

**2019**  
**CAMPUS SECURITY**  
**ACT REPORT**  
**&**  
**FIRE SAFETY**  
**REPORT**

**MCAD**

**Minneapolis College of Art and Design**  
**Department of Public Safety**  
**Fall 2020**

In compliance with the Higher Education Act (also known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act), this report contains detailed information covering a broad range of topics, including public safety services, crime prevention policies and campus crime statistics.

## **OVERVIEW OF THE DEPARTMENT OF PUBLIC SAFETY**

The Department of Public Safety is responsible for the overall safety and security of all faculty, staff, students, and visitors on campus. The department operates 24 hours a day, 7 days a week, and 365 days a year toward its purpose of protecting life and property, preventing crime, and providing a service to all members of the community. In addition, the department has responsibilities that range from alarm management to lost-and-found services, from access control to parking services. When necessary, MCAD Public Safety works with the Minneapolis Police Department on criminal matters, neighborhood issues, crime prevention, and campus safety in order to make a safer and more secure campus environment.

Public Safety Officers receive specialized training directly related to campus security issues. Some of Public Safety's duties include patrolling the campus, monitoring alarm panels and building cameras, answering the college's main switchboard and emergency line, as well as serving as a source of information to college faculty, staff, students, and visitors.

## **DEPARTMENT OF PUBLIC SAFETY MISSION STATEMENT**

The Minneapolis College of Art and Design (MCAD) Public Safety Department strives to establish and maintain an atmosphere that fosters a safe, secure, and stable environment for living, learning, working, and visiting in order to support and advance the educational objectives of the Minneapolis College of Art and Design.

## **PROCEDURES FOR STUDENTS AND OTHERS TO REPORT CRIMES AND EMERGENCIES OCCURRING ON CAMPUS**

### ***Institutional responses to crimes reported, including policies for making timely warning reports to the campus community:***

MCAD Public Safety will investigate crimes that are committed on MCAD property. These crimes may also be reported to the local police department. Other matters reported to Public Safety will be investigated by Public Safety staff or referred to the proper department or agency for follow up.

In order to make timely warnings to the MCAD community, it is important for all students, faculty, staff, and visitors to notify the proper authorities when a crime does occur. Public Safety maintains records of all reported criminal activity on campus. Incidents reported to Student Affairs, Student Housing (including Resident Assistants), or Human Resources will be passed on to MCAD Public Safety. All efforts will be made to maintain confidentiality except where prohibited by law or College policies.

Various efforts are made to inform the campus community on a timely basis about crime and crime-related problems. For the latest and most updated information on crimes and security concerns, security alerts, advisories, or bulletins are posted throughout campus and emailed to each community member. These postings describe crimes or security concerns, solicit information from the College community regarding the incidents, and share crime-prevention-related information. They are posted in the on-campus apartments and at the entrances to MCAD buildings. Email may also be used as a method of notification.

### ***Policies for preparing the annual disclosure of crime statistics:***

The MCAD Public Safety Department compiles all information and statistics for this report. A formal police report is not needed in order for a crime to be included in the annual statistics. Statistics are collected using MCAD Public Safety records, information from applicable police agencies, and all officials of MCAD who have significant responsibility for students and campus activities. To prepare MCAD's crime report, all incidents are recorded after being reported to Public Safety staff, Minneapolis Police Department, Vice President of Student Affairs, Director of Student Housing, Vice-President of Finance, and all other campus security authorities.

On October 1<sup>st</sup> of each year, all current MCAD students and employees are notified of the availability of the report and where to request a copy. This report is made available via [Campus Security Act](#).

Paper copies are available in the Public Safety Office. All reasonable attempts have been made to identify all reported crimes and present the statistics in this report in accordance with the Higher Education Act.

***Titles of each person or organization to whom students and employees should report offenses:***

If you experience or witness a crime, first call 911 and then dial Public Safety at 612-874-3555 from any off-campus phone or x1555 from any on-campus phone. We encourage accurate and prompt reporting.

If you are unsure whether the situation is an emergency and you live in on-campus housing, contact a Resident Assistant or Public Safety immediately or call 911.

Infractions of MCAD rules are referred to the Vice President of Student Affairs. Law breaking and criminal conduct may be referred to local police.

***Statement disclosing the use of voluntary confidential reporting:***

The Department of Public Safety encourages all faculty, staff, students, and visitors of MCAD to report all crimes. If you are the victim or witness of a crime and do not want to pursue action within the College system or the criminal justice system, you may still want to consider making a confidential report. At the request of the reporting victim or witness, Public Safety will make every effort to maintain confidentiality with respect to the law and College policies.

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of you and others. With such information, the College can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

## **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

### ***Academic building access***

MCAD is part of a central urban neighborhood in which liberal access to the academic buildings must be balanced with concern for the safety and security of our MCAD community. For both safety and security reasons, students are urged not to work alone, particularly at night. Officers patrol MCAD's campus including the inside of the academic buildings, 24 hours a day, every day of the year. There is an emergency phone line answered 24 hours a day 7 days a week. In addition, a public safety officer is generally posted at the information desk to monitor and/or grant access after hours to the academic buildings through the locked east, north, and south doors (next to parking lot C) of Main. There is an intercom outside these three doors with a direct line to Public Safety. If a campus ID is lost, proper photo identification is required for admittance. Students are required to carry their MCAD student ID card at all times. ID's can be used to gain access to the Main building at the north, east, and south entrances 24 hours a day. The LA skyway entry, Morrison staircase entry, and lower-level entry can be accessed with an ID from 6 a.m.-8 p.m. only.

Public Safety Officers are not permitted to let students into buildings or rooms after building hours without an ID. If you do not have your ID, a replacement can be made at the Public Safety office for a \$15 replacement fee charged to a student's account. Building hours are distributed and posted on the doors.

Monitored cameras are located in parking lot C, all building entrances, and other areas of the academic buildings. These systems are recorded continuously to aid in the apprehension, discipline, and possible prosecution of any person who attempts to breach the safety of the MCAD community. Alarms are installed and monitored 24 hours a day in areas of high-security concern.

### ***Campus residences***

Exterior doors to residence halls are locked 24 hours a day. Only students who have access or those with legitimate business inside residence halls are allowed entry. All others are not authorized and residents are urged to report their presence to MCAD Public Safety.

Students living in campus apartments should keep exterior apartment doors closed and locked. Never let anyone you don't know into the building.

Apartment doors and windows should be kept locked at all times. Most of the MCAD residence halls are equipped with security screens on all lower windows. If you see something suspicious, go to a populated area and call MCAD Public Safety or 911 immediately. If, upon returning to your residence, you find signs of forced entry, leave immediately, seek safety, and notify the police and MCAD Public Safety.

Any loss or theft of room keys should be reported to the Housing Office and MCAD Public Safety immediately. A resident who has lost keys has one week to locate them. If the resident does not do so within that time, the apartment may be re-keyed at a cost to the resident.

Any problems with door or windows locks should be reported to the Housing Office on-campus extension x1780.

### ***Security considerations used in the maintenance of campus facilities***

MCAD's Facilities Department maintains College buildings and grounds with a concern for safety. MCAD Public Safety officers also report safety or security hazards during the course of their normal patrols. MCAD Public Safety and the Facilities Department conduct security and exterior lighting surveys in an ongoing effort to examine the existing conditions and elevate the level of campus protection. Channels of internal communications exist to facilitate the repair or improvement of security systems on campus. The Facilities Department recognizes the importance of responding promptly to facilities requests that involve security issues.

Faculty, staff and students may also report any maintenance needs or concerns directly by contacting the Facilities Department at 612-874-7349 or (x1749) or by email at [facilities@mcad.edu](mailto:facilities@mcad.edu)

A Safety Committee composed of representatives from the student body, faculty, and staff meets regularly to discuss safety concerns. The Student Advisory Council appoints students to the Safety Committee. The Safety Committee accepts suggestions, reviews problems, and makes recommendations for changes and improvements. Students, faculty, and staff are all encouraged to express concerns to the Safety Committee by calling the Environmental Health and Safety Director who chairs the committee at 612-874-3771 (x1771) or the Director of Public Safety at 612-874-3759 (x1795).

## **POLICIES REGARDING CAMPUS LAW ENFORCEMENT**

### ***Enforcement authority of security personnel; relationship of security personnel to state and local police agencies; authority of security personnel to arrest individuals***

MCAD Public Safety officers are responsible for the enforcement of all state and local laws as they apply to MCAD property. When necessary, the Public Safety department will work with the Fifth Precinct of the Minneapolis Police Department. Campus Public Safety officers, if necessary, are authorized to make citizen arrests and will detain people for police agencies for violations committed on MCAD property or leased buildings/structures. Public Safety has no written memo of understanding (MOU) with the Minneapolis Police.

All Public Safety officers are trained to respond to a wide variety of complaints and calls within the MCAD community, including emergency situations on the campus. If any situation cannot be handled by MCAD Public Safety, the proper authorities are contacted.

### ***Encouragement of accurate and prompt reporting of all crimes to campus security and appropriate police agencies***

MCAD strongly encourages victims and witnesses of all crimes to report them promptly to both the Public Safety and the Minneapolis Police Departments. If the parties wish, Public Safety officers will assist in reporting incidents to the police.

All Public Safety staff are trained to respond to a wide variety of complaints and calls within the MCAD community, including emergency situations. If any situation cannot be handled by Public Safety staff, the proper authorities are contacted.

### ***The role of the MCAD counseling psychologist***

While all discussions with the counseling psychologist are confidential, MCAD encourages any victims/witnesses to report crimes to the proper MCAD authorities.

## **PROGRAMS DESIGNED TO INFORM STUDENTS AND EMPLOYEES ABOUT CAMPUS SECURITY PROCEDURES AND PRACTICES AND ENCOURAGE STUDENTS AND EMPLOYEES TO BE RESPONSIBLE FOR THEIR OWN SECURITY AND SECURITY OF OTHERS.**

A number of procedures and resources are in place to ensure everyone's safety and wellbeing. However, security and personal safety are the responsibility of each individual in the college community. By becoming informed and being alert, you assist both the Public Safety staff and MCAD in maintaining a safe and secure environment.

The following is a list of programs and resources available to MCAD students, staff, and faculty:

### ***Student Orientation Program***

MCAD Public Safety staff provide information on campus security policies, procedures, and crime prevention on an annual basis during student orientation.

### ***Escort service***

Escorts are available to all enrolled students, staff, faculty, and guests and should be used for rides only between the MCAD Main campus and a person's residence, parked vehicle, or bus stop/HourCar. Please see the [Escort Range Map](#) for the specific boundaries within which escorts are offered. Escorts will be made on foot when the escort is on campus or near campus; otherwise the Public Safety patrol vehicle will be used. There may be a wait due to other pending service calls. There are also courtesy phones located in the Print Shop and the Morrison Building to assist the community with contacting Public Safety.

### ***To request an escort:***

Call Public Safety at 612-874-3801 or visit the Information desk in the Main building. Please give your name, show your ID, and state your starting location and final destination.

### ***Taxi Service Vouchers***

A portion of student activities fees are used to fund a free taxi service with Red and White Taxi Service Corporation.

- MCAD students can obtain a taxi voucher from the Public Safety Information Desk.
- The taxi voucher is worth up to \$7.
- Charges beyond the \$7 limit must be paid by rider.
- The voucher is only valid after dark and is non-transferable.
- All voucher rides commence at the MCAD Main Building and the destination must be a private residence.
- The number of vouchers a student can receive each semester is limited.

### ***Blue Emergency Call Stations***

There are five blue-light emergency call stations located on campus. These can be used whenever a person has been a victim of a crime or sees something suspicious. These phones dial directly to the main campus emergency line (x1555 or 612-874-3555) at the Public Safety information desk.

**PROGRAMS DESIGNED TO INFORM STUDENTS  
AND EMPLOYEES ABOUT CRIME PREVENTION**

In addition to a workshop presented to new students at orientation, outside consultants and staff present a variety of workshops on topics such as self-defense and personal safety, date and acquaintance rape, healthy sexual behavior, sexual harassment, chemical health and substance abuse, and health hazards in the arts.

On-campus housing residents have procedures for crime and other emergencies posted on the back of their apartment doors.

Crime prevention tips on personal safety are distributed periodically.

