex/Gender-Based Misconduct occurring on the University’s Premises, at University Affiliated Activities, and/or where the Complainant and/or Respondent is a student, faculty, staff, or agent of the University. The University does not have jurisdiction over allegations between visitors or guests. The University has the right, but not the obligation, in its sole discretion to investigate conduct occurring off University Premises or at a non-University Affiliated Activity if the conduct occurred in the context of its educational program or had continuing effects on campus or in an off-campus program or activity.

The University also has the right, but not the obligation, in its sole discretion to investigate and adjudicate complaints where a party is no longer enrolled in or employed by Lenoir-Rhyne University. The University does not limit the timeframe for reporting a complaint of Sex/Gender-Based Misconduct. Complaints can be submitted at any time following an incident, although the University’s ability to take action may be limited by the passage of time and the status of the Complainant and Respondent.

1) SCOPE OF POLICY

This Sex/Gender-Based 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 Sex/Gender-Based Misconduct. Moreover, this Policy shall govern all conduct, circumstances, procedures and allegations that in any way involve Sex/Gender-Based 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) SEX/GENDER-BASED MISCONDUCT OFFENSES

This Policy prohibits acts of Sexual/Gender-Based Misconduct as identified below, and attempts to commit the same.

a) Sex/Gender-Based Harassment

Sexual harassment is a form of sex discrimination covered by Title IX and occurs in two forms: *Quid Pro Quo* Harassment and Hostile Environment Harassment.

i) *Quid Pro Quo* Harassment

This form of sex harassment relies heavily on a power or authority imbalance between those involved, such as between a supervisor and supervisee or a faculty member and a
student. *Quid pro quo* literally means “this for that” in Latin, implying a trade. *Quid pro quo* harassment is:

- Unwelcome sexual advances, or requests for sexual favors, and/or other verbal or physical conduct of a sexual nature;
- by a person having power or authority over another; and
- when submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating, or evaluating, or providing a benefit to an individual’s education or employment development or performance.

**ii) Hostile Environment Harassment**

Sexual harassment that rises to the level of creating a hostile environment is called Hostile Environment Harassment, which is:

- Unwelcome sexual advances, or requests for sexual favors, and/or other verbal or physical conduct of a sexual or gender-based nature;
- that is severe, or persistent, or pervasive; and
- the conduct is both subjectively and objectively offensive such that it unreasonably interferes with, denies, or limits someone’s ability to participate in or benefit from the institution’s education or employment programs.

**b) Non-Consensual Sexual Contact and Non-Consensual Sexual Intercourse**

**i) Non-Consensual Sexual Contact:**

- any intentional sexual touching;
- however slight;
- with any object (including body part);
- by a person upon another person; and
- that is without consent and/or by force.

Sexual Contact includes, without limitation, intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.

**ii) Non-Consensual Sexual Intercourse:**

- any sexual intercourse;
- however slight;

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1 See Section 3) below for the Policy on Consent.
• with any object (including body part);
• by a person upon another person; and
• that is without consent and/or by force.

Sexual intercourse includes vaginal or anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

c) Sexual Exploitation

• non-consensual\(^2\) or abusive conduct;
• that takes sexual advantage of another person; and
• for the respondent’s own advantage or benefit OR to benefit/advantage anyone other than the individual being exploited; and

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 (gaining money, privilege or power from the sexual activity of another);
• knowingly transmitting a sexually transmitted infection (STI) and/or HIV to another person;
• exposing one’s genitals in a non-consensual circumstance;
• inducing someone else to expose their genitals without consent.

d) Stalking

• non-consensual\(^3\) sexual or gender-based conduct;
• directed at a specific person; and
• that would cause a reasonable person to feel fear for themselves or others or to suffer substantial emotional distress.

Stalking behaviors include, but are not limited to:

\(^2\) See Section 3) below for the Policy on Consent.
\(^3\) See Section 3) below for the Policy on Consent.
• someone repeatedly calling, including hang ups;
• following someone;
• sending unwanted gifts, letters, cards, or emails and/or electronic messages;
• damage to a residence, car or other property;
• monitoring phone calls, texts, social media, other online activities and/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 Sex/Gender-Based Misconduct when it is undertaken as a result of sex- or gender-based motivations.

e) **Intimate Partner Violence (“IPV”)**:

- any instance of violence or abuse, whether verbal, or physical, and/or psychological; and
- that occurs between those who are in or have been in an intimate relationship with each other.

f) **Sex and Gender Discrimination**

Sex and gender discrimination by any student, employee, or any other agent of the University is prohibited by federal law. Sex/gender-based discrimination is actions that deprive other members of the community of educational or employment access, benefits, or opportunities on the basis of sex or gender.

Sex and gender discrimination is:

- action on the basis of sex or gender (including, without limitation, gender identity, gender expression, and nonconformity with gender stereotypes);
- that deprives a member of the community of educational or employment access, or benefits, or opportunities.

Sex and gender discrimination is prohibited with regard to pregnancy and parenting, in recruitment and admissions, financial aid, educational programs and activities, hiring and

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4 Referred to in the Campus SaVE Act as Dating Violence and Domestic Violence.
employment policies, athletics, and student discipline. Complaints regarding sex-based or gender-based discrimination will be addressed under this Policy.¹

g) Retaliation

Retaliation is a form of sex discrimination that is prohibited largely to promote reporting of, and cooperation with, investigations and policy resolutions involving sex/gender-based misconduct. Retaliation is:

- any adverse action, or intimidation, or threat, or coercion;
- taken against a person participating in a protected activity; and
- because that person was engaged in an activity protected by this Policy.

Retaliation in response to allegations of Sex/Gender-Based Misconduct will not be tolerated by the University, and the University will not only take steps to prevent such retaliation but also will take strong responsive action if it occurs, whether or not any Sex/Gender-Based Misconduct grievance proceedings are pending. If the Complainant, Respondent, or another faculty, staff, student, or agent of the University that participated in a Title IX investigation feels that they have been the subject of retaliation, they should contact the Title IX Coordinator or a Deputy Title IX Coordinator, identified in Section 4) below. Allegations of retaliation in response to an underlying Sex/Gender-Based Misconduct complaint will be handled through the same processes as set forth herein for Sex/Gender-Based Misconduct.

3) Consent

Sex/Gender-Based Misconduct can take many forms, but all forms of Sex/Gender-Based 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 as Complainant would consider that the words or actions of the party involved an expression of willing permission to do the same thing, in the same way, at the same time.

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 person who desires sexual activity to make sure they have consent from their partner.

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¹ All complaints of sex/gender-based discrimination relating to LRU’s athletics program will be investigated according to the procedures set forth herein, but will be adjudicated by LRU’s Gender Equity Committee, not the SMRB. Additional protocols and procedures related to the adjudication of complaints involving athletics by the Gender Equity Committee will be enacted separately under the authorization of the Title IX Coordinator.
Consent cannot be obtained by any of the following means:

a) Coercion, which is unreasonable pressure for sexual activity including, but not limited to, ignoring the verbal or physical objections of another person (e.g., a person repeatedly saying “no” or “stop” or pushing the other person away);
b) Force, which is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, or intimidation (i.e., implied threats) and/or coercion that overcome resistance or produce consent;
c) Causing another's incapacitation through the use of drugs or alcohol or other means resulting in mental or physical incapacitation; or
d) Taking advantage of another person's incapacitation, state of intimidation, helplessness, or other inability to consent.