**PROCEDURES FOR EMERGENCY RESPONSE AND EVACUATION THAT DESCRIBE HOW THE INSTITUTION  
WILL IMMEDIATELY NOTIFY THE CAMPUS COMMUNITY UPON THE CONFIRMATION OF A SIGNIFICANT  
EMERGENCY OR DANGEROUS SITUATION INVOLVING AN IMMEDIATE THREAT TO THE HEALTH OR  
SAFETY OF STUDENTS OR STAFF OCCURRING ON THE CAMPUS, UNLESS THE NOTIFICATION WILL  
COMPROMISE EFFORTS TO CONTAIN THE EMERGENCY**

***Campus Emergency Evacuation Procedures***

Since each incident has different variables, Public Safety must quickly assess the situation and determine if an evacuation is necessary. If the situation/incident could involve danger or injury to the MCAD community, the building/area is evacuated and Public Safety will initiate the Campus Emergency Notification procedures. Types of emergencies where an evacuation may be conducted include, but are not limited to the following: bomb threats, fire, chemical spill, utility failure, or hostile intruder.

***Campus Emergency Notification Procedures***

When it is necessary to alert the campus community to a emergency situation, MCAD Public Safety will alert the campus via one or all of the following methods: handheld public address horns, cell-phone text messaging, emails, paging over the campus phone system, and pop-up messaging on computers linked to the college network. All student, staff, or faculty should sign up to receive the emergency texts at [mcad.omnilert.net](http://mcad.omnilert.net)

***Campus Emergency Notification and Evacuation - Testing***

Twice each year MCAD conducts an announced emergency communication drill that consists of a text message, email, computer pop-up messages, and building phone-system paging.

MCAD also conducts six unannounced fire drills during the year; two take place in academic buildings and four other drills take place in the resident apartment buildings, including one after sunset. Each drill is documented by a written report from Public Safety. Any physical deficiencies are sent to the Facilities Department for repair. All drills are discussed at the monthly Safety Committee meeting.

**POLICY CONCERNING THE MONITORING AND RECORDING THROUGH LOCAL POLICE AGENCIES OF  
CRIMINAL ACTIVITY IN WHICH STUDENTS ENGAGED AT OFF-CAMPUS LOCATIONS OF  
STUDENT ORGANIZATIONS OFFICIALLY RECOGNIZED  
BY THE INSTITUTION, INCLUDING STUDENT  
ORGANIZATIONS WITH OFF-CAMPUS HOUSING FACILITIES**

MCAD does not have any off-campus locations of student organizations officially recognized by the institution.

In January of 2016, MCAD began leasing studio space at 2201 1<sup>st</sup> Ave South which is located approximately one block north of the main campus. These studios primarily serve the students in the MFA program. MCAD Public Safety Officers make routine patrols of the interior and exterior portions of the building that are occupied by MCAD students.

**ANY INSTITUTION THAT MAINTAINS AN ON-CAMPUS HOUSING FACILITY MUST ESTABLISH, FOR STUDENTS WHO RESIDE IN ON-CAMPUS STUDENT HOUSING, POLICIES AND PROCEDURES FOR MISSING-STUDENT NOTIFICATION**

***Missing Student Policy***

Any time a student, staff, or faculty member believes that a student has been missing for 24 hours, they should report the missing student to one of the following departments: Public Safety, Student Affairs, or Academic Affairs.

In all cases, Public Safety will work with Student Affairs to immediately begin an investigation into the last known whereabouts of the missing student. For resident students, Public Safety will conduct a timely and thorough preliminary investigation which includes the following:

- Attempt to determine the missing student's last known contact with a roommate, faculty member, or staff.
- Obtain most recent computer login information.
- Search for the last known ID card access record.
- Determine any other possible locations of the missing student, such as on- or off-campus employment, visit with friends, or family travel.
- Attempt to determine the most recent mental state of the missing student.
- Attempt to determine any personal problems stemming from relationships, family, academics, or employment.

If it is determined that the student has been missing for 24 hours and has not registered a confidential contact, a missing-persons report will be filed with the police by Public Safety or Student Affairs.

**POLICY FOR ON-CAMPUS RESIDENT STUDENTS TO IDENTIFY AN EMERGENCY CONTACT PRIOR TO SITUATIONS WHERE THE RESIDENT STUDENT IS DETERMINED TO BE MISSING**

***Registering A Confidential Contact Person***

The emergency contact listed on the Housing application will be the confidential contact if a student is determined to be missing. A missing-person report will be made with the Minneapolis Police after 24 hours. Only authorized campus officials and the police will have access to confidential contact information during a missing-person investigation. (Note: If the student is under the age of 18, the parent or legal guardian will be contacted and advised).

If it is determined that the student has been missing for 24 hours and has not registered a confidential contact, a missing-persons report will be filed with the police by Public Safety or Student Affairs.

**POLICY REGARDING THE POSSESSION, USE, AND SALE  
OF ALCOHOLIC BEVERAGES AND ENFORCEMENT  
OF STATE UNDERAGE DRINKING LAWS**

Alcoholic beverages may not be sold, served, or consumed on the MCAD campus, except in conformance with all applicable state laws. Alcohol may not be served at receptions unless approved by the President. Selling alcoholic beverages in College apartments (including a price-for-admissions) is against state law and MCAD policy. Alcoholic beverages may not be served to individuals who are not of legal age or who appear to be intoxicated. Since the majority of students who live in College apartments are not of legal drinking age, all consumption of alcohol in College apartments is discouraged. If an individual appears to be intoxicated while on campus, Public Safety will be notified immediately. Rules and sanctions regarding alcohol in on-campus housing are listed in the Housing Handbook. Students who violate MCAD alcohol policy will be subject to appropriate disciplinary action up to and including eviction from College housing, suspension, or expulsion from MCAD, and/or legal prosecution.

## **POLICY REGARDING THE POSSESSION, USE, AND SALE OF ILLEGAL DRUGS AND ENFORCEMENT OF FEDERAL AND STATE DRUG LAWS; DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS**

MCAD's policy on drugs and alcohol on campus is as follows:

### **Drugs and Alcohol on Campus**

An individual's involvement with drugs and alcohol can adversely affect academic and job performance, jeopardize an individual's well-being, and undermine the professional and academic structure of MCAD. The goal of MCAD is to establish and maintain a creative environment free from the effects of drug and alcohol abuse in compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act.

#### **I. Policy Statement:**

The unlawful possession, use, distribution, manufacture, or dispensing of illicit drugs and alcohol by students or employees is prohibited on MCAD property or as part of MCAD activities. Alcohol may be possessed or consumed on MCAD property by persons 21 years of age or older in their dormitory rooms and/or approved campus catered events.

#### **II. Sanctions:**

Violation of this prohibition against illicit drugs and alcohol by a student may lead to disciplinary sanctions—up to and including suspension or expulsion. Employees who violate MCAD's policies while on MCAD property or work site or during work time may lead to disciplinary sanctions—up to and including termination from employment. Referral for prosecution under criminal law is also possible for students and employees.

Violations of the Student Code of Conduct are subject to the disciplinary procedures and sanctions applicable to other types of disciplinary infractions.

##### **A. Sanctions may include:**

1. Warning and admonition
2. Required compliance
3. Confiscation
4. Probation
5. Suspension or expulsion
6. Interim suspension
7. Referral for criminal prosecution

#### **III. Legal Sanctions Under Federal, State, or Local Laws for the Unlawful Possession or Distribution of Illicit Drugs and Alcohol**

A. Information about Minnesota controlled substance crimes and penalties can be found at the following website:

1. <http://www.revisor.leg.state.mn.us/stats/152>

B. Information about Minnesota alcohol-related crimes and penalties can be found at the following websites:

1. <http://www.house.leg.state.mn.us/hrd/pubs/dwiover.pdf>
2. <https://www.revisor.mn.gov/statutes/?id=340A>

C. Information about federal drug trafficking penalties for most drugs can be found at the following website:

1. <http://www.justice.gov/dea/druginfo/ftp3.shtml>

D. Information about federal drug trafficking penalties for marijuana can be found at the following website:

1. [http://www.justice.gov/dea/druginfo/ftp\\_chart2.pdf](http://www.justice.gov/dea/druginfo/ftp_chart2.pdf)

#### **IV. Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol**

A. Information about the health risks of drug use and abuse can be accessed through the following website:

1. <http://www.drugabuse.gov/>



**V. Drug and Alcohol Programs Available to Students or Employees**

As an additional part of its Drug Free Awareness Program, MCAD currently provides counseling services for students through the Student Affairs Office. This counseling consists of an initial assessment of the potential drug and/or alcohol problem and referral to the appropriate agencies or treatment facilities. Alcoholism, chemical dependency, and drug addiction benefits are available through the employee health plan currently offered by MCAD. MCAD currently offers an Employee Assistance Program whereby employees may seek initial counseling and support for drug and/or alcohol related issues and/or problems. The individual referral may also contact a community service agency, such as the Minnesota Department of Human Services' Chemical Dependency Department, Ramsey County Chemical Dependency Service, Hennepin County Chemical Health Program, or United Way First Call for Help. Individuals who need help are encouraged to seek it.

**VI. Employee Notification**

Statement to employees on controlled substance use in the workplace:

The Minneapolis College of Art and Design will not tolerate controlled substance use by its employees anywhere in its facilities. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is strictly prohibited in any of the College's workplaces. Any employee found to be in violation of this prohibition will be subject to severe sanctions—up to and including termination of employment with the College. All employees are required to notify the College of any criminal drug statute conviction for a violation occurring in the workplace within five (5) days of such conviction. Continued employment with the College is expressly conditioned upon full compliance with this statement.

**VII. Employee Sanctions**

Within thirty (30) days of notification of a criminal drug conviction occurring in the workplace, MCAD will determine the appropriate personnel action—up to and including termination of employment. The decision to sanction or terminate the convicted employee remains within the discretion of MCAD.

**VIII. Reporting of Violations**

MCAD will report all employee convictions of a criminal drug statute occurring in the workplace to the appropriate federal contracting officer or granting agency within ten (10) days of actual notice of said conviction.

**LOCATION OF LAW ENFORCEMENT AGENCY INFORMATION REGARDING REGISTERED SEX OFFENDERS**

Effective October 28, 2002, the Federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where state law enforcement agency information on registered sex offenders may be obtained. It also requires sex offenders to register, to provide notice to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student.

The Minnesota Bureau of Criminal Apprehension administers a predatory offender registration and tracking program. Information regarding this program can be found at the following website: <https://por.state.mn.us/>

Any questions regarding the program may be directed to the Criminal Assessment Program at 1-888-234-1248 or 651-603-6748.

Information regarding registered level-3 sex offenders may be obtained through the Minneapolis Police Department (MPD). MPD may be contacted at (612) 673-2817.

In addition, information regarding registered sex offenders may be obtained through the Minnesota Department of Corrections at (651) 642-0200. An offender locator for offenders that have the highest risk for re-offense can be accessed from the Minnesota Department of Corrections' website:

<https://coms.doc.state.mn.us/publicviewer/>

**SEXUAL HARASSMENT AND SEXUAL VIOLENCE POLICY;  
POLICIES REGARDING SEXUAL ASSAULT PROGRAMS TO  
PREVENT SEX OFFENSES**

**MCAD Sexual Harassment Policy**

**I. Policy Statement**

The Minneapolis College of Art and Design (the “**College**” or “**MCAD**”) is committed to fostering an atmosphere of mutual respect and to providing safe and nondiscriminatory learning and working environments. As such, the College prohibits and will not tolerate Sexual Harassment as defined in Title IX of the Education Amendments of 1972 (Title IX) by or against any member of the College community. Anyone who believes that this Policy has been violated is encouraged to bring their concerns to the College’s attention so that concerns can be addressed. The College prohibits retaliation for good faith reports or for participating in the College’s processes set forth in this Policy.

All College community members are required to follow this Policy and are protected by this Policy. This Policy applies to Sexual Harassment committed by or against a College community member, that occurs in an Education Program or Activity. Complaints alleging conduct not covered by this Policy will be addressed pursuant to the Student Code of Conduct or the applicable employee handbook.

This Policy is distributed annually to all students and employees of the College and is posted outside of the Office of Student Affairs and Office of Human Resources. This Policy also will be provided by the College to any student, employee or other individual who reports to the College that they have been a victim of Sexual Harassment in potential violation of this Policy.

**II. Title IX Notice of Nondiscrimination**

It is the College’s policy to comply with Title IX of the Education Amendments of 1972 (“**Title IX**”). Title IX is a federal law which prohibits sex discrimination and states that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

In accordance with Title IX, this Policy addresses the College’s prohibition of Sexual Harassment. Allegations of sex discrimination that do not involve Sexual Harassment will be handled in accordance with the College’s Nondiscrimination Policy.