**Incapacitation**

Incapacitation is any condition in which someone cannot make rational, reasonable decisions and therefore lacks the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why, or how" of their sexual activity). A person may be unable to consent when they are mentally or physically incapacitated due to the influence of alcohol, drugs, or medication, and/or when they are asleep or involuntarily physically restrained.

A person is incapacitated and cannot consent to sexual activity if:

a) The person is unconscious or otherwise unable to resist;
b) The person is unaware that sexual activity is occurring; or
c) The person does not have the legal capacity to consent.

A person’s capacity to understand, appraise, and/or control their conduct should be analyzed based on surrounding factors including, but not limited to, hallucinations, blackouts, seizures, vomiting, slurred speech, disorientation, incoordination, falling, loss of memory, sleeping, and other relevant factors.

4) **Reporting Allegations of Sex/Gender-Based Misconduct & Confidential Resources**

a) Reporting to a Title IX Coordinator

The Title IX Coordinator is responsible for overseeing and coordinating Lenoir-Rhyne University’s compliance with Title IX and Campus SaVE Act, including the University’s response to all allegations of Sex/Gender-Based Misconduct under this Policy. The Title IX Deputy Coordinators serve under the direction and supervision of the Title IX Coordinator and assist the Title IX Coordinator in complying with federal law and this Policy, assist in providing information and resources for Complainants and Respondents, and to train faculty,
staff, students, and contractors on their campus on their rights and obligations under this Policy. Title IX Deputy Coordinators will also assist the Title IX Coordinator with the investigation and adjudication of alleged violations of this Policy in the discretion of the Title IX Coordinator or where the Title IX Coordinator must be recused based on a conflict of interest or in the absence of the Title IX Coordinator.

- University Director of Compliance/Title IX Coordinator – Dawn Floyd
  Hickory, Cromer Center #206 (828) 328-7040; Dawn.Floyd@lr.edu or TitleIXCoordinator@lr.edu
- Asheville Deputy Title IX Coordinator – Dr. Michael Dempsey
  2nd Floor Main Office (828) 407-4269; Michael.Dempsey@lr.edu
- Columbia Deputy Title IX Coordinator – Robyn Marren
  Yost Administration Bldg. (803) 461-3277; Robyn.Marren@lr.edu

b) Reporting to a Responsible Employee (sometimes referred to as a “mandated reporter”)

All LRU faculty and staff are “Responsible Employees” for purposes of reporting all forms of Sex/Gender-Based Misconduct, including sexual assault, sexual harassment, intimate partner violence, stalking, sexual exploitation, sex or gender discrimination, and retaliation. Responsible employees include all faculty and staff (full-time, part-time, and adjuncts), and/or any other agent of the University.

It is the Policy of Lenoir-Rhyne University that all Responsible Employees must share immediately with the Title IX Coordinator or a Deputy Coordinator (within 24 hours where possible), any information they learn regarding allegations of or facts suggesting any form of Sex/Gender-Based Misconduct (i.e., sexual harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sex or gender discrimination, and retaliation) involving a student or employee or other agents of the University. The only exception to this Policy is for those employees with the designation of Confidential Resource (discussed in Section 4) d) below).

c) Reporting Online & Anonymously

You may also report an incident online by completing a Sex/Gender-Based Misconduct Grievance Form, which is available at www.lr.edu/titleix. To use this Form to report an incident anonymously on the Title IX Webpage, click on “Report an Incident” and leave the spaces blank that are seeking personally identifying information. The form will then be sent electronically directly to the Title IX Coordinator. The reporter should be aware that reporting an incident anonymously doesn’t ensure confidentiality, since the University is obligated to take certain actions in response to all complaints, including those reported anonymously.
d) Reporting to a Confidential Resource & Getting Confidential Assistance

Confidential Resources in the positions identified below will maintain the confidentiality of matters reported to them, except in cases of an immediate threat or danger to health or human safety, or the abuse of a minor. For purposes of reporting under the Clery Act, these individuals will submit anonymous statistical information to Campus Security, unless they believe it would be harmful to their client, patient or parishioner.

- Jenny Smith, Counselor, 828.328.7252, Jenny.Smith@lr.edu (Hickory and Columbia) Cornerstone House & Beam Hall
- Jennifer Drum, Counselor, 828.328.7957, Jennifer.Drum@lr.edu (Hickory and Asheville) Cornerstone House & Beam Hall
- Michael Spivey, Counselor, 828.328.7298, Michael.Spivey@lr.edu (Hickory) Cornerstone House
- Kellie Medley, (when acting as) Counselor, 803.461.3237; Kellie.Medley@lr.edu (Columbia) Beam Hall #3C
- Jennifer Waugh, Student Health Provider, 828.328.7958 (Hickory) Cornerstone House
- Rev. Christy Lohr Sapp, University Pastor, 828.322.2981, saintandrewspastor@gmail.com (Hickory) Grace Chapel
- Rev. Dr. Mark Fitzsimmons, Columbia Pastor, 803.461.3222; Mark.Fitzsimmons@lr.edu

If a faculty or staff member is contacted by an individual who wishes to maintain anonymity or confidentiality concerning any alleged Sex/Gender-Based Misconduct, the faculty or staff member must report the contact to the Title IX Coordinator or Deputy Title IX Coordinator. However, such faculty or staff member should also encourage the individual to seek confidential assistance through the resources above or another appropriate resource, such as community-based resources.

e) Reporting to Campus Security or Local Law Enforcement

Students, faculty, and staff may also report to Campus Security, local law enforcement, or call 911.

- Hickory Campus Security - During business hours call 828.328.7145; 24 hours a day call 828.328.7146 (mobile)
- Hickory Police Department – 828.328.5551
- Columbia campus Security – During business hours call 803.461.3268
- Columbia Police Department – 803.545.3500
- Asheville Police Department – 828.252.1110
The filing of a report does not obligate an alleged victim to pursue criminal charges if they do not want to pursue them, but it does make filing of charges easier if the alleged victim changes their mind at a later date. Some types of Sex/Gender-Based Misconduct, as set forth in this Policy, may also constitute a violation of criminal law.

Anyone who reports Sex/Gender-Based Misconduct will be notified by the Title IX Coordinator or a Deputy Coordinator of their right to (1) notify law enforcement authorities; (2) be assisted by campus authorities in notifying law enforcement authorities; and (3) decline to notify such authorities.

If a Complainant files a criminal complaint with local law enforcement, the University will comply with law enforcement, which may require the University to temporarily suspend the fact-finding aspect of a University sex/gender-based investigation while law enforcement gathers evidence. The University will promptly resume any such suspended investigation as soon as notified by law enforcement that it has completed its evidence-gathering process, and/or the University deems it necessary to proceed with its investigatory process. An individual desiring anonymity can seek the assistance of Campus Security, the Title IX Coordinator, or a Counselor, who may be able to help file a report with law enforcement that includes the details of the incident without revealing the alleged victim’s identity.

5) **Self-Care & Resources**

If you believe you have been the victim of 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 well-being. 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
- Take pictures of any and all injuries and other evidence
- Do not destroy or wash the clothes you were wearing. If you change, place your clothes in a paper bag
- Seek medical treatment immediately

Individuals who have been the victim of Sex/Gender-Based Misconduct should consider using all of the University’s resources available to assist them in caring for themselves and understanding their rights and options. A full list of these resources can be found at [www.lr.edu/titleix](http://www.lr.edu/titleix), in the Resource Guide on Sex/Gender-Based Misconduct. A complete list of resources, counseling, health, and mental health services, as well as all other rights and options.
options available to the Complainant (including the option to pursue criminal charges), will be provided to the individual by the Title IX Coordinator or Title IX Deputy Coordinator.