Inquiries or Complaints about Title IX or any form of sex discrimination or Sexual Harassment may be directed to the College’s Title IX Coordinator:

Jen Zuccola  
Title IX Coordinator  
Vice President of Student Affairs  
Morrison Bldg, M104  
Minneapolis, MN 55404  
Office Phone: 612-874-3626  
Email: [jzuccola@mcad.edu](mailto:jzuccola@mcad.edu)

### III. Title IX Coordinator and Team

MCAD has designated the following individuals to oversee and ensure its compliance with Title IX:

Jen Zuccola	Autumn Amadou-Blegen
Title IX Coordinator	Deputy Title IX Coordinator
Vice President of Student Affairs	Assistant Vice President of Human Resources
Morrison Bldg, M104	Morrison Bldg, M18
Minneapolis, MN 55404	Minneapolis, MN 55404
Office Phone: 612-874-3626	Office Phone: 612-874-3798
Email: <a href="mailto:jzuccola@mcad.edu">jzuccola@mcad.edu</a>	Email: <a href="mailto:aamodoublegen@mcad.edu">aamodoublegen@mcad.edu</a>

The Deputy Title IX Coordinator assists the Title IX Coordinator with the development, implementation and monitoring of the College's meaningful efforts to comply with Title IX by consulting with and supporting the Title IX Coordinator and serving, from time to time, as the Coordinator's designee. The Title IX Deputy Coordinator may be called upon to investigate or adjudicate complaints of sexual misconduct, decide appeals, and/or facilitate informal resolutions to complaints.

The Title IX Coordinator may appoint a designee to fulfill the functions of the Coordinator under this Policy. When this Policy refers to actions of the Title IX Coordinator, these actions may be fulfilled by the Title IX Coordinator or the Title IX Coordinator's designee.

The College will train faculty and/or staff who serve as Title IX Coordinator, Investigators, decision makers, or appeal officials in the Complaint resolution process. The College may also use trained outside parties to be a Title IX Coordinator, Investigator, decision maker, or appeal official in the Complaint resolution process.

### IV. Definitions

#### A. Actual Knowledge

Actual Knowledge means notice of Sexual Harassment or allegations of Sexual Harassment to the College's Title IX Coordinator or any College official who has authority to institute corrective measures on behalf of the College. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute Actual Knowledge. This standard is not met when the only official with actual knowledge is the Respondent. The mere ability or obligation to report Sexual Harassment or to inform a student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the College. MCAD officials who meet this definition are: Jen Zuccola ([jzuccola@mcad.edu](mailto:jzuccola@mcad.edu), 612/874-3626) and Autumn Amadou-Blegen ([aamodoublegen@mcad.edu](mailto:aamodoublegen@mcad.edu), 612/874-3798).

#### B. Advisor

Advisor refers to the person whom Complainant or Respondent selects to serve as an advisor to that individual during the Formal Complaint grievance process conducted under this Policy in connection with a Complaint of Sexual Harassment.

#### C. Coercion

Coercion means conduct or intimidation that would compel an individual to do something against their will by: (1) the use of physical force;(2) threats of severely damaging consequences; or (3) pressure that would cause a reasonable person to fear severely damaging consequences. Coercion is more than an effort to persuade or attract another person to engage in sexual activity. Coercive behavior differs from seductive behavior based on the degree and type of pressure someone used to obtain consent from another.

**D. Complainant**

Complainant means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

**E. Consent**

Under Federal Law "**Consent**" means:

Words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the victim or that the victim failed to resist a particular sexual act. A person who is mentally incapacitated or physically helpless cannot consent to a sexual act.

The use of alcohol or drugs by either person will not diminish the actor's responsibility for Sexual Violence under this Policy.

Under Minnesota Law "**Consent**" means:

Words or overt actions by a person indicating a freely given and present agreement to perform a certain sexual act with the actor. Minnesota law expressly states that a pre-existing relationship or the fact that the Complainant did not resist is not Consent.

**F. Dating Violence**

Under Federal Law "**Dating Violence**" means:

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. This violence is also called domestic abuse and may be subject to criminal prosecution under Minnesota law. Under Minnesota law, "domestic abuse" includes, among other things:

1. Physical harm, bodily injury or assault;
2. The infliction of fear of imminent physical harm, bodily injury, or assault;
3. Terroristic threats;
4. Criminal sexual conduct, if committed against a family or household member by a family or household member.

Individuals encompassed in this definition include, but are not limited to:

1. Persons involved in a significant romantic or sexual relationship;
2. Spouses or former spouses, parents, children, and other persons related by blood;
3. Persons who are presently residing together or who have resided together in the past;
4. Persons who have a child in common.

Under Minnesota Law **Dating Violence** means:

1. An act of domestic abuse, which is defined as an act of physical harm, bodily injury, or assault;
2. The infliction of fear of imminent physical harm, bodily injury, or assault;
3. Terroristic threats, criminal sexual conduct, or interference with an emergency call that is committed against a family or household member by a family or household member.

Family or household member is defined as follows:

1. Spouses and former spouses;
2. Parents and children;
3. Persons related by blood;
4. Persons who are presently residing together or who have resided together in the past;
5. Persons who have a child in common regardless of whether they have been married or have lived together at any time;
6. A man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
7. Persons involved in a significant romantic or sexual relationship

#### G. **Domestic Violence**

Under Federal Law “**Domestic Violence**” means:

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.

Under Minnesota Law “**Domestic Violence**” means:

1. An act of domestic abuse which is an act of physical harm, bodily injury, or assault;
2. The infliction of fear of imminent physical harm, bodily injury, or assault;
3. Terroristic threats, criminal sexual conduct, or interference with an emergency call that is committed against a family or household member by a family or household member.

Family or household member is defined as follows:

1. Spouses and former spouses;
2. Parents and children;
3. Persons related by blood;
4. Persons who are presently residing together or who have resided together in the past;
5. Persons who have a child in common regardless of whether they have been married or have lived together at any time;
6. A man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and persons involved in a significant romantic or sexual relationship.

#### **H. Education Program or Activity**

Education Program or Activity includes locations, events, or circumstances over which the College exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College.

#### **I. Formal Complaint**

Formal Complaint” means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the Education Program or Activity of the College. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed for the Title IX Coordinator and by any additional method designated by the College. As used in this paragraph, the phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the College) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party.

#### **J. Incapacitation**

Incapacitation is the physical and/or mental inability to make informed, rational judgments and decisions. States of Incapacitation include sleep and blackouts. Where alcohol or other substances are involved, Incapacitation is determined by how the substance impacts a person’s decision-making capacity, awareness of consequences, and ability to make informed judgments.

In evaluating whether a person was incapacitated for purposes of evaluating effective consent, MCAD considers two questions:

- (1) Did the person initiating sexual activity know that their partner was incapacitated? and if not,
- (2) Should a sober, reasonable person in the same situation have known that their partner was incapacitated?

If the answer to either of these questions is “yes,” effective Consent was absent.

For purposes of this Policy, Incapacitation is a state beyond drunkenness or intoxication. A person is not incapacitated merely because they have been drinking or using drugs. Because the impact of alcohol and other drugs varies from person to person, one should be cautious before engaging in sexual contact or intercourse when either party has been drinking alcohol or using other drugs.

#### **K. Investigator**

Investigator” means an individual appointed by the Title IX Coordinator to investigate a Formal Complaint.

#### **L. Respondent**

Respondent means an individual who has been reported to be the perpetrator of conduct that constitutes Sexual Harassment.

#### **M. Sexual Assault**

Under Federal Law, “Sexual Assault” means:

An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Under Minnesota Law, “Sexual Assault” means:

- *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.
- Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- *Fondling* - The touching of the private body parts of another person for the purpose of sexual gratification, without the Consent of the victim, including instances where the victim is incapable of giving Consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- *Incest* - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape* - Sexual intercourse with a person who is under the statutory age of Consent.

**N. “Sexual Harassment” means:**

Conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's Education Program or Activity; or
3. “Sexual Assault,” “Dating Violence,” “Domestic Violence,” or “Stalking.”

**O. Stalking**

Under Federal Law “**Stalking**” means:

As a course of conduct which the actor knows or has reason to know would cause the victim under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the victim regardless of the relationship between the actor and victim.

Under Minnesota Law “**Stalking**” means:

Conduct which the actor knows or has reason to know would cause the Complainant under the circumstances to feel frightened, threatened, oppressed, persecuted, or intimidated, and causes this reaction on the part of the Complainant. Stalking does not depend on the relationship between the actor and the Complainant. Stalking also does not require a specific intent to cause the Complainant harm.

**P. Supportive Measures**

Supportive Measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the College's Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or deter Sexual Harassment.

## **V. Assistance Following an Incident of Sexual Harassment**

**A. Information about Resources**

The College will provide information about internal and external resources to any Complainant and any Respondent accused of a violation of this Policy. Both the College and the community

provide a variety of resources to assist and support individuals who have experienced Sexual Harassment.

The resource information in Appendix A includes contact information for on- and off-campus resources (including confidential resources) that can provide an immediate response in a crisis situation, including assisting with obtaining needed resources and explaining reporting options. Emergency numbers and information about law enforcement reporting and health care options are also listed in Appendix A.

It is important for victims of Sexual Harassment to preserve evidence so that, should they later decide to make a report to the College or law enforcement, that evidence is available. An individual can contact the College Title IX Coordinator, MCAD's Public Safety Officers or law enforcement for help with preserving evidence. A victim is encouraged to go to a hospital for treatment and preservation of evidence, if applicable under the circumstances, as soon as practicable after the Sexual Harassment incident.

## **B. Crime Victims' Rights**

A summary of crime victims' rights under Minnesota law, including the right to assistance from the Crime Victims Reparations Board, is set forth in Appendix B. Complete information about crime victims' rights can be found online at:

<https://dps.mn.gov/divisions/ojp/help-for-crime-victims/Pages/crime-victims-rights.aspx>.

Information about victims' rights also is available from the Title IX Coordinator or from the Minnesota Department of Public Safety, Office of Justice Programs, and in Minnesota Statutes Chapter 611A.

## **VI. Confidentiality**

The College must keep confidential the identity of any individual who has made a report or filed a Formal Complaint of Sexual Harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by FERPA, or as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Conduct that is inconsistent with this Policy poses a potential harm or danger to members of the College community, and in some cases, the College must issue a timely warning to the College community in compliance with the Clery Act, 20 U.S.C. § 1092. In these cases, the College will only provide enough information to safeguard the College community. If a Complainant desires Supportive Measures, the Complainant's identity will be kept confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide Supportive Measures for the Complainant. All files, documents, and other materials collected during the investigation will be kept in the confidential files of the Title IX Coordinator. A student who reports an incident of Sexual Assault will, upon request, have access to their description of the incident as it was reported to the College. This right to access applies even if the student transfers to another postsecondary institution.

In connection with the College's legally required recordkeeping, statistical reporting, or community warnings under the federal Clery Act, the College will protect a victim's confidentiality to the extent possible even if the victim does not specifically request confidentiality. Publicly available recordkeeping, statistical reporting and disclosures, will not include names or other information that may personally identify either party, to the extent permitted by law. To ensure that a victim's personally identifying information is not included in publicly available recordkeeping, the Title IX Coordinator describes the alleged incidents by removing the victim's and Respondent's names and any other identifiers that would enable the public to identify the victim or Respondent in the context of the incident report.

The College may issue a crime alert (referred to as a timely warning) to the College community about certain reported offenses if a serious or ongoing physical threat to the community exists. The timely warning may include that an incident has been reported, general information surrounding the incident,



and how incidents of a similar nature might be prevented in the future and will not include any identifying information about the individual who has alleged the Sexual Harassment.

Minnesota law, Minn. Stat. 135A.15, requires institutions to collect statistics, without inclusion of any personally-identifying information, regarding the number of reports of Sexual Assault received by an institution and the number of types of resolutions. Data collected for purposes of submitting annual reports containing those statistics to the Minnesota Office of Higher Education under Minn. Stat. 135A.15 shall only be disclosed to the victim, persons whose work assignments reasonably require access, and, at the victim's request, police conducting a criminal investigation. Nothing in this paragraph is intended to conflict with or limits the authority of the College to comply with other applicable state or federal laws.