6) INTERIM MEASURES & ACCOMMODATIONS

The University aims to assist those involved with alleged Sex/Gender-Based Misconduct in any way reasonably possible. Therefore, in connection with alleged Sex/Gender-Based Misconduct, a Complainant and Respondent may contact the Title IX Coordinator, a Deputy Coordinator, or the Assistant Provost and Dean of Student Life, to request reasonable assistance in the following forms of interim measures and accommodations:

(1) an escort on-campus;
(2) separating the Complainant and/or Respondent from classes;
(3) work re-assignment, relocation, or leave of absence;
(4) moving the Complainant and/or Respondent to a different residence hall;
(5) counseling services;
(6) access to on- or off-campus healthcare services;
(7) academic support services, such as tutoring;
(8) potentially re-taking or withdrawing from a class;
(9) entering a “no contact” order; and/or
(10) other reasonable requests for assistance.

The Title IX Coordinator and Assistant Provost and Dean of Student Life will work together to identify all accommodations and interim measures that are reasonable and should be taken promptly given the circumstances. These options may be requested at any time. Such requests will be reviewed by the Title IX Coordinator and the LRU Sex/Gender-Based Misconduct Response Team (SMRT) as needed on a case-by-case basis, and all reasonable requests will be granted. The interim measures will continue as long as reasonable and necessary.

7) SEX/GENDER-BASED MISCONDUCT GRIEVANCE PROCEDURES

The procedures below are the means by which all allegations of violations of this 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, state and federal criminal, civil or other 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 procedures are designed to address allegations of Sex/Gender-Based Misconduct and the impact such misconduct has on members of the University community. All members of the University community are bound by these procedures, as well as the resulting outcome of any proceedings hereunder.
All aspects of these procedures are designed to provide a prompt, equitable, fair and impartial investigation and resolution of grievances asserted against members of the University community. These procedures further ensure that LRU will take steps to prevent recurrence of any discriminatory and/or sexual misconduct and will correct its discriminatory effects, as needed. LRU seeks to provide regular updates to the Complainant and Respondent on the status of any investigation and/or resolution.

All University employees or agents of the University overseeing and/or executing this Policy have received mandatory training and, in carrying out their responsibilities, have no real or perceived conflicts of interest absent their request for recusal, which should be made to the Title IX Coordinator or Sr. Vice President and SMRB Administrative Assistant.

a) Overview and Special Considerations

1) Overview of Process. LRU’s Sex/Gender-Based Misconduct Policy and Procedures follow a four-step process:

   (1) Initiation of grievance and preliminary inquiry by a Title IX Coordinator;
   (2) Neutral investigation;
   (3) Mutual resolution or adjudication by LRU’s Sex/Gender-Based Misconduct Review Board;
   (4) Discretionary appeal to the University President.

2) Confidentiality. An individual asserting allegations of a violation of this Policy may request to remain anonymous and/or request that a grievance not be pursued against the Respondent. 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 Respondent, 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 Sex/Gender-Based Misconduct grievance process without the cooperation or participation of the Complainant (for example, in situations where the alleged Respondent is believed to be a potential threat to the University community, See Section b) 1) below). 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 Complainant’s and Respondent’s confidentiality where reasonably possible. Moreover, the University will not publish any personally
identifying information about the Complainant or Respondent, except as required by law.

Given the sensitive nature of all forms of Sex/Gender-Based Misconduct and, out of respect for everyone involved in the process, the University recommends that all information related to the allegations be kept confidential. However, the parties are not restricted from discussing and sharing information about the grievance with others that may support or assist them in presenting their complaint or responding to the complaint.

3) **Amnesty.** All members of the University community are encouraged to report incidents of Sex/Gender-Based Misconduct, even though 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 Sex/Gender-Based Misconduct, the University does not want any such circumstances to inhibit the reporting of Sex/Gender-Based Misconduct. In order to encourage reporting, the University under most circumstances will not charge Complainants, Respondents, or witnesses of Sex/Gender-Based Misconduct for violations of the University’s drug or alcohol policies that may have occurred in conjunction with the reported incident of Sex/Gender-Based Misconduct. The Dean of Students may, in their discretion, and on a case-by-case basis, determine to pursue major, serious, and/or repeated alcohol or drug violations against those involved in an incident of Sex/Gender-Based Misconduct.

4) **Advisor.** Complainants and Respondents are entitled to have one advisor of their choosing present with them throughout the grievance process. The advisor may be legal counsel. Prior to the accompaniment or involvement by an advisor, the party must complete a FERPA consent form. An advisor may not attend a meeting, interview, hearing or other activity related to the grievance process in the absence of their advisee. A witness or potential witness to the complaint may not serve as an advisor in a hearing, and an advisor may not serve as a witness in the hearing.

5) **Preservation of Evidence.** Complainants, Respondents, and potential witnesses are encouraged to preserve any evidence that may be important to an investigation of allegations of Sex/Gender-Based Misconduct including, but not limited to, handwritten or electronic communications such as text messages, telephone messages and emails, videos and/or photographs of the incident. In the case of a sexual assault, the University encourages the Complainant to seek medical help within 72 hours of the sexual assault so that any physical evidence may be preserved for use at a later date should that be necessary.
6) **Additional Protocols & Procedures.** The Title IX Coordinator is authorized to enact additional protocols and procedures that include specific instructions for reporting and responding to allegations of Sex/Gender-Based Misconduct. The Title IX Coordinator has the right to appoint a designee that will have full authority to act in the role of the Title IX Coordinator within this Policy should that become necessary to avoid a conflict of interest or other situation where it would be inappropriate or impossible for the Coordinator to carry out their responsibilities.

7) **Reporting to Law Enforcement.** A Complainant who reports Sex/Gender-Based Misconduct will be notified by the Title IX Coordinator or a Deputy Coordinator of their right to (1) notify law enforcement authorities; (2) be assisted by campus authorities in notifying law enforcement authorities; and (3) decline to notify such authorities. A Complainant or victim is not required to file a criminal complaint and may choose to pursue only the University process under this Policy. The processing of a grievance pursuant to this Policy is independent of any criminal investigation. At the request of local law enforcement, the University may delay its process for a short time so as not to compromise law enforcement’s process, but the University will not wait until the conclusion of a criminal investigation or criminal proceeding to investigate a report of Sex/Gender-Based Misconduct and, if needed, will take interim measures to protect the Complainant within the educational setting during the criminal process.

8) **False Allegations.** Deliberately false and/or malicious allegations made under this Policy, as opposed to allegations which, even if not found to be a violation of LRU’s Policy and are made in good faith, are a serious offense which may be subject to appropriate disciplinary action. Any false allegations discovered during an investigation into a complaint will be referred to the appropriate University official.

b) **Grievance Procedures**

1) **Initiation of a Grievance & Preliminary Inquiry (days 1-10)**

   a) The Complainant should initiate a grievance by reporting the alleged Sex/Gender-Based Misconduct to the Title IX Coordinator, or a Deputy Title IX Coordinator or Responsible Employee (who will then report to the Title IX Coordinator or a Deputy). Although there is no period of time within which a Sex/Gender-Based Misconduct grievance must be reported, the Complainant should report the

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2 For each major stage of the grievance procedures set forth herein, LRU has identified a general timeline for that stage based on a 60-day process (the process includes the SMRB hearing but not any appeals). This timeframe is subject to reasonable and sometimes unforeseen delays based on multiple factors during each stage of a grievance as set forth more specifically in Section b) 2) below.
incident 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, the Title IX Coordinator will conduct a preliminary inquiry, including meeting with the Complainant and Respondent and seeking additional details about the alleged grievance. The Title IX Coordinator will also provide the Complainant information regarding LRU’s policies and resources pertaining to Sex/Gender-Based Misconduct. Based on the preliminary inquiry into allegations of the Complainant, the Title IX Coordinator will make an initial determination of whether any violation of the Sex/Gender-Based Misconduct Policy may have occurred under any version of Complainant’s allegations.

c) The Title IX Coordinator will discuss with the Complainant whether the Complainant wishes to proceed further in the grievance process or requests confidentiality. If the Complainant does not wish to proceed with a grievance, and/or requests their name and/or allegations remain confidential, the University may still investigate the alleged incident to the extent possible and take reasonable actions in response to the Complainant’s information. The Title IX Coordinator will inform the Complainant that the University’s ability to respond may be limited under these circumstances.

d) The Title IX Coordinator will weigh the Complainant’s request(s) for confidentiality and/or wish not to proceed with the grievance process against the University’s obligation to provide a safe, non-discriminatory environment for all students. Specifically, the Title IX Coordinator will consider the following factors:

  i. The seriousness of the alleged Sex/Gender-Based Misconduct;
  ii. Whether there have been other complaints of Sex/Gender-Based Misconduct against the same Respondent at the University or any other school, or any criminal charges, filed that, if true, would constitute Sex/Gender-Based Misconduct;
  iii. Whether the Respondent threatened further Sex/Gender-Based Misconduct or violence against the Complainant or others;
  iv. Whether the alleged Sex/Gender-Based Misconduct was committed by multiple Respondents;
  v. Whether the alleged Sex/Gender-Based Misconduct involved use of a weapon;
  vi. The age of the Complainant;
vii. Whether the University possesses other means to obtain relevant evidence of the alleged Sex/Gender-Based Misconduct;
viii. Whether the complaint reveals a pattern of conduct at a particular location or by a particular student or student group/organization;
ix. The Respondent’s right to receive information about the allegations.

The Title IX Coordinator, in his/her discretion, may consult with the members of SMRT in determining whether the University should proceed with an investigation despite the wishes of a Complainant to be anonymous and/or not to pursue a grievance against the Respondent. The University reserves the right to initiate an investigation and grievance without a formal report or participation by the Complainant. The Title IX Coordinator will inform the Complainant if the University cannot ensure confidentiality, and whether the University intends to pursue an investigation or grievance despite a Complainant’s wishes otherwise. In an instance where the University must disclose a Complainant’s identity to a Respondent, the Title IX Coordinator will inform the Complainant prior to making the disclosure.

e) Even if the Complainant does not wish to proceed with a grievance because the Complainant requests confidentiality or requests that the complaint not be resolved, the University, specifically the Title IX Coordinator, reserves the authority to undertake an appropriate action, including meeting with Complainant, Respondent, and potential witnesses, interim and reasonable protective measures and accommodations to protect a Complainant, Respondent, or the University community, and other responses to ensure the University is maintaining a safe, discriminatory-free environment.

f) If the Title IX Coordinator proceeds with an investigation, the Title IX Coordinator will complete a sex/gender-based misconduct grievance form and present it for signature by the Complainant. By signing the sex/gender-based misconduct grievance form, the Complainant attests to the truthfulness of the allegations therein, to the best of their knowledge. Regardless of whether Complainant signs the sex/gender-based misconduct grievance form, the Title IX Coordinator will provide a copy of the completed sex/gender-based misconduct grievance form to the Complainant and Respondent. Along with the grievance form, the Title IX Coordinator will also provide a notice of investigation to the Complainant and Respondent. This notice will include a brief description of the alleged conduct, the alleged Policy violations (type of Sex/Gender-Based Misconduct as defined herein), a copy of this Policy, a brief description of the
investigative process, information about available resources for both parties throughout the process, and a notice about avoiding retaliatory behavior.

2) **Formal Investigation (days 10-35)**

a) If the Title IX Coordinator believes they have an actual or reasonably perceived conflict of interest with a particular grievance, the Title IX Coordinator should recuse themselves from the process and appoint one of the Deputy Title IX Coordinators to conduct the grievance process.

b) After the sex/gender-based misconduct grievance form and notice of investigation is submitted to the Complainant and Respondent, the Title IX Coordinator shall conduct a prompt, thorough, neutral, impartial, and fact-based investigation of the allegations made by the Complainant. The Title IX Coordinator will make reasonable efforts to conduct the investigation within twenty-five (25) days, including preparation of the Investigation Report and review of such report by the parties. Some investigations may not reasonably be completed within twenty-five days due to many factors including, but not limited to, involvement of local law enforcement, the number of potential witnesses, the complexity of evidence and issues, the competing professional obligations of the Coordinator, University closures, failure of parties and witnesses to meet their obligations under this Policy, scheduling delays with witnesses and SMRB, and unforeseen circumstances such as illnesses, weather events, etc.

c) At any meeting or interview as part of the investigation, Complainant and Respondent will be allowed to have one advisor of their choosing attend, which person may be legal counsel. Prior to accompaniment by an advisor, the Complainant and Respondent must complete a FERPA consent form, provided by the Title IX Coordinator. Such advisor may only counsel their advisee and may not speak at the hearing or present any evidence or argument on behalf of their advisee. A witness or potential witness to the grievance, as identified by the Title IX Coordinator may not serve as an advisor, and an advisor may not serve as a witness in the hearing.

d) All information known to Complainant and Respondent to be relevant to the grievance must be brought to the attention of the Title IX Coordinator during an investigation. This includes the names of all potential witnesses and the existence of all potential evidence in whatever form.

e) All interviews conducted by the Title IX Coordinator will be audio recorded by the Coordinator. Written notice will be provided to each interviewee that the
interview is being recorded. The Complainant and Respondent may request an electronic copy of their interview from the Title IX Coordinator.

f) After completing the investigation, the Title IX Coordinator shall issue a written report of their findings to the Complainant and the Respondent (the “Investigation Report”). The Complainant and Respondent will have five (5) business days from the date they receive the Investigation Report to review the report and provide a written response and/or provide any additional information related to the allegations and grievance. In addition, the Title IX Coordinator will request to meet with the Complainant and Respondent independently to discuss the report, their responses, answer any questions, and discuss next steps in the process.

g) Once the Title IX Coordinator has issued the Investigation Report to the Complainant and Respondent, the Title IX Coordinator will work with the University’s Senior Vice President (the SMRB’s administrative assistant) and President to appoint the Chairperson and other SMRB members that will adjudicate the grievance.

g) The Title IX Coordinator will send the Investigation Report and all written responses to the Report from Complainant and Respondent to the Chairperson of the SMRB that will adjudicate the grievance.