## VII. Reporting Sexual Harassment

The College encourages individuals who believe they or another person has experienced Sexual Harassment to report the incident to the College. The College also encourages individuals who have experienced criminal Sexual Assault to report the incident to law enforcement.

### A. Reporting to the College

In order to take appropriate corrective action, College officials must have Actual Knowledge of Sexual Harassment in an Education Program or Activity against a person in the United States. Therefore, any official designated in Section IV. A. who has Actual Knowledge of Sexual Harassment, or any student or employee who believes that they or another person has experienced Sexual Harassment should promptly report such behavior. Reports may be made to the College by contacting the following officials:

Jen Zuccola	Autumn Amadou-Blegen
Title IX Coordinator	Deputy Title IX Coordinator
Vice President of Student Affairs	Assistant Vice President of Human Resources
Morrison Bldg, M104	Morrison Bldg, M18
Minneapolis, MN 55404	Minneapolis, MN 55404
Office Phone: 612-874-3626	Office Phone: 612-874-3798
Email: <a href="mailto:jzuccola@mcad.edu">jzuccola@mcad.edu</a>	Email: <a href="mailto:aamodoublegen@mcad.edu">aamodoublegen@mcad.edu</a>

Reports can be made by telephone, email, in person, or via the online reporting form mentioned below. The College requests that reports include as much information as possible, including, to the extent known, the name of the Complainant and the date, time, place, and circumstances of the incident(s) to enable the College to be better positioned to respond.

When a student or employee reports to the College that they have been a victim of alleged Sexual Harassment, the College will provide a written explanation of available rights, options, and the formal complaint grievance process. A Complainant must be participating in, or attempting to participate in, the College's Education Program or Activity at the time of filing a Formal Complaint.

#### 1. Online Reporting Form

The College also has an online reporting form option, which is available on its website at: <https://intranet.mcad.edu/content/anonymous-title-ix-reporting>.

## 2. **Anonymous Reporting**

The College accepts anonymous reports of Sexual Misconduct, which may be filed using the College's online reporting form at: <https://intranet.mcad.edu/content/anonymous-title-ix-reporting>. The College is not obligated to investigate an anonymous report unless a Formal Complaint is submitted.

## B. **Amnesty for Other Policy Violations**

Any member of the College community who in good faith reports an incident of Sexual Harassment, whether as a victim or a witness, shall not be penalized by the College for admitting in the report to a violation of the College's student conduct policy on the personal use of drugs or alcohol.

## C. **Title IX Coordinator's Initial Review and Response to Reports to the College**

When the Title IX Coordinator receives a report of alleged Sexual Harassment, the Title IX Coordinator or his/her designee will contact the Complainant to discuss the availability of Supportive Measures consider the Complainant's wishes with respect to Supportive Measures, and seek to hold a preliminary meeting with the Complainant. The purpose of the preliminary meeting is to allow the Title IX Coordinator to gain a basic understanding of the nature and circumstances of the report; it is not an investigation interview. The Title IX Coordinator will consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain the process for filing a Formal Complaint.

The Title IX Coordinator will engage in a meaningful dialogue with the Complainant to determine which Supportive Measures may restore or preserve equal access to the Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter Sexual Harassment.

Examples of Supportive Measures include, but are not limited to:

- Counseling;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort services;
- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence;
- Increased security and monitoring of certain areas of the campus and other similar measures.

The Title IX Coordinator will be responsible for determining what Supportive Measures will be put in place with or without the filing of a Formal Complaint. If the Title IX Coordinator does not provide a Complainant with Supportive Measures, the Title IX Coordinator will document the reasons why, and why this determination was not clearly unreasonable in light of the known circumstances.

The College will maintain as confidential any supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

#### **D. Reporting to Law Enforcement**

Some types of Sexual Harassment prohibited by this Policy may also be a crime. Individuals who believe they have experienced criminal Sexual Assault are strongly encouraged to notify local law enforcement. Individuals have the right to notify or decline to notify local law enforcement. The College will assist individuals who wish to notify law enforcement. Filing a report with law enforcement is not necessary for the College to proceed with institutional procedures and will not impede institutional procedures. A College investigation and a criminal investigation may be pursued simultaneously. At times, the College may briefly delay the start of its formal grievance process under this Policy if requested by law enforcement in an effort to avoid interfering with law enforcement activities.

Individuals who would like to report Sexual Harassment to law enforcement should contact the following:

- 911 (for emergencies)
- Minneapolis Police Department, 5<sup>th</sup> Precinct

3101 Nicollet Ave. South

Minneapolis, MN 55408

Phone: 612-673-3705

Email: [police@ci.minneapolis.mn.us](mailto:police@ci.minneapolis.mn.us)

Website: [http://www.minneapolismn.gov/police/precincts/police\\_about\\_5th-precinct](http://www.minneapolismn.gov/police/precincts/police_about_5th-precinct)

### **VIII. Sexual Harassment Formal Complaint Grievance Process**

When the College receives a Formal Complaint of Sexual Harassment or the Title IX Coordinator decides to sign a Complaint of Sexual Harassment, the College will promptly respond and address the Complaint pursuant to the guidelines and procedures set forth in this Section.

Each process involving a Sexual Harassment Complaint will provide a prompt, fair, and impartial investigation and resolution. Title IX Coordinators, Investigators, decision makers, and any person who facilitates an informal resolution process will receive training on the definition of Sexual Harassment, the scope of the College's Education Program or Activity, and how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

#### **A. Filing by Title IX Coordinator**

1. When the Title IX Coordinator believes that with or without the Complainant's desire to participate in a grievance process, the allegations require an investigation, the Title IX Coordinator has the discretion to initiate a grievance process. The Title IX Coordinator may take circumstances into account such as whether a Complainant's allegations involve violence, use of weapons, or similar factors.
2. The Title IX Coordinator's decision to sign a Formal Complaint may occur only after the Title IX Coordinator has promptly contacted the Complainant to discuss availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, and explain to the Complainant the process for filing a Formal Complaint.

## **B. Formal Complaint and Notice to Respondent**

1. **Notice of allegations** - Upon receipt of a Formal Complaint or if the Title IX Coordinator signs a Complaint, the Title IX Coordinator will provide the following written notice to the parties who are known:
  - a. Notice of the College's grievance process, including any informal resolution process.
  - b. Notice of the allegations of Sexual Harassment potentially constituting Sexual Harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known. The written notice must:
    - include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
    - inform the parties that they may have an Advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other sources.
    - inform the parties of any provision in the Student Code of Conduct or applicable employee handbook that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.
  - c. If, in the course of an investigation, the Title IX Coordinator decides to investigate allegations about the Complainant or Respondent that are not included in the notice provided as described above, the Title IX Coordinator must provide notice of the additional allegations to the parties whose identities are known.

## **C. Dismissal of a Formal Complaint**

The College must investigate the allegations in a Formal Complaint. If the conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved, did not occur in an Education Program or Activity, or did not occur against a person in the United States, then the Title IX Coordinator must dismiss the Formal Complaint with regard to that conduct for purposes of Sexual Harassment under Title IX. Such a dismissal does not preclude action under the Student Code of Conduct, Student Sexual Misconduct Policy, or applicable employee handbook.

1. The Title IX Coordinator may dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or hearing:
  - A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
  - The Respondent is no longer enrolled or employed by the College; or
  - Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.
2. Upon a dismissal of a Formal Complaint, the Title IX Coordinator must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

## **D. Consolidation of Formal Complaints**

The Title IX Coordinator may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where a grievance process involves

more than one Complainant or more than one Respondent, references to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable.

This stage of initial review of the Formal Complaint by the Title IX Coordinator and initial notice of the Formal Complaint to the Respondent generally will take up to ten (10) calendar days. In some cases, more time may be required.

#### **E. Informal Resolution Process**

The College may not require the parties to participate in an informal grievance process and may not offer an informal grievance process unless a Formal Complaint is filed. However, at any time prior to reaching a determination regarding responsibility the Title IX Coordinator may facilitate an informal grievance process, such as mediation, that does not involve a full investigation and adjudication. If an informal grievance process is offered, the Title IX Coordinator will provide to the parties a written notice disclosing the allegations and the requirements of the informal grievance process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal grievance process and resume the formal grievance process with respect to the Formal Complaint, and any consequences resulting from participating in the informal grievance process, including the records that will be maintained or could be shared. The Title IX Coordinator must obtain the parties' voluntary, written consent to the informal grievance process; and will not offer or facilitate an informal grievance process to resolve allegations that an employee sexually harassed a student.

If the Complainant, the Respondent, and the College all agree to pursue an informal grievance process, the Title IX Coordinator will attempt to facilitate a resolution that is agreeable to the parties and the College. The Title IX Coordinator will act as a neutral and will not be an advocate for either the Complainant or the Respondent in the informal grievance process. Under the informal grievance process, the College will only conduct such fact-finding as is useful to resolve the conflict and as is necessary to protect the interests of the parties, the College, and the College community.

Informal resolution may involve the imposition of individual and community remedies designed to maximize the Complainant's access to the College. The recommended resolution may also include other institutional responses, requirements, or sanctions imposed on the Respondent.

The College will not require a Complainant or Respondent to engage in mediation, directly confront the other party, or participate in any particular form of informal resolution. Participation in informal grievance resolution is voluntary, and the Complainant and Respondent have the option to discontinue the informal grievance process at any time and request the Formal Grievance Process. The College also has the discretion to discontinue the informal grievance process and move the Complaint to the formal grievance process. If at any point during the informal grievance process, the Complainant or Respondent or the College wishes to cease the informal grievance process and to proceed through the formal grievance process, the informal grievance process will stop and the formal grievance process outlined below will begin.

The informal grievance process ends when a resolution has been reached or when the Complainant, the Respondent, or the College terminates the process. If the parties to the Formal Complaint agree in writing to the terms and conditions of a recommended resolution, which will include a description of the information relied upon in the informal grievance process, the case will be resolved without further process under this procedure. If all parties to the Complaint do not agree in writing to the terms and conditions of the recommended resolution, the Complaint will proceed through the formal grievance process.

Appeals are not allowed in cases where the parties have agreed to a voluntary informal resolution.

#### **F. Emergency Removal**

The College may remove a Respondent from its Education Program or Activity on an emergency basis, provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising

from the allegations of Sexual Harassment justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

#### **G. Administrative Leave**

The College may place a non-student employee Respondent on administrative leave during the pendency of a formal grievance process.

#### **H. Formal Grievance Process**

##### **1. Investigation**

A Formal Complaint that is processed pursuant to the formal grievance process will be investigated by one or more Investigators assigned by the Title IX Coordinator to conduct an adequate, reliable, and impartial investigation. The parties will receive written notice of the Investigator appointed. If any party has a concern that the Investigator has a conflict of interest, the party should report the concern in writing as indicated in the "Conflicts of Interest" section below.

The Investigator will conduct the investigation in a manner appropriate to the circumstances of the case, which will typically include interviews with the Complainant, the Respondent, and any witnesses; these interviews are generally audio-recorded. As part of the investigation, the College will provide an opportunity for both the Complainant and Respondent to advise the Investigator of any witnesses they believe should be interviewed, other evidence they believe should be reviewed by the Investigator, and to suggest questions that they would like asked of the other party. The Investigator has discretion to assess the relevancy of any proposed witnesses and determine which interviews to conduct, including the discretion to conduct interviews of individuals not identified by the parties. Similarly, the Investigator has discretion to assess the relevancy of any suggested questions for the other party and determine which questions to ask or not ask. The interviews will be supplemented by the gathering of any physical, documentary, or other evidence, as deemed appropriate and available.

The parties have the right to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the Advisor of their choice, who may be, but is not required to be, an attorney. Advisors must comply with the rules and expectations established by the College.

The investigation is designed to provide a fair and reliable gathering of the facts. The investigation will be thorough, impartial, and fair, and all individuals will be treated with appropriate sensitivity and respect. The investigation will be conducted in a manner that is respectful of individual privacy concerns. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the College and not on the parties.

The Title IX Coordinator will provide both parties with an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the Title IX Coordinator must send to each party and the party's Advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the Investigator will consider prior to completion of the investigative report. The College must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for the purposes of cross-examination.

The Investigator will prepare an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility,

send to each party and the party's Advisor, if any, the investigative report in an electronic form or a hard copy, for their review and written response. The investigative report can include, but is not required to include, the Investigator's recommended findings or conclusions. However, the decision maker is/are under an independent obligation to objectively evaluate relevant evidence, and cannot defer to recommendations made by the Investigator in the investigative report.