3) Pre-Hearing Procedures (days 35-45)

a) Sex/Gender-Based Misconduct Review Board (SMRB)

The SMRB is responsible for adjudicating all Sex/Gender-Based 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 sixth person will be appointed to serve in the role of Chairperson and non-voting member of the SMRB. A five-member board, along with a non-voting Chairperson will be constituted by the random selection of five individuals and one Chairperson from a pool of trained faculty and staff for each new grievance hearing. The pool of SMRB members will be appointed by the President for staggered three-year terms. The Senior Vice President for Administration and Finance will serve the SMRB as a non-voting administrative assistant. All members of the SMRB pool shall receive specialized training to assist them with the sensitive issues that often accompany Sex/Gender-Based Misconduct. The University’s Title IX Coordinator, Deputy Title IX Coordinators, and members of SMRT shall not serve as members of the SMRB.

b) Mutual Resolution and Pre-Hearing Procedures

1) Mutual Resolution
i. The Chairperson of the SMRB, in consultation with the Title IX Coordinator and the SMRB’s administrative assistant, determines whether a mutual resolution may be appropriate in resolving the grievance based on the Investigation Report;

ii. Grievances of sexual contact or sexual intercourse without consent are not appropriate violations for the mutual resolution process; therefore, these alleged violations should automatically proceed to the SMRB’s hearing process;

iii. If mutual resolution is deemed appropriate, the Chairperson will send a written notice to the Complainant and Respondent that he/she will be contacting them about a potential mutual resolution. If, at this time, either the Chairperson, Complainant, or Respondent have any conflict of interest with the others involved, they may request recusal from this process and a new Chairperson will be selected by the SMRB’s administrative assistant in consultation with the President of the University;

iv. The Chairperson will meet with the Respondent first to discuss the potential for a mutual resolution. The Chairperson will discuss with the Respondent whether they will agree to resolve the matter through a mutual resolution, where the Respondent accepts some responsibility for their actions and agrees to a specific set of sanctions recommended by the Chairperson. A Respondent who accepts a mutual resolution must accept responsibility for the violation(s) and the recommended sanction(s) imposed by the Chairperson, and waives his/her right to a hearing with the SMRB. If the Respondent does not want to resolve the grievance through a mutual resolution, then the grievance will be referred automatically to the SMRB for a hearing;

v. The Chairperson will then offer the Complainant the option of resolving the grievance through a mutual resolution and, specifically, the recommended sanctions proposed by the Chairperson and accepted by the Respondent. If the Complainant agrees to the proposed mutual resolution, the Complainant waives their right to a hearing with the SMRB. If the Complainant does not want to resolve the grievance through a mutual resolution, then the grievance will be referred automatically to the SMRB for a hearing;

vi. The Chairperson must determine that the acceptance of a mutual resolution is voluntary on the part of the Complainant and
vii. The Chairperson is prohibited from informing the five voting SMRB members of any specific information related to the Chairperson’s attempt to resolve the matter by mutual resolution if a mutual resolution fails and the matter proceeds to a hearing. This rule is imposed to prevent any bias against a Complainant or Respondent for their actions or decisions during the mutual resolution process;

viii. The Chairperson will make all reasonable efforts to complete a mutual resolution within ten (10) business days from the date the Chairperson receives the Investigation Report from the Title IX Coordinator.

ix. A signed mutual resolution may not be appealed. If the Chairperson does not offer a mutual resolution, or the Respondent or Complainant does not accept a mutual resolution, the matter will proceed to a hearing. Further, the Complainant and Respondent have a right to end the informal process and begin the SMRB hearing process at any time during the mutual resolution process.

2) Pre-Hearing SMRB Procedures

Where a mutual resolution is not reached, or is not appropriate, the Title IX Coordinator will send the Investigation Report to the five voting members of the SMRB. The Title IX Coordinator or SMRB’s administrative assistant will coordinate with the SMRB Chairperson and members and parties to schedule a hearing before the SMRB. The Title IX Coordinator or the SMRB’s administrative assistant will schedule a hearing of the SMRB. Once a hearing date is confirmed, the Title IX Coordinator or SMRB’s administrative assistant will send a Notice of Hearing to the Complainant, respondent, and Chairperson of the SMRB.

The Notice of Hearing shall include the following:

i. A statement of the specific allegations against the respondent;

ii. The date, time and location for the hearing;

iii. A list of the names of the members of the SMRB, including the non-voting Chair and the procedures to follow for requesting recusal of any one of the SMRB members or the Chairperson;
iv. The names of the witnesses the SMRB will call to provide information at the hearing;

v. A brief description of the hearing process, including the standard of proof, which is a preponderance of the evidence;

vi. Procedures for Complainant and Respondent to follow should they wish to identify witnesses (including character witnesses) to provide information at the hearing beyond those called by the SMRB and the time for doing this, which is no later than five (5) business days before the hearing;

vii. A statement that the Respondent and Complainant may seek assistance from the non-voting Chairperson or the SMRB’s administrative assistant in understanding the process and procedures of the hearing;

viii. A statement indicating that the Complainant and Respondent have the right to be represented, at the Respondent or Complainant’s expense, by a licensed attorney or non-attorney advisor during the hearing process;

ix. Notice that the parties may request to participate in the hearing remotely if they do not wish to be physically present with the Respondent at the hearing, and the procedures for requesting such accommodation, and the time frame for doing so;

x. Notice of the hearing procedures in the Sex/Gender-Based Misconduct Policy, and attaching a copy of the Policy;

xi. Time limits, if any, imposed upon Complainant and Respondent in addressing the SMRB;

xii. Notice that the Complainant and Respondent must complete FERPA consents for their advisors, if any, in advance of the hearing, and the procedures for doing so;

xiii. Notice of the opportunity to submit additional information for the SMRB’s consideration and notice that any and all new information provided – including new witnesses – must be received by the SMRB’s Chairperson and Board’s administrative assistant no later than five (5) business days before the start of the hearing. All new information submitted by a Complainant or Respondent will be provided to the other party in advance of the hearing and immediately upon receiving it;

xiv. Notice that, where there are multiple allegations of Sex/Gender-Based Misconduct alleged by Complainant, the SMRB will reach separate decisions as to each allegation of Sex/Gender-Based Misconduct;

xv. A confidential witness key to the Investigation Report will be provided, along with the Notice.
3) **Conflicts of Interest.** As soon as possible after receiving the Investigation Report and names of the parties and witnesses, any member of SMRB who has a real or perceived conflict of interest will disclose the same to the SMRB’s administrative assistant. Complainant and Respondent will each be given an opportunity to request the recusal of any members(s) of the SMRB which request shall be received no later than 48 hours after receiving the Notice of Hearing, and shall be decided by the SMRB’s administrative assistant. Any recused member shall be replaced by the President’s appointment of another appropriately qualified individual.

4) **Ex Parte Communications with SMRB.** The Complainant, Respondent, and witnesses that were interviewed during the Investigation are prohibited from discussing their grievance, the hearing, or any other matters related to their grievance with any members of the SMRB at any time outside of the hearing.

4) **SMRB Hearing Procedures (days 45-60)**

a) At the hearing, Complainant and Respondent will be allowed to have one advisor of their choosing attend, who may be legal counsel. Prior to accompaniment by an advisor, the Complainant and Respondent must complete a FERPA consent form. Such advisor may only counsel their advisee and may not speak at the hearing or present any evidence or argument on behalf of their advisee. A witness or potential witness may not serve as an advisor, and an advisor may not serve as a witness in the hearing. An advisor may not attend a meeting, interview, or hearing under this Policy in the absence of their advisee.

b) The Complainant, Respondent, and witnesses are expected to give truthful testimony and will be advised of the same during the hearing. Furnishing untruthful testimony may subject the Complainant, Respondent and/or witness to additional action under applicable University policies.

c) 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, review each other’s presentations of evidence, and ask questions of the other party through the Chairperson in real time. The SMRB has authority to conduct hearings via web-based platforms in its discretion.
Upon timely request five (5) business days in advance of the hearing, the Respondent or Complainant may request special accommodations for testimony by alternate methods (such as video conferencing). Such accommodations are at the discretion of the SMRB’s Chairperson, in consultation with the Title IX Coordinator and SMRB’s administrative assistant if desired. The Respondent and Complainant will be notified in writing in advance of the hearing of any special accommodations granted to a party or witness.

d) Both Complainant and Respondent will be given a reasonably 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 any relevant evidence regardless of its source. Without limitation, the SMRB may require the testimony of the individual that conducted the investigation.

e) Formal rules of evidence do not apply. The Chairperson of the SMRB, in consultation with the SMRB’s administrative assistant, if desired, determines admissibility of all matters of evidence outside of the Investigation Report.

f) The standard of proof by which it is determined whether or not a violation of this Policy has occurred is a preponderance of evidence (i.e., the evidence demonstrates that it is more likely than not that a violation has occurred). The SMRB should consider the evidence from both a subjective (whether the Complainant finds the conduct objectionable) and objective perspective (whether a reasonable person would find the conduct objectionable).

g) The Chairperson of the SMRB, in consultation with the SMRB’s administrative assistant if desired, shall exercise control over the hearing in order to maintain an efficient process and to achieve orderly completion of the hearing. The Chairperson may exclude any person who disrupts a hearing, including the Respondent, Complainant, advisors, witnesses, or any other individuals involved in the hearing.

h) Each hearing (but not SMRB deliberations) will be audio recorded and/or transcribed at the request of the University and/or a party, and the recording and/or written transcript becomes part of the case file in the Title IX Office. All documents and other information included in the hearing records are the property of the University. Complainants, Respondents, witnesses, advisors,
or others are not permitted to make audio recordings of hearings. However, upon request by a party, the Title IX Coordinator will provide a copy of the recorded hearing.

i) Written statements of a party or witness in lieu of appearance and testimony at the hearing may be admitted into evidence only where the witness is deemed “unavailable” by the SMRB’s Chairperson. For a witness to be considered unavailable, it must be clearly demonstrated to the Chairperson that the witness’s attendance would result in significant and unavoidable personal hardship or substantial interference with normal University activities. A witness’s desire to avoid cross-examination may not be used to demonstrate “personal hardship.” To be eligible for admission into evidence, such written statements must be signed by the individual writing the statement.

j) If a Complainant or Respondent has a question for the other or a witness during the pendency of a hearing, he or she must direct the question to the Chairperson, who may then ask the question or a rephrased question in his/her discretion on behalf of either the Complainant or Respondent.

k) Questioning and information regarding the Complainant’s or Respondent’s consensual sexual history with any person other than the other party, shall not be permitted. Otherwise, evidence of the Complainant’s and Respondent’s sexual history may be limited in the discretion of the Chairperson.

l) The hearings held and this Policy are closed to the public. In a closed hearing, admission of any person to the hearing shall be at the discretion of the Chairperson. The Complainant and Respondent shall have the same opportunities to have others present.

m) The Complainant and Respondent may remain present throughout the hearing, with the exception of the SMRB’s deliberations. If the Complainant or Respondent elects not to attend the hearing, the SMRB will make a determination of responsibility and sanction(s) in the absence of the Complainant and/or Respondent. A Complainant is not required to be present at the hearing as a prerequisite to proceeding with a hearing. If a Complainant chooses not to attend a hearing, and informs the University of the same in advance of the hearing, the Title IX Coordinator will request the Complainant to sign a statement indicating they are aware of the hearing but have voluntarily chosen not to attend and understands the hearing will proceed in
their absence. A party that chooses not to attend a hearing waives their right to appeal the findings and sanctions issued by the SMRB.

n) Where there are multiple allegations of Sex/Gender-Based Misconduct alleged by Complainant, the SMRB will reach separate decisions as to each allegation of misconduct based on the standard of proof. The burden is on the University to gather sufficient evidence to enable the Board to reach a fair and impartial determination as to whether this Policy was violated.

o) Respondent and Complainant may submit an impact statement and/or statements of character witnesses to the SMRB at the discretion of the Chairperson, which will be considered by the SMRB after the SMRB has reached a decision on whether this Policy was violated.

p) The SMRB has broad authority and discretion to conduct the deliberations in any way it deems appropriate. 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 violation. Within three (3) business 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 in writing, along with instructions regarding how to pursue an appeal.

q) Absent an appeal, the decision of the SMRB shall be final and binding on all parties upon the expiration of the time for an appeal.

5) Appeal

a) 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.

b) In the event that an appeal is requested, the President will request a review of the parties’ proceedings by five individuals in the pool of potential SMRB members who did not serve on the SMRB when the grievance was adjudicated (the “Appeals Board”). This group of individuals will:

i. Make a preliminary determination of whether an appeal is allowed. Such an appeal will only be allowed where the appellant articulates a
material deviation from the procedures outlined herein and such deviation significantly impacted the outcome of the proceedings.

ii. 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:

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

2. Allow the Complainant and Respondent a fair opportunity to supplement the record, as appropriate; and

3. Render a written decision in the matter. The decision must identify the material deviation(s) and state that the material deviation significantly impacted the outcome of the proceedings. The decision may:

   a. Affirm the findings of responsibility and the sanction(s);
   b. Disaffirm the findings of responsibility sanctions and render a new decision;
   c. Affirm the findings of responsibility and reduce but not eliminate the sanction(s).

4. The SMRB’s decision shall be provided to all parties simultaneously in writing. Such decision shall be final and binding on the parties.

6) Sanctions

A wide range of sanctions is available as discipline in any given Sex/Gender-Based Misconduct Grievance proceeding. Sanctions including, but are not limited to the following, and may be assessed against a person who is deemed responsible for the alleged conduct. Depending on the severity, likelihood of repetition, and potential threat to the University environment, more severe sanctions may be assessed against an individual.

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination that have engaged in sex/gender-based misconduct:
- **Warning**: A formal statement that the behavior was unacceptable and a warning that further infractions of the Policy, procedure, or directive will result in more severe sanctions/responsive actions;
- **Probation**: A written reprimand for a violation of this Policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any University policy, procedure or directive within a specified period of time. Terms of the probation will be specified and may include denial of specified social privileges, exclusion from athletics, student organizations, or other University co-curricular activities, no-contact orders and/or other measures as deemed appropriate;
- **Educational/Training**: Required education or training to help the student understand why their behavior was offensive, and assist the student in avoiding offensive behavior in the future;
- **Suspension**: Termination of student status for a definite period of time;
- **Expulsion**: Permanent termination of student status, revocation of rights to be on campus for any reason or attend University-sponsored events. This sanction will be noted as a conduct expulsion on the student’s official transcript.
- **Withholding Diploma**: The University may withhold a student’s diploma for a specified period of time and/or deny a student participation in commencement activities if the student is the subject of a pending grievance or disciplinary proceeding;
- **Organizational Sanctions**: Deactivation, de-recognition, loss of all privileges for a specified period of time;
- **Other Actions**: In addition to or in place of the above sanctions, the University may assign any other sanctions as deemed appropriate.