The time frame for the investigation generally is within thirty-five (35) calendar days from the assignment of the Investigator. In some cases, more time may be required.

## 2. **Live Hearing**

A live hearing will be conducted as part of the grievance process. Following the investigation, the Title IX Coordinator will assign a decision maker to conduct an adequate, reliable, and impartial hearing. Typically, one decision maker will be appointed for a live hearing. However, the College reserves the right to appoint additional decision makers in any given case. Generally, the decision maker will be a member of the College who has not previously been involved in the specific Complaint grievance process. The College will ensure that decision makers have received the appropriate training and are impartial and free of any conflict of interest and bias. The parties will receive written notice of the decision maker appointed. If any party has a concern that a decision maker has a conflict of interest, the party should report the concern in writing as indicated in the "Conflicts of Interest" section below.

- a. Cross Examination. At the live hearing, the decision maker must permit each party's Advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those that challenge credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's Advisor of choice and never by a party personally.
- b. Relevant Questions. Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the decision maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
- c. Advisor. If a party does not have an Advisor present at the live hearing, the College must provide without fee or charge to that party, an Advisor of the College's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.
- d. Previous Sexual History. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
- e. Failure to Submit to Cross-Examination. If a party or witness does not submit to cross-examination at the live hearing, the decision maker will not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.
- f. Location of Live Hearing. Live hearings may be conducted with all parties physically present in the same geographic location or, at the request of either party, the live hearing will be conducted with the parties located in separate rooms with technology enabling the decision maker and parties to simultaneously see and hear the party or the witness answering questions, or, at the College's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. The College will create an audio or

audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

g. The College, although not a party to the proceeding, has the right to present evidence to the decision maker who must then objectively evaluate the evidence.

### 3. **Determination Regarding Responsibility.**

a. The decision maker must issue a written determination regarding responsibility. To reach this determination, the decision maker will use the preponderance of evidence standard of proof.

b. The written determination must include:

- 1) Identification of the allegations potentially constituting Sexual Harassment
- 2) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- 3) Findings of fact supporting the determination;
- 4) Conclusions regarding the application of the applicable code of conduct to the facts;
- 5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the College's Education Program or Activity will be provided by the College to the Complainant; and
- 6) The College's procedures and permissible bases for the Complainant and Respondent to appeal.

c. The College must provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

d. The Title IX Coordinator is responsible for effective implementation of any remedies.

The time frame for the hearing generally is within twenty (20) calendar days from the decision maker receiving the investigation report and any response statements and rebuttal statements of the parties from the Title IX Coordinator. In some cases, more time may be required.

The determination of the decision maker may be appealed as provided below. In the event that no appeal is filed within the time periods prescribed below, the decision will be final.

### 4. **Appeal**

a. Grounds for Appeal. Both parties can appeal from a determination regarding responsibility, and from the Title IX Coordinator's dismissal of a Formal Complaint or any allegations therein, on the following bases:

- 1) Procedural irregularity that affected the outcome of the matter;
- 2) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- 3) The Title IX Coordinator, Investigator, or decision maker had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.



b. Rights in an Appeal. As to all appeals, the College will:

- 1) Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;
- 2) Ensure that the decision maker for the appeal is not the same person as the decision maker that reached the determination regarding responsibility or dismissal, the Investigator, or the Title IX Coordinator;
- 3) Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
- 4) Issue a written decision describing the result of the appeal and the rationale for the result; and
- 5) Provide the written decision simultaneously to both parties.

c. Procedure for Appeal. The parties may request an appeal by submitting an appeal statement to the Title IX Coordinator within five (5) calendar days after written notice of the determination of responsibility has been given. The appeal statement must explain the grounds for the appeal. The burden of proof is on the appealing party to show by a preponderance of evidence that one or more of the above grounds for appeal are satisfied. Failure to file a timely appeal constitutes a waiver of any right to an appeal. If the appeal statement states a permissible ground for appeal as listed above, as determined by the Title IX Coordinator, the Title IX Coordinator will continue the appeals process.

The non-appealing party will be notified of any appeal and the alleged grounds for the appeal. The non-appealing party may submit a written response to the appeal to the Title IX Coordinator within five (5) calendar days of receiving notice of the appeal.

The Title IX Coordinator will assign an appeal official to decide the appeal. The parties will receive written notice of the appeal official appointed. If any party has a concern that the appeal official has a conflict of interest, the party should report the concern in writing as indicated in the "Conflicts of Interest" section below.

The appeal official has final authority to decide whether or not one of the above-listed grounds for appeal has been satisfied using a preponderance of the evidence standard. The appeal official will issue a written decision to the Title IX Coordinator including his/her findings, decision and rationale. If the appeal official determines that the appealing party has not demonstrated that it is more likely than not that one or more grounds for appeal have been satisfied, the appeal official will dismiss the appeal. This dismissal decision is final and is not appealable.

The time frame for the appeal generally is within thirty (30) calendar days from the appeal official's receipt of the appeal file. In some cases, more time may be required.

Appeals arising out of alleged violations of this Policy must be made under this appeal process and are not eligible for consideration under any other faculty, staff or student grievance policies or processes.

## I. **Possible Sanctions and Remedies**

Sanctions and remedies that the College may assign in either the formal grievance process or the informal grievance process are intended to be corrective, educational, and disciplinary. Each potential sanction listed in this Section may be imposed alone or in combination for a Respondent found responsible for a violation of this Policy.

1. **Sanctions**. The sanctions which may be imposed include, but are not limited to, the following:

- **Oral Warning**: an oral notice that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.

- **Formal Reprimand:** an official written statement of the College's disapproval of the actions of a Respondent and a warning that any future violation(s) will result in more serious discipline, up to and including dismissal.
- **Performance Improvement Processes:** An employee may be issued performance improvement documentation and requirements.
- **Changes in Terms and Conditions of Employment:** An employee may have a change implemented as to the person's position, rank, appointment, duties, compensation or other terms and conditions of employment.
- **Revocation of Admission or Job Offer:** A student or employee applicant may have an offer of admission or employment revoked by the College.
- **Revocation of Tenure or Other Appointment:** An employee or faculty member may have an appointment or status, including tenure status, revoked.
- **Disciplinary Probation:** an official notice that the conduct of the Respondent is in violation of this Policy, but does not warrant suspension, dismissal or termination. Probation is for a designated period of time and includes the possibility of more severe disciplinary sanctions, up to and including dismissal, if the Respondent commits another violation during the probationary period. In the case of a student, during the probation period, a student will be considered "not in good standing" and may be excluded from some programs and curricular or extracurricular activities.
- **Suspension:** an involuntary separation of the Respondent from the College for a definite period of time and/or until certain conditions are met. Suspension of a student may require administrative review and approval by the appropriate officials prior to readmission. In the case of an employee, the suspension is unpaid.
- **Deferred Suspension:** the discipline of suspension may be placed in deferred status provided that the Respondent completes other assigned sanctions by specified deadline dates. Failure to complete all sanctions and provide evidence of completion by the deadline date(s) will result in the automatic implementation of the suspension without further charges or administrative procedures. If a Respondent is found responsible for another violation of College policy during the period of deferred suspension, the Respondent may be permanently dismissed from the College.
- **Permanent Dismissal:** a Respondent can be involuntarily separated from the College.
- **Delay and/or Denial of Degree Award:** during the period disciplinary charges are pending against a student, the College may deny and/or delay issuance of a degree. Further, the College may refuse to issue a degree to a student who is serving a suspension or has been permanently dismissed from the College.
- **Revocation of Degree:** an awarded degree may be revoked for violations of this Policy, which occurred prior to the award of the degree but are discovered after the degree has been awarded, where the violation is sufficient to justify the suspension or permanent dismissal of the student.
- **Educational/Accountability Measures:** an individual may be required to attend an educational class, training, meeting, assessment, coaching, counseling, and/or rehabilitation, at the individual's expense.
- **Loss of Privileges and Access/Participation Restrictions:** An individual may lose one or more privileges afforded to them as a College community member or otherwise, including but not limited to loss of campus housing, campus access, or participation in a group, program, course, or activity.
- **Other Sanctions:** Other sanctions may be imposed instead of or in addition to those specified above, which could include: (a) restitution (compensation for loss, damage or injury); (b) fines; (c) community service; (d) behavioral agreements (e) no trespass directives; (f) no contact directives; (g) restrictions on reapplication, rehire or reenrollment; and/or(h) removal or non-renewal of scholarships or honors.

The College reserves the right to take whatever measures it deems necessary in response to an allegation of Sexual Harassment in order to protect student and employee rights and personal safety. Not all forms of Sexual Harassment will be deemed to be equally serious offenses, and the College reserves the right to impose differing sanctions, depending on the severity of the offense. In the event

that the College issues a sanction that is not contained in this Policy, it will include that sanction in its next Policy update.

2. **Remedies.** The final determination may include remedies designed to restore or preserve the Complainant's equal access to education, which may include, but are not limited to:

- A mutual or one-sided no contact directive;
- Prohibiting an individual involved from being on College property;
- Prohibiting an individual involved from participating in College-sponsored events or activities;
- Changing an individual's on campus residency, dining, or transportation arrangements, or prohibiting an individual from residing in a College residence;
- Special parking arrangements;
- Assistance in finding alternative housing;
- Changing an individual's student or employee status or job responsibilities;
- Changing an individual's work or class schedule;
- Providing academic accommodations or providing assistance with academic issues;
- Providing escorts;
- Access to counseling and medical services;
- Making information about protective orders available to a Complainant;
- Assistance identifying an advocate to help secure additional resources or assistance, including off-campus and community advocacy, support and services.

Where the final determination has indicated that remedies will be provided, the Complainant can then communicate separately with the Title IX Coordinator to discuss what remedies are appropriately designed to preserve or restore the Complainant's equal access to education. That remedy must not be disclosed to the Respondent.

## **IX. Rights and Obligations in the Complaint Resolution Process and General Provisions**

### **A. Rights of the Complainant and Respondent**

The College strives to provide a prompt and fair process for investigating and resolving Formal Complaints of Sexual Harassment. Throughout this process, both the Complainant and Respondent have the following rights, many of which are described in greater detail in this Policy:

- To be treated with respect and dignity.
- A prompt, fair and impartial investigation and resolution process.
- To present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
- To have an Advisor of their choice present during any grievance proceeding, who may be, but is not required to be, an attorney.
- To receive information about support available from College or community resources providing sexual assault advocacy or health services and information on free legal resources and services.
- To privacy, to the extent possible consistent with applicable law and College policy.
- To raise a concern regarding a possible conflict of interest or bias on the part of any person involved in the investigation, hearing, or appeal.
- To notify, in writing, of the outcome of the grievance process, including the outcome of any appeal, subject to compliance with FERPA, the Clery Act, Title IX, and other federal or state law.
- To be free from retaliation as defined in this Policy.
- To the complete and prompt assistance of campus authorities, at the direction of law enforcement authorities, in obtaining, securing, and maintaining evidence in connection with a Sexual Assault incident.
- To the assistance of campus authorities in preserving materials relevant to the grievance process.
- A student has the right to be provided access to their description of the incident, as it was reported to the College, including if the individual transfers to another post-secondary institution, subject to

compliance with FERPA, the Clery Act, Title IX, and other federal or state law. Requests for an individual's description of the incident should be made to the Title IX Coordinator.

- For a Complainant, to report Sexual Harassment to the College.
- For a Complainant, to receive assistance from the College, at the request of a Complainant, in reporting Sexual Assault to law enforcement at any stage of the process and the right to decline to make such a report.
- For a Complainant, to never be treated by campus authorities in a manner that suggests they are at fault for Sexual Harassment that occurred or that they should have acted in a different manner to avoid the Sexual Harassment.
- For a Complainant, the right to the assistance of campus personnel (during and after the grievance process), in cooperation with the appropriate law enforcement authorities, at a Sexual Assault victim's request, in shielding a Complainant from unwanted contact with the Respondent, including but not limited to transfer to alternative classes or to alternative College-owned housing (if alternative classes or housing are available and feasible).
- For a Complainant, the right to decide when to repeat a description of an incident of Sexual Assault.
- For a Complainant, to be offered assistance from the Crime Victim Reparations Board and the Commissioner of Public Safety.
- For a Complainant who chooses to transfer to another post-secondary institution, at the student's request, the right to receive information about resources for victims of Sexual Assault at the institution to which the Complainant is transferring.

## **B. Advisors in Complaints of Sexual Harassment**

A Complainant and Respondent have the right to be assisted by an Advisor of their choice, including an attorney, in connection with a Formal Complaint grievance process involving a Complaint of Sexual Harassment. The College has adopted rules concerning the Advisor's conduct in the grievance process.

The following requirements apply to the use of an Advisor:

- The purpose of the Advisor is to support a party during the grievance process. An Advisor is permitted to accompany the party to in-person interviews or other meetings during the grievance process. In selecting an Advisor, each party should consider the potential Advisor's availability to attend in-person interviews and meetings. As a general matter, the College will not unnecessarily delay its processes to accommodate the schedules of Advisors.
- The Advisor may accompany the Complainant or Respondent to all meetings relating to the grievance proceeding. The Advisor may not appear in lieu of the Complainant or Respondent or speak on their behalf in either in-person or written communications to the College. The Advisor may not interrupt or otherwise delay the grievance process.
- If a party selects an attorney as an Advisor, the Advisor's participation in the complaint process is in the role of an Advisor and not as an attorney representing a party. The Advisor will have access to highly confidential information and is prohibited from sharing information obtained as an Advisor during the grievance process with anyone, including other individuals who may be part of an attorney-client relationship with the party.
- The College will notify a party to a grievance process if another party involved in the grievance process has obtained an Advisor. The notice shall indicate if the other party's Advisor is an attorney.
- Advisors will be required to sign an Advisor Agreement acknowledging receipt and understanding of these requirements. Failure to comply with these requirements, including violations of confidentiality, or other forms of interference with the complaint resolution process by the Advisor may result in disqualification of an Advisor. The College reserves the right to dismiss an Advisor for violation of the Hearing Rules or for any unreasonable disruption of the grievance process.
- In the event an Advisor selected by a party fails to appear at a hearing or conducts themselves in a manner which causes the hearing officer to expel the Advisor, the College will appoint an Advisor to advocate for the party, or adjourn the hearing until an alternative Advisor is appointed.

### **C. Conflicts of Interest or Bias**

If a Complainant or Respondent has any concern that any individual acting for the College under this Policy has a conflict of interest or bias, they should report the concern in writing to the Title IX Coordinator. Any concern regarding a conflict of interest or bias must be submitted within two (2) calendar days after receiving notice of the person's involvement in the process. The Title IX Coordinator will review the concerns and take appropriate steps to ensure that the assigned Investigator, hearing officer, decision maker, persons designated to facilitate an informal resolution process, and appeal officials do not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.

### **D. Time Frames for Grievance Procedure**

In some cases, a temporary delay of the grievance process or the limited extension of time frames for good cause may be necessary. The Title IX Coordinator may decide that such delays or reasonable extensions to the time frames set forth in this Policy are warranted by the circumstances. For example, good cause may include considerations such as the absence of a party, a party's Advisor, or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disability, or for other unforeseen circumstances. Extensions will be no longer than necessary. The Complainant and Respondent will receive written notice of any temporary delay or time extensions, the reason for the delay or extension, and the expected adjustment to the time frame.

## **X. Complaints of Retaliation or Violation of Sanctions**

Any concern, report, or complaint relating to retaliation in violation of this Policy or violations of sanctions should be reported promptly to the Title IX Coordinator. The College will take appropriate action against any individual who retaliates against another person in violation of this Policy.

Neither the College nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation. Complaints alleging retaliation may be filed pursuant to the Student Code of Conduct or the applicable employee handbook.

## **XI. Alternative Procedures**

Nothing in this Policy is intended to interfere with the right of any individual to pursue other avenues of recourse which may include, but is not limited to, filing a complaint with the United States Department of Education's Office for Civil Rights (OCR). The OCR office for institutions located in Minnesota is:

U.S. Department of Education

Office for Civil Rights

Chicago Office

John C. Kluczynski Federal Bldg.

230 S. Dearborn Street, 37<sup>th</sup> Floor

Chicago, IL 60604

Telephone: 312-730-1560

FAX: 312-730-1576

TDD: 800-877-8339

Email: OCR.Chicago@ed.gov

## **XII. Education and Training**

The College offers informational sessions on Sexual Harassment to students, staff, and faculty. Public safety officers, the Title IX Coordinator, the Deputy Title IX Coordinator, and any individual designated an Investigator, decision maker, appeal official, and any person who facilitates an informal resolution process, will be required to undergo annual training on the definition of Sexual Harassment; the issues related to domestic violence, dating violence, sexual assault and stalking; the scope of the College's Education Program or Activity; how to conduct an investigation and grievance process that protects the safety or complainants and promotes accountability, including hearings, appeals, and informal resolution processes as applicable; and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Any materials used to train Title IX Coordinators, Investigators, decision makers, appeal officials, and any person who facilitates an informal resolution process, must not rely on sex stereotypes and must promote impartial investigations and adjudication of Formal Complaints of Sexual Harassment.

Policy Effective Date: August 14, 2020

## **APPENDIX A**

### **MCAD SEXUAL HARASSMENT POLICY**

#### **RESPONSE TO SEXUAL VIOLENCE AND RESOURCES**

##### **I. What to do if You Experience Sexual Violence**

Get to a safe place.

Immediate assistance is available by calling the Minneapolis Police at 911.

Consider taking immediate action to obtain medical, emotional, or other assistance on and/or off campus.

Don't be afraid to ask for help. Consider telling someone immediately or at any time when you are comfortable doing so: a confidential College resource or your roommate, your Resident Advisor, your counselor, the Title IX Coordinator, a Public Safety Officer, an instructor or a staff member.

Even if you aren't sure that you will want to involve law enforcement or report to the College, you should take steps to preserve evidence so that you will have that evidence available to you later should you decide to take action. Steps to take include:

- Go to a hospital both for care and for help verifying and preserving evidence.
- Prior to seeking medical attention, do not shower, douche, wash your hands, brush your teeth, comb your hair, use the toilet, wash clothing, smoke, drink or eat.
- Bring a change of clothes to the hospital since your clothes may be collected as evidence. If you have changed clothes, keep the clothes you were wearing for evidence and secure them in a clean paper bag or clean sheet.
- Do not disturb items. Leave the scene of the incident untouched.
- If you have taken any bedding or other items that may be evidence off your bed or away from the scene, don't wash anything and secure any items in a clean paper bag or clean sheet.
- Evidence found in phone records (texting), e-mails, and/or social media (Facebook, Snapchat, etc.) should also be preserved.

At the request of a sexual assault victim or at the direction of law enforcement, a MCAD Public Safety officer will provide prompt assistance in obtaining, securing, and maintaining evidence in connection with an incident of sexual assault and in preserving materials relevant to a campus disciplinary proceeding.

Complainants are urged to contact the Title IX Coordinator or Deputy Title IX Coordinator to make a report to the College. The College can arrange for Supportive Measures and assistance, including mutual no-contact directives. The College will also assist in any needed advocacy for community members who wish to obtain harassment restraining orders or orders for protection from local authorities. The College can also explain the options available under the Sexual Harassment Policy even if you aren't ready to share details of your situation or pursue a Formal Complaint.

Complainants are encouraged to contact the police to report any crime and obtain information on their criminal enforcement options. Designated staff members will also accompany the complainant to the police station upon request.

## II. MCAD Resources

Support can be obtained by contacting the following members of the College's Title IX Team:

Jen Zuccola	Autumn Amadou-Blegen
Title IX Coordinator	Deputy Title IX Coordinator
Vice President of Student Affairs	Assistant Vice President of Human Resources
Morrison Bldg, M104	Morrison Bldg, M18
Minneapolis, MN 55404	Minneapolis, MN 55404
Office Phone: 612-874-3626	Office Phone: 612-874-3798
Email: <a href="mailto:jzuccola@mcad.edu">jzuccola@mcad.edu</a>	Email: <a href="mailto:aamodoublegen@mcad.edu">aamodoublegen@mcad.edu</a>

### Counseling and Mental Health Services

The College provides confidential counseling services through the Student Health and Wellness Center during fall and spring semesters for students who feel they have been victims of sexual violence:

Student Health and Wellness Center  
Morrison Bldg., Lower Level, M04 and M02  
Fall and Spring Semesters Hours: 9 a.m. – 5 p.m. Monday-Friday  
Phone: 612.874.3776  
Email for Appointments: [bstockinger@mcad.edu](mailto:bstockinger@mcad.edu)

Benefits-eligible staff and faculty may use the Employee Assistance Program (Health Partners: Twin Cities (866) 326-7194 or [www.hpeap.com](http://www.hpeap.com) for counseling and referral).

Other MCAD resources include:

- MCAD Public Safety Emergency Line (612) 874-3555; [public\\_safety@mcad.edu](mailto:public_safety@mcad.edu)
- MCAD Financial Aid (612) 874-3733
- International Student Assistance (612) 874-3628

## III. External Resources

### A. Law Enforcement

- *Minneapolis Police*

911 (for emergencies)

Minneapolis Police Department, 5<sup>th</sup> Precinct (612) 673-5705

3101 Nicollet Ave. South

Minneapolis, MN 55408

Phone: 612-673-3705

Email: [police@ci.minneapolis.mn.us](mailto:police@ci.minneapolis.mn.us)

Website: [http://www.minneapolismn.gov/police/precincts/police\\_about\\_5th-precinct](http://www.minneapolismn.gov/police/precincts/police_about_5th-precinct)



## B. Medical Clinics, Hospitals and Resources

- *Hennepin County Medical Center (HCMC)*

HCMC Emergency Room (612) 873-3132

701 Park Avenue

Minneapolis, MN 55415

<https://www.hennepinhealthcare.org/support-services/violence-assault-and-abuse-resources/>

HCMC-Urgent Care (612) 873-5555

Red Building, R1.060

730 South 8th Street Entrance

Minneapolis MN 55415

HCMC Acute Psychiatric Services 612-873-3161

8 a.m. – 2 p.m., T-F for Hennepin County adults

Red Building, First Floor

730 South 8th Street Entrance

Minneapolis MN 55415

- *Abbott Northwestern Hospital*

800 East 28th Street

Minneapolis, MN 55407 (612) 863-4233

- *Hennepin County COPE Team* (612-596-1223)

Emergency Mental Health Services

- *Behavioral Emergency Center* (612-273-5640)

U of M Medical Center,

West Bank Emergency Center

2312 S 6th Street

Minneapolis, MN 55454

- *Regions Hospital* (651) 254-3456

640 Jackson Street

St. Paul, MN 55101

Hennepin County Medical Center (HCMC) and Abbott Northwestern Hospital in Minneapolis provide sexual assault care services assistance to complainants of rape and sexual assault 24 hours per day. Sexual Assault Nurse Examiners (SANEs) perform a special exam and collect evidence in a "rape kit." Information on additional locations that offer SANE exams can be found online at:

<https://mnforensicnurses.org/minnesota-sane-programs/>

In addition to answering any questions, SANEs will carry out a special exam which involves:

- Collecting and saving evidence that will be needed to report sexual assault to law enforcement. Medical evidence can be collected up to 72 hours after the assault or longer, but the sooner the better;
- Evaluating risk for pregnancy and discussing safe prevention options;

- Evaluating risk of contracting a sexually transmitted infection and offering medication to reduce that risk;
- Evaluating and documenting any injuries;
- Providing resources to help during your recovery, including advocate services, agencies for medical follow-up, information about reporting this crime to law enforcement, information about the Crime Victims Reparations Fund, and many others.

Choosing to be seen by a SANE is about your health and safety; you have the right to decline any part of the exam at any time.

You may take a friend or victim advocate with you to the hospital. Available 24 hours a day, [The Sexual Violence Center](#) serves Hennepin County and provides a trained advocate to accompany you to the hospital.

You do not need to decide if you want to report a sexual assault to law enforcement right away. You can discuss your options for reporting with your SANE, a sexual assault advocate, or your friends and family. If you decide to report after you leave the hospital, the evidence collected during the exam will be saved for at least 30 days. If you have already reported your assault, your SANE will make sure the correct law enforcement agency is made aware that evidence was collected.

The county in which you were assaulted is required by law to pay for your forensic exam. If you have injuries that require medical care, such as stitches or x-rays, your insurance will be billed if that is possible. Any charges beyond this will be covered by the hospital at which you were seen.

For more information about Sexual Assault Nurse Examiners, please visit the links in the list of health care options above.