The following are actions for an employee who has engaged in harassment, discrimination, or retaliation may include:
- Warning – Verbal or Written
- Performance Improvement Plan
- Required Counseling
- Required Training or Education
- Probation
- Loss of Annual Pay Increase
- Loss of oversight or Supervisory Responsibility
- Demotion
- Suspension with pay
- Suspension without pay
- Termination
- Other: The University may assign any other sanctions as deemed appropriate.
The Lenoir-Rhyne University Sex/Gender-Based Misconduct Disciplinary Guidelines are as follows:

- Any person found responsible for violating the Non-Consensual Sexual Contact (where no intercourse occurred), Sexual Exploitation, Stalking, or Intimate Partner Violence policy will likely receive a sanction ranging from Probation to Expulsion in the case of a student or Termination in the case of an employee, depending on the severity of the incident, and taking into account any previous disciplinary violations;
- Any person found responsible for violating the Non-Consensual Sexual Intercourse policy will likely face a recommended sanction of suspension or expulsion in the case of a student, or suspension or termination in the case of an employee, depending on the severity of the incident, and taking into account any previous disciplinary violations;
- Any student or employee found responsible for violating the Sexual Harassment, Sex/Gender-Based Discrimination, or Retaliation policy will likely receive a sanction ranging from Warning to Suspension, depending on the severity of the incident, and taking into account any previous disciplinary violations.

A tenured faculty member can only be discharged or suspended from employment or diminished in rank through the procedures set forth in the Faculty Handbook (See Section III: Policies Related to Appointment and Evaluation of Faculty, Part A: Tenure, Appointments, and Due Process, Section VI. Due Process before Discharge of the Imposition of Serious Sanctions). Accordingly, if the Respondent is a tenured faculty member and the SMRB recommends suspension or termination from employment or diminishment in rank, the SMRB’s recommendations are not final and will be referred to the Provost for process under the Faculty Handbook.

**Policy Authors**

University Task Force on Sexual Misconduct

University Legal Counsel

Director of Compliance/Title IX Coordinator

**Policy Approval**

Dr. Fred Whitt, University President

[Signature]

September 1, 2018

President

[Signature]

Date
Appendix E
RESOURCE GUIDE FOR STUDENTS ON SEX/GENDER-BASED MISCONDUCT:
UNIVERSITY POLICIES, PROCEDURES AND SERVICES

CHOICE | CONFIDENTIALITY | FAIRNESS

It’s not your fault. You are not alone.

For questions and more information, please contact LRU Director of Compliance and Title IX Coordinator Dawn Floyd at dawn.floyd@lr.edu or 828.328.7040.
IF YOU HAVE EXPERIENCED SEX/GENDER DISCRIMINATION AND MISCONDUCT

IMMEDIATE STEPS

Go to a safe location as soon as you are able and contact someone you trust.

Seek immediate medical attention if you are injured or you or others are involved in a continuing threat to your safety and security.

Contact 911 or any of the following for immediate assistance:

- Hickory Campus Security at 828.328.7146 (24/7)
- Columbia Campus Security at 803.461.3268 (24/7)
- Asheville Police Department at 828.252.1110
- Residence Life Staff, including RAs and Directors, at 828.328.7249

WITHIN 24 HOURS

Seek out confidential support. You may want to talk to a confidential counselor for support and advice. They will talk with you about your options for additional support services and reporting.

Get medical attention for a sexual or physical assault. A medical provider can check for and treat physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to seek medical care.

Preserve evidence. After sexual violence, do not shower until you have considered whether to have a no-cost forensic sexual assault examination at the hospital, within 96 hours of the assault, and save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual violence, relationship violence, and/or stalking, take photos of any damage or injury and keep communication records.

Consider making a report. You are encouraged to report what happened to the Title IX Coordinator or a Title IX Deputy Coordinator. You can decide how much you would like to participate in any investigation process. You can also report to another staff or faculty, who will help you and connect you with people who can help like the Title IX Coordinator, Confidential Resources, Student Life, or Security Services.
AT ANY TIME

**Lenoir-Rhyne can help.** Campus-based resources, like the Title IX Coordinator, Dean of Student Life, Residence Life, and Security Services staff can help and can direct you to important resources both on- and off-campus.

**Those who want incidents to be handled criminally** can also contact Security Services, or the police station, where the assault occurred. A campus official is available to accompany students in making such reports, if desired. Contact the Title IX Coordinator or one of the Title IX Deputy Coordinators for more information.

REQUESTING CONFIDENTIALITY
To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as institutional mandatory reporting requirements.

CONFIDENTIAL REPORTING
If reporting students wish that details of an incident be kept confidential, they should speak with campus mental health counselors, health service providers, and/or campus pastors. A complete list of confidential resources for each campus is included on page 9. Local resources, such as rape crisis centers, are also confidential. On-campus and local confidential resources have no duty to report your information to the Title IX Coordinator or any other University official.

MANDATED REPORTING
At Lenoir-Rhyne University, employees who are not designated as confidential (listed above), are mandated reporters (also called “responsible employees”) for the details of which they are aware about an incident of sex/gender discrimination and misconduct (including sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and sexual harassment). They share this information immediately with the Title IX Coordinator. Giving a mandated reporter notice of an incident constitutes official notice to the University. Incidents of sex/gender discrimination and misconduct will be taken seriously when official notice is given to the University. Such incidents are resolved in a prompt and equitable manner.

You may request confidentiality and/or that the Title IX Coordinator provide you with remedies and resources without initiating a formal resolution process. The Title IX Coordinator will weigh requests for confidentiality against the University’s need to address and remedy discrimination under Title IX. Generally, the University will be able to respect your wishes unless it believes there is a threat to the community.
Regardless of whether you make a formal complaint, the University will offer you supportive measures. You are not obligated to pursue formal resolution in order to access the resources that are available. If the University decides that it is obligated to pursue a formal resolution based on the notice you have given, you are not obligated to participate in the resolution process. However, the ability of the University to enforce its policies or provide some remedies may be limited as a result of your decision not to participate.

**INCIDENTS INVOLVING MINORS**
Please be aware that institutional duties with respect to minors (those under the age of 18) may require reporting sex/gender-based misconduct incidents to North Carolina or South Carolina state agencies and/or local law enforcement. As a result, confidentiality cannot be guaranteed in sex/gender-based misconduct incidents involving minors.

**LENOIR-RHYNE WILL PROVIDE SUPPORTIVE MEASURES AFTER YOU REPORT**
You can request supportive measures through the Title IX Coordinator, or a Title IX Deputy Coordinator. The Title IX Coordinator will then work with the Dean of Student Life or the Dean of the Graduate School to ensure that you are provided with academic and other supportive measures you request, regardless of whether you make a formal report regarding the incident.

**CONTACTING LAW ENFORCEMENT**
As a victim/survivor, it is your choice to report the sex/gender discrimination and misconduct to law enforcement. LRU can assist you in the process of reporting to 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 wish 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.