### C. Crisis Lines and Resources

- Crisis Text Line: Text MN to 741-741 for local MN resources
- RAINN 24/7 Phone: 1-800-656-4673

(Rape, Abuse, and Incest National Network)

Website: <https://www.rainn.org/>

Online Chat: <https://hotline.rainn.org/online/>

- Sexual Violence Center Minneapolis 24/7 Phone (612) 871-5111

Website: <https://www.sexualviolencecenter.org/>

- National Suicide Prevention Lifeline 1-800-273-8255
- Suicide Hotline (612) 873-2222
- Suicide Assessment, Info, and Referral (612) 873-3161
- Trevor Lifeline 1-866-488-7386

(Suicide Prevention for LGBTQ Youth)

- Trans Lifeline: 1-877-565-8860
- Veterans' Suicide Prevention Lifeline: 1-800-273-8255

### Victim Support and Advocacy Resources

- Minnesota Department of Public Safety Resource List for Victims <https://dps.mn.gov/divisions/ojp/help-for-crime-victims/Pages/resource-list-victims.aspx>

- LawHelpMN.org <https://www.lawhelpmn.org/self-help-library/abuse-crime-victims/sexual-violence>
  
- Council on Crime and Justice (612) 340-5400
  
- MN Center for Crime Victims Service (651) 201-7300/(888) 622-8799
  
- Hennepin County Victim Services (612) 348-4003
  
- Minneapolis Civil Rights Office (612) 673-3012
  
- Domestic Abuse Service Center (612) 348-5073
  
- AIDSLine (612) 373-2437
  
- Chrysalis: A Center for Women (612) 871-0118
  
- Cornerstone Advocacy (612) 825-4357
  
- First Call for Help/United Way (651) 291-0211

#### Legal Assistance

- Southern Minnesota Regional Legal Services
- Volunteer Attorney Program [www.smrls.org](http://www.smrls.org) / (651) 228-9823
- Volunteer Lawyers Network Ltd. [www.vlnmn.org](http://www.vlnmn.org) / (612) 752-6655
- Tubman Legal Services [www.tubman.org](http://www.tubman.org) / (612) 825-3333
- The Domestic Abuse Project (612) 673-3526
- Bridges to Safety (651) 266-9901

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**F. Outside Visa and Immigration Assistance**

- Immigrant Law Center of Minnesota (800) 223-1368  
450 North Syndicate St., Suite 200  
St. Paul, MN 55104
- Southern Minnesota Regional Legal Services (888) 575-2954

**IV. Information Regarding Obtaining Restraining Order, Order for Protection, or Domestic Abuse No Contact Order**

Harassment restraining orders and orders for protection are legal orders issued by state courts that forbid someone from harassing and/or making contact with another. A harassment restraining order is a civil court order issued against an alleged harasser, regardless of the relationship between the alleged harasser and the alleged victim, which orders the harasser to stop harassing the victim and/or have no contact with the victim. An order for protection is a civil court order that protects one family or household member from domestic abuse by another family or household member.

The Minnesota Judicial Branch is responsible for the issuance of harassment restraining orders and orders for protection to be enforced by local law enforcement. Petition forms to apply for harassment restraining orders and seek an order for protection are available at the Hennepin County Courthouse and online at <http://www.mncourts.gov/Help-Topics/Domestic-Abuse-and-Harassment.aspx>. The Hennepin County Domestic Abuse Service Center (DASC) serves people who are victims of violence caused by a family or household member. This includes anyone who has been the victim of actual or threatened violence by a person with whom they have had a romantic or sexual relationship, or people who have lived together. At DASC, District Court staff will help individuals complete the paperwork requesting a temporary Order for Protection (OFP). In addition, help with filing a harassment restraining order is available from the Self-Help Center.

**Domestic Abuse Service Center:**

- Hennepin County Government Center: 612.348.5073
  - o Address: 300 S. 6th Street, Rm. #A-0650, Minneapolis, MN 55487
  - o Website: <http://www.mncourts.gov/Find-Courts/Hennepin/Hennepin-Domestic-Abuse-Service-Center.aspx>

**Self-Help Center:**

- Hennepin County Government Center: 612.348.9399
  - o Address: 300 S. 6th Street, 2nd Floor, PSL, Minneapolis, MN 55487
  - o Website: <http://www.mncourts.gov/Find-Courts/Hennepin.aspx#tab0601GeneralInformation>

Domestic abuse no contact orders are legal orders issued by a court against a defendant in a criminal proceeding for domestic abuse, harassment or stalking of a family or household member, violation of an order for protection, or violation of a prior no contact order. A domestic abuse no contact order may be issued before the end of the criminal case or following a conviction.

## **APPENDIX B TO MCAD SEXUAL HARASSMENT POLICY**

### **Crime Victims Bill of Rights**

When a crime is reported to law enforcement, victims have certain rights as the case moves through the criminal justice system. These rights include the right to be notified of certain court and correctional events, the right to participate in prosecution, the right to protection from harm, and the right to apply for financial assistance. A summary of these rights is provided below.

#### **The following is a summary of crime victims' rights under Minnesota law.**

When a crime is reported to law enforcement:

Victims have the right to:

- Ask the law enforcement agency to keep your identity private in reports available to the public.
- Be notified of certain crime victim rights and information on the nearest crime victim assistance program or resource.
- Apply for reparations (financial compensation) for non-property losses related to a violent crime.
- In cases of violent crime and domestic abuse where an arrest has been made, be provided notice of the release of the offender along with information on the release conditions and supervising agency.

When a case is prosecuted:

Victims have the right to be notified of:

- The prosecution process and your right to participate in it.
- Information on the nearest crime victim assistance program or resource.
- The right to apply for reparations (financial compensation) for non-property losses related to a violent crime.
- A proposed pretrial diversion referral.
- A change in the hearing schedule if subpoenaed or asked to testify.
- The right to request restitution from the offender upon conviction.
- The contents of a proposed plea agreement.
- The outcome of the case.
- After conviction and upon request, the release or escape from custody of the offender from jail or prison or transfer to a lower security facility.
- An appeal and the right to attend the related hearing and to be notified of the result of that appeal.
- In felony or violent crime cases, a proposed modification to the sentence, the related hearing, and the right to provide input.
- A petition for expungement, upon request.

Victims have the right to participate in the process:

- Provide input in a pretrial diversion decision.
- Ask the prosecutor to request a speedy trial.
- Be notified of and attend the plea and sentencing hearings.
- Object to a proposed plea agreement at the plea hearing.
- When a presentence investigation (PSI) is conducted, provide information about the impact of the crime and your position regarding the proposed disposition.
- Give a victim impact statement at the sentencing hearing in writing or orally.

Certain rights address victims' safety, privacy, and protection, including the right to:

- Be notified of and provide input for a bail hearing in cases of violent crime and domestic abuse.
- A secure waiting area or safeguards against the offender and his/her supporters in the courthouse.
- Report witness tampering or violations of no contact or restraining orders.

- Ask that your home and employment addresses, telephone numbers, and birthdate be withheld from the offender and in open court.
- Protection against employer retaliation for you or your family member(s) taking reasonable time off to attend hearings or to testify in cases of violent crime.
- Make a confidential request that the court order an HIV test of the convicted offender in cases of sexual assault and some violent crimes.
- In homicide cases, to seek a court order preventing an offender from disposing of the deceased victim's property. Laws also prevent an offender from financially benefiting from the crime.

To address the financial impact of the crime, victims have the right to:

- Apply for reparations (financial compensation) for non-property losses related to a violent crime.
- Seek restitution from the offender for out-of-pocket expenses directly related to the crime if the offender is convicted.
- Ask the offender's probation officer to schedule a hearing if the offender fails to pay restitution.
- Pursue a civil case against the offender for your losses, whether or not criminal charges have been filed.

Domestic violence, sexual assault, and stalking victims have the right to:

- Be informed by the prosecutor of any decision to decline or dismiss a case along with information about seeking an order for protection or harassment restraining order at no cost.
- Terminate a lease without penalty or payment to escape a violent situation.
- If a domestic violence victim, obtain at no cost a copy of the incident report the responding law enforcement agency is required to write.
- If a sexual assault victim, have a confidential sexual assault examination at no cost and receive notice of rights and resources from the medical facility.

If a sexual assault victim, refuse a polygraph examination without impacting whether the investigation or prosecution will proceed. Complete information about crime victims' rights can be found at: <https://dps.mn.gov/divisions/ojp/help-for-crime-victims/Pages/crime-victims-rights.aspx>. Information about victims' rights also is available from the Title IX Coordinator or from the Minnesota Department of Public Safety, Office of Justice Programs, and in Minnesota Statutes Chapter 611A.

## **MEDICAL EMERGENCIES**

MCAD Public Safety officers are trained in first aid procedures.

Emergency medical care is available at nearby emergency rooms. If ambulance service is required, call 911 and then contact Public Safety at 612-874-3555 (x1555). If ambulance service is not required, transportation is available through a taxi service. Please contact Public Safety to receive a taxi voucher. The closest emergency rooms are located at Abbott Northwestern Hospital, 800 East 28<sup>th</sup> Street at Chicago (entrance on 28<sup>th</sup>), Minneapolis, (612) 863-4233, and at Hennepin County Medical Center, 701 Park Avenue, Minneapolis, (612) 347-3131.

## **CRIME STATISTICS**

The following crime statistics for 2019 represent on-campus occurrences of the following criminal offenses reported to local police agencies and any official of the institution who has significant responsibility for student and campus activities. The statistics do not include larceny (petty theft), which is reported frequently on our campus. These statistics were compiled by Public Safety based on a calendar year and reflect crime/arrests that occurred on the MCAD campus. These statistics do not include crimes that occurred in the neighborhood on property not owned by MCAD.

The crimes statistics reported for years below include crimes that occurred on-campus or on public property, as defined below:

### On Campus:

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution's educational purposes, including residence halls;

and

Any building or property that is within or reasonably contiguous to the area identified above, that is owned by the institution and controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

### Public Property:

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from campus.

### Non-campus building or property:

Any building or property owned or controlled by a student organization that is officially recognized by 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. In December 2015, MCAD began leasing studio space at 2201- 1st Ave. S., Minneapolis, MN 55404.

### Crimes reported include:

Murder and non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The non-willful (negligent) killing of one human being by another.

Forcible Sex Offenses: Any sexual act directed against another person, forcibly or against that person's will. Reported offenses may include forcible rape, forcible sodomy, sexual assault with an object, or forcible fondling.

Non-Forcible Sex Offenses: Unlawful, non-forcible sexual intercourse. Reported offenses include incest or statutory rape.

Robbery: The taking, or attempted taking, of anything of value from one person by another, in which the offender uses force or the threat of violence and/or by putting the victim in fear.

Aggravated Assault: The 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. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.

Burglary: The unlawful entry into a building or other structure with the intent to commit a felony or a theft. This includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle, including automobiles, trucks, motorcycles, and mopeds. Includes joyriding.

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

Domestic Violence: A felony or misdemeanor crime of violence committed by:

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,

- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies (under the Violence Against Women Act) or;
- 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.

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; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:

- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship.

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

- fear for his or her safety or the safety of others; or
- suffer substantial emotional distress.



## MCAD Crime Statistics

### Crimes Reported by MCAD Officials, MCAD Public Safety Officers, Minneapolis Police Department, & MIA Security

Reported in accordance with Uniform Crime Reporting procedures and the Jeanne Clery Disclosure of Campus Security and Campus Crime Act

Total Crimes Reported For:	MCAD Campus						Non-Campus Building or Property			Public Property		
	2017		2018		2019		2017	2018	2019	2017	2018	2019
	Housing	Other	Housing	Other	Housing	Other						
<b>Murder</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Manslaughter (negligent)</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Forcible Sex Offenses</b>	0	0	1	1	1	0	0	0	0	0	0	0
<b>Non-Forcible Sex Offenses</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Robbery</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	0	0	1	0	0	0	0	0	1
<b>Burglary</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arson</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Domestic Violence</b>	0	0	0	0	0	0	0	0	0	0	1	0
<b>Dating Violence</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Stalking</b>	1	0	0	0	0	1	1	0	0	0	0	0

#### Number of Arrests/Referrals for Select Offenses (Reported by both MCAD & MPD Officials)

Offense Type	2017		2018		2019		2017	2018	2019	2017	2018	2019
	Housing	Other	Housing	Other	Housing	Other						
<b>Liquor Law Violations</b>												
Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral	2	0	1	0	0	0	0	0	0	0	0	0
<b>Drug Law Violations</b>												
Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral	9	0	8	1	3	3	0	0	0	0	0	0

Weapons Laws Violations												
Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral	0	0	0	0	0	0	0	0	0	0	0	0

Weapon Law Violations: The violation of laws prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, knives, explosives, or other deadly weapon. Furnishing deadly weapons to minors. All attempts to commit any of the aforementioned.

Drug Law Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment needed to produce or use them.

Liquor Law Violations: The violation of laws prohibiting the manufacture, sale, purchase, transportation, furnishing, possession, or use of alcoholic beverages. Furnishing liquor to a minor or intemperate person. All attempts to commit any of the aforementioned. Does not include driving under the influence or drunkenness violations.

Referrals for campus disciplinary action and arrests are included in the crime statistics for liquor law violations, drug law violations, and illegal weapons possession.

Hate Crimes (by prejudices)\*:

- Murder and non-negligent manslaughter
- Negligent manslaughter
- Forcible sex offenses
- Non-forcible sex offenses
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Larceny (theft)
- Simple Assault
- Intimidation
- Damage to Property (vandalism)

Any of the above in which the victim is intentionally selected because of the actual or perceived **race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability** of the victim.

*\*There have been no incidents of hate crimes reported to MCAD Public Safety for the 2017-2018-2019 calendar years, based on race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability of the victim.*

## **CRIME PREVENTION TIPS ON PERSONAL SAFETY**

### Walking

- Plan/use the safest and most direct route to your destination.
- Choose well-lit streets at night.
- Stay alert to your surroundings; look confident and purposeful.
- Become familiar with stores which are open late.
- If you feel uneasy, go directly to a place where there are other people.
- Walk with a friend, if possible, particularly at night.
- Carry your keys and money in a pocket, not in a purse/wallet.
- If you are being followed by someone in a car, keep away from the person and turn around and run or walk quickly in the opposite direction. Try to obtain the license plate number and a description of the car and call the police.
- If you are being followed by someone on foot, turn around to let the person know you see him/her. Immediately cross the street and walk or run toward a place where there are likely to be other people. Call the police or get someone else to call.
- In cases involving verbal harassment, ignore it and walk away. If you are alone at a bus stop, proceed to the next stop if there are other people there.

### Your Car

- Drive with the doors locked and windows rolled up as much as possible.
- Keep your wallet, purse and valuables out of view while driving. Do not leave them next to you on the seat.
- If you see another motorist in trouble, do not stop. As you drive by, tell the motorist you will go call the police for assistance.
- Park in well-lit areas. Look around before you get out of your car.
- Put valuables and packages in the trunk or out of sight before you arrive at your destination.
- Always lock the doors, no matter how soon you plan to return.
- When returning to your car, have the door key in hand. Look inside before you unlock the door and get in.
- If you are being followed while driving, go to the closest police or fire station and honk your horn, or drive to an open business or gas station where you can safely call the police. Do not drive home or pull over to the side of the street.

### At Home

- If there is a stranger at the door, never indicate that you are home alone.
- Do not open the door to anyone you do not know without verifying his/her identity.
- If someone wants to use your telephone, offer to make the call yourself while the person waits outside.
- Never let a stranger through an apartment security entrance.
- Do not give any information to "wrong number" callers. Ask, "What number are you calling?"
- Hang up immediately if you receive threatening or harassing calls. If the calls continue, keep a record of the date, time and content of each call. Then notify the police and the telephone company.

### On-Campus Apartments

- Keep building doors closed and locked. Never let a stranger into the building.

- Keep your apartment doors and windows locked at all times.
- If you feel suspicious about someone or something, go to a populated area and call Public Safety or the police immediately.
- Report any problems with door or window locks to the Housing Office immediately, on campus extension 780.
- Have a plan of escape from your residence in case of fire or other emergency.
- If upon returning to your residence, you find signs of forced entry, leave immediately, seek safety, and notify the police and campus Public Safety.
- Have keys in hand to unlock doors when returning home.
- The loss or theft of room keys should be reported immediately to the Housing Office. A resident who has lost his/her keys has one week to find them. If the resident does not do so within that time, the apartment is re-keyed at a cost to the resident.

If you are assaulted/victimized:

- Try to stay calm. Do not be ashamed or embarrassed.
- Get help immediately. Tell the first person you see. Call Public Safety or the police immediately. The shorter the time elapse, the better chance of apprehending the assailant.
- Remember everything you can about your assailant.
- Obtain any possible evidence that may lead to identification.
- Remember your location as clearly as possible.
- Do not be afraid to seek help after the incident. The MCAD counselor is available to talk with or will suggest other possible assistance outside the MCAD community.

# **2019 Fire Safety Report**

# **MCAD**

**Minneapolis College of Art and Design  
Department of Public Safety  
Fall 2020**

**Any institution that maintains an on-campus student housing facility must collect fire statistics, publish an Annual Fire Safety Report, and keep a “fire log.”**

**Fire Statistics**

Required statistics for each on-campus student housing facility include: the number of fires and cause of each fire; the number of deaths related to the fire; the number of injuries related the fire that resulted in treatment at a medical facility; and the value of property damage related to the fire (see statistics located at the end of report).

**Annual Fire Safety Report**

The Annual Fire Safety Report is available each year on October 1<sup>st</sup>, and will be published along with the annual Campus Crime report.

**Fire Safety Systems**

Most MCAD resident apartment buildings have smoke, heat and carbon monoxide (CO) detectors in the common areas that report to a central panel at the Public Safety office. There are local sounding smoke detectors inside each apartment as well as the equipment in the table below. Apartments with gas ranges have combination smoke detector/carbon monoxide detector units in the apartment. Fire extinguishers are located throughout all MCAD Housing buildings.

**Fire System Equipment By Building**

<i>Building Name/Address</i>	<b>Smoke/Heat Detectors</b>	<b>CO Detectors</b>	<b>Type of Alarm</b>	<b>Sprinkler System</b>	<b>Manual Pull Stations</b>	<b>Central Reporting</b>	<b>Fire Extinguishers</b>
<i>150 26th St. E.</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓
<i>148 26th St. E.</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓
<i>146 26th St. E.</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓
<i>144 26th St. E.</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓
<i>2540 3rd Avenue</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓
<i>2550 3rd Avenue</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓
<i>200-204 26th St. E.</i>	✓	✓	detector alarm	No	No	CO only to public safety	✓
<i>206-210 26th St. E.</i>	✓	✓	detector alarm	No	No	CO only to public safety	✓
<i>2537 Stevens Ave.</i>	✓	✓	Horn & Strobe	No	✓	To Public Safety	✓

## Fire Drills

Unannounced fire drills are conducted four times each year in the resident apartment buildings, one of which occurs after sunset. MCAD has an active safety committee that evaluates and recommends life safety improvements annually to the college administration.

### Policies On Smoking and Open Flame in Student Housing Facilities

Due to fire hazard, candles, incense burners, oil lamps and other items that produce open flames are not permitted in MCAD housing. No smoking is permitted in MCAD housing. All resident buildings are entirely smoke-free.

### Procedures for Student Housing Evacuation

If resident students see a fire in their room or building, they should:

- Pull the fire alarm in the hallway.
- Leave the building.
- Call 911.
- Call MCAD Public safety at x1555 from on campus, or 612-874-3555.

If resident students hear a fire alarm in their building, they should:

- Exit the building.
- Seek a different exit including windows if your way is blocked by fire and/or smoke.
- Wait outside for the all-clear signal.

### Policies for fire safety education and training programs for students, faculty and staff

#### ***Discovery of Fire on campus***

- 1) Go to a safe area and call 911; then call Public Safety by dialing X 1555 on a college phone, or 612-874-3555 and give the following information: building, floor and room number. Give exact location (for example: Main building, southwest corner, 2<sup>nd</sup> floor).
- 2) If evacuation is necessary follow the ***“Fire Evacuation”*** procedures below. Activate the pull alarm as you are leaving the building.
- 3) Do’s and Don’ts:
  - Do not attempt to fight the fire.
  - Do use the stairwell not the elevator. Use an alternative stairwell if the nearest stairwell is blocked.
  - If caught in heavy smoke, crawl to escape. The air is better near the floor.
  - Do not re-enter the building until the “all clear” has been given by Public Safety.

## 2017 MCAD Resident Building Fire Statistics

Resident Apartment Buildings	Total Fires In Each Building	Fire Incident No.	Date	Time	Cause of Fire	Number of Injuries that required treatment at a Medical Facility	No. of Deaths Related to a Fire	Value of Property Damage Caused by Fire	MCAD Pubic Safety Case No.
150 E. 26th Ave	0	n/a				n/a	n/a	\$0	n/a
144 E. 26th Ave.	1	1	02/21/17	05:48a. m.	Unintentiona l- Electrical	0	0	\$300	17-0027
146 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
148 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
2540 3rd Ave. S.	0	n/a				n/a	n/a	\$0	n/a
2550 3rd Ave. S.	0	n/a				n/a	n/a	\$0	n/a
200-204 E. 26th	0	n/a				n/a	n/a	\$0	n/a
206-210 E. 26th	0	n/a				n/a	n/a	\$0	n/a
2537 Stevens Ave	0	n/a				n/a	n/a	\$0	n/a

## 2018 MCAD Resident Building Fire Statistics

Resident Apartment Buildings	Total Fires In Each Building	Fire Incident No.	Date	Time	Cause of Fire	Number of Injuries that required treatment at a Medical Facility	No. of Deaths Related to a Fire	Value of Property Damage Caused by Fire	MCAD Pubic Safety Case No.
150 E. 26th Ave	0	n/a				n/a	n/a	\$0	n/a
144 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
146 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
148 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
2540 3rd Ave. S.	1	1	04/04/18	8:09 p.m.	Unintentiona l- cooking	0	0	\$0	18-0036
2550 3rd Ave. S.	0	n/a				n/a	n/a	\$0	n/a
200-204 E. 26th	0	n/a				n/a	n/a	\$0	n/a
206-210 E. 26th	0	n/a				n/a	n/a	\$0	n/a
2537 Stevens Ave	0	n/a				n/a	n/a	\$0	n/a



2019 MCAD Resident Building Fire Statistics									
Resident Apartment Buildings	Total Fires In Each Building	Fire Incident No.	Date	Time	Cause of Fire	Number of Injuries that required treatment at a Medical Facility	No. of Deaths Related to a Fire	Value of Property Damage Caused by Fire	MCAD Pubic Safety Case No.
150 E. 26th Ave	0	n/a				n/a	n/a	\$0	n/a
144 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
146 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
148 E. 26th Ave.	0	n/a				n/a	n/a	\$0	n/a
2540 3rd Ave. S.	0	n/a				n/a	n/a	\$0	n/a
2550 3rd Ave. S.	0	n/a				n/a	n/a	\$0	n/a
200-204 E. 26th	0	n/a				n/a	n/a	\$0	n/a
206-210 E. 26th	0	n/a				n/a	n/a	\$0	n/a
2537 Stevens Ave	0	n/a				n/a	n/a	\$0	n/a

**Fire Evacuation**

MCAD Public Safety monitors all fire systems for the college. Public Safety is able to immediately determine the affected area. When the fire evacuation alarm sounds, all building occupants, faculty, staff, students, contractors and visitors must evacuate. Take care that all hearing-impaired persons are alerted when the alarm sounds.

- Close all windows and doors.
- Do not use elevators.
- Evacuate in an orderly, calm fashion, using the closest available exit.
- Once outside, keep at least 100 feet away from the affected building.
- When Public Safety gives the “all-clear” the building may be re-entered.

**Fire Safety Training**

All resident advisors are trained in the proper use of fire extinguishers once a year. In addition, fire extinguisher training is made available to all faculty and staff each summer. During new student orientation, all students are shown a cooking safety video.

**After a fire has occurred who should I report it to?**

After the fire is out, make sure you report the incident to one of the following departments/individuals:

- Public Safety
- Resident Advisor
- Housing Director
- Student Affairs Office

### **Plans For Future Improvements in Fire Safety If determined necessary by the institution**

MCAD has an active Safety Committee that evaluates and recommends life safety improvements annually to the college administration.

### **Fire Log**

Public Safety will keep a log of the date of any reported fire in a housing facility, including the nature of the fire, time of day the fire occurred, and the general location of the fire within the specific building.

Copies of the Fire log are available during business hours at the main information desk.