**LRU SEX/GENDER NON-DISCRIMINATION AND ANTI-RETALIATION**
Sex/gender discrimination and misconduct, including sexual harassment, sexual violence, sexual exploitation, and dating and domestic violence are violations of University Policy (for a complete copy of the Policy see lr.edu/titleix). A number of federal laws and regulations, including Title IX, the Violence Against Women Act, and the Clery Act mandate how institutions respond to such allegations. Many types of sex/gender discrimination and misconduct also constitute violations of North or South Carolina law.
Members of the campus community, guests, and visitors have a right to be free from sex/gender discrimination and misconduct. All members of the community must conduct themselves in a way that does not infringe upon the rights of others. The University’s sex/gender discrimination and misconduct policy is intended to define expectations for appropriate conduct and outline resolution processes to address conduct that does not meet these expectations. When individuals accused of sex/gender discrimination and misconduct are found to be in violation of the policy, Lenoir-Rhyne University will impose serious sanctions, as noted in the policy.

All members of the campus community, guests, and visitors are protected by this policy regardless of their sexual orientation or gender identity. The University has jurisdiction over all acts of sex/gender discrimination and misconduct involving members of the campus community, no matter where they occur, whether on- or off-campus. For more details on the policy, please refer to lr.edu/titleix.

Additional information about campus crime, state laws, and disclosures related to sex/gender discrimination and misconduct can be found in the University’s Annual Security Report, which you can access at lr.edu/student-life/campus-security.

WHAT IS CONSENT?

All forms of Sex/Gender-Based Misconduct result from behavior taken toward 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 gained from a person who lacks capacity (whether due to drugs, alcohol, mental incapacity, or other incapacity).

In addition to being unable to obtain consent from someone who lacks capacity, consent cannot also be obtained by way of any of the following means:

(a) Coercion;
(b) Physical force, violence, or threat;
(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.

Further, 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.

**TYPES OF SEX/GENDER-BASED MISCONDUCT**

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

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

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

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

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

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

**SEX AND GENDER DISCRIMINATION:** Actions that deprive other members of the community of educational or employment access, benefits, or opportunities on the basis of sex or gender.

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

Lenoir-Rhyne University’s procedures for reports of sex/gender discrimination and misconduct are detailed fully at lr.edu/titleix.

INTAKE
The complainant may report to any University mandated reporter, who will then report to the Title IX Coordinator or a Title IX Deputy Coordinator. A Title IX Coordinator will then meet with and assist the complainant with making choices and accessing supportive measures.

The formal grievance process is confidential. The University will protect the privacy of parties, consistent with federal law. Any release of information about a resolution will be accomplished without the inclusion of identifying information about the parties, to the extent permissible by law.

INVESTIGATIONS
Trained investigators will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview the parties and witnesses, and prepare investigation reports.

HEARINGS
The Sex/Gender Discrimination and Misconduct Review Board will have the opportunity to question the investigator, parties, and witnesses during the hearing. The parties may make opening and closing statements to address the issues raised in the investigator’s report. The parties can also ask questions of each other.

STANDARD OF EVIDENCE
LRU uses a preponderance of the evidence standard. Decision markers consider whether, given the available credible evidence, it is more likely than not that a violation occurred.

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

FINAL DETERMINATION
The parties will be informed in writing of the outcome of the resolution, without significant delay between the notifications to each party. This notice will include the procedures for appealing the decision, any change to the results that occurs prior to the time that such results become final, and when results are considered to be final.

APPEALS
All parties involved in sex/gender discrimination and misconduct proceedings may appeal decisions within the required time on one or more of the grounds set forth in LRU’s Policy. All parties are included in any appeal reconsideration and have equal rights of participation. There is only one level of appeal. That decision is final. See LRU’s Sex/Gender Discrimination and Misconduct Policy for further details, at lr.edu/titleIX.

RISK REDUCTION
While victim-blaming is never appropriate, and LRU fully recognizes that those who commit sex/gender discrimination and misconduct are responsible for their actions, LRU provides the suggestions that follow to help individuals reduce their risk of being victimized and their risk of committing acts of sex/gender discrimination and misconduct.

REDUCING THE RISK OF VICTIMIZATION
- Make any limits/boundaries you may have known as early as possible.
- Clearly and firmly articulate consent or lack of consent.
Remove yourself, if possible, from an aggressor’s physical presence.

Reach out for help, either from someone who is physically nearby or by calling someone. People around you may be waiting for a signal that you need help.

Take affirmative responsibility for your alcohol and/or drug consumption, which can increase vulnerability.

Look out for your friends, and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.

**REDUCING THE RISK OF BEING ACCUSED OF SEX/GENDER DISCRIMINATION AND MISCONDUCT**

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

**YOUR RIGHTS**

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

**REPORTING**

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

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

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

UNIVERSITY RESPONSE

SUPPORTIVE MEASURES
The University may take whatever steps are deemed necessary to appropriately respond to allegations of Sex/Gender-Based Misconduct and keep members of the community safe. Measures include but are not limited to:
• Assistance with reporting incidents to local police
• Referring to counseling and health services
• Referring to Employee Assistance Program
• Providing education to the community
• Altering the housing situation of the complainant or respondent at their request
• Altering work arrangements for employees
• Providing campus escorts
• Providing transportation assistance
• Implementing mutual contact limitations between the parties
• Offering academic accommodations, including adjustments to deadlines, course schedules, etc.
• Implementing campus trespass orders
• Assistance pursuing legal remedies like protective orders
• Issuing interim suspensions pending a hearing

These measures are available regardless of whether a reporting party seeks formal resolution or makes a crime report.

POTENTIAL REMEDIES FOLLOWING ADJUDICATION OF REPORT

Potential Sanctions for Students Found in Violation of Sex/Gender Discrimination and Misconduct Policy:
• Verbal or written warning
• “No Contact” order
• Restitution for loss, damages, or costs
• Service projects and/or opportunities for education within the University setting or local community
• Disciplinary probation with suspension of privileges
• Eviction from residence area
• Exclusion from some or all areas of campus or University facilities
• Disciplinary suspension
• Disciplinary expulsion

Potential Sanctions for Faculty and Staff in Violation of Sex/Gender Discrimination Found in Violation of the Policy:
• Verbal or written warning
• Performance/behavior improvement plan
• “No Contact” order
• Required counseling
• Required training
• Demotion
• Suspension with or without pay
• Termination (staff/non-tenured faculty)
• Recommendation of revocation of tenure
• Recommendation of termination
COMPLAINANT
You may choose one or more options. We encourage medical treatment and counseling for all options.

**OPTION 1:** Medical treatment and optional evidence collection at hospital emergency room.
- Local police and sexual assault advocacy agency respond to hospital. Provide options to speak to one or both and receive services.
- Provided option for seeking counseling from on-campus support.
- Provided option for reporting to local police.
- Provided option for seeking medical treatment and optional evidence collection at hospital.

**OPTION 2:** Non-confidential report to Title IX Coordinator or other LRU employee.
- If reported to faculty or staff, referred to a Title IX Coordinator.
- Provided option for seeking counseling from on-campus support.
- Provided option for reporting to local police.
- Provided option for seeking medical treatment and optional evidence collection at hospital.

**OPTION 3:** Confidential report to University Counseling, University Pastor, or Health Center.
- Provided option to seek medical treatment and optional evidence collection at hospital.

**OPTION 4:** Report at local police department or Health Center.
- Provided option of reporting the incident to local sexual assault advocacy agency and/or University.
- Provided option to seek medical treatment and optional evidence collection at hospital.

**OPTION 5:** Confidential report through community sexual assault advocacy agency or hotline.
- Provided option of reporting to local police department.