

**Jeanne Clery Disclosure of Campus Security Policy  
and Crime Statistics Act  
Annual Security and Fire Safety Report**

The University of Akron, 2021  
Including Statistics for calendar years 2018, 2019 and 2020

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# **Annual Campus Safety and Fire Report**

## **Letter of Commitment**

This information is provided as part of The University of Akron's commitment to safety and security on campus and in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (the “Clery Act”) and The Higher Education Act: Fire Safety Report. This report also contains information concerning the University’s efforts to prevent the illicit use of drugs and the misuse or abuse of alcohol by students and employees, consistent with the Drug Free Schools and Communities Act Amendments of 1989 (Public Law 101-226.)

## **Safety: A shared responsibility**

Your safety is our priority. It must also be your priority. As a university, we work very hard to prevent crime, fire, accidents, and illness associated with drug and alcohol abuse, but nothing we do is as important as what you do - and, in some cases, don't do. The University of Akron Police Department has primary responsibility for crime prevention and law enforcement on campus. Other areas, such as the Division of Student Affairs, and the Offices of Transportation and Parking, Environmental Health and Safety and many others also contribute to making The University of Akron a safer place to study, work and live.

This report contains valuable information about how members of the University community can promote and practice safety on or off campus. Paying special attention to the following safety tips and programs will greatly reduce the chances of becoming a victim of crime, getting injured or losing valuables. Working together we can make campus and the surrounding area a safe place to study, work and live.

Dale E. Gooding Jr.  
Assistant Vice President - Campus Safety and Chief of Police

**Emergency numbers**

Consider programming these numbers into your cell phone.

**University of Akron Police Department**

Campus Emergency using cell phone 330-972-2911

On-Campus Emergency using campus phone 9-1-1

Non-Emergency 330-972-7123

**Akron Police**

Emergency 9-1-1

Non-Emergency 330-375-2181

**Akron Fire**

Emergency 9-1-1

Non-Emergency 330-375-2211

**Lakewood Police Department**

Emergency 9-1-1

Non-Emergency 216-521-6773

## Police Authority

### About The University of Akron Police Department

Campus law enforcement is primarily the responsibility of The University of Akron Police Department (UAPD.) The University's full-time police officers are designated by statute as the law enforcement officers of the university and are commissioned by the State of Ohio with full law enforcement authority identical to that of a municipal police officer or sheriff's deputies (Ohio Revised Code §3345.04.) It is the mission of the University of Akron Police Department to protect, serve, and provide safety for a diverse community in order to promote student success. The University of Akron Police Department strives for excellence and legitimacy in pursuit of its mission.



UAPD officers meet or exceed training standards of the Ohio Peace Officers Training Council and receive ongoing in-service and specialized training, including training in victim based sexual assault, procedural justice, and Police Legitimacy and Diversity. UAPD enforces laws of the State of Ohio and the City of Akron and is responsible for public safety services such as crime prevention, medical emergencies, fire emergencies and traffic accidents. UAPD is empowered investigative authority on reasonable suspicion of crime, to search and arrest as authorized by law and to use reasonable and necessary force to enforce all laws and protect property on all University property and were authorized through agreement with local law enforcement. The UAPD also has the authority to address and refer students for suspected violations of the Code of Student Conduct.

UAPD works closely with other law enforcement agencies and law enforcement information is shared through personal contacts and technological interaction. In addition, UAPD and the City of Akron Police Department share a common records management system and UAPD reports are exchanged on an as-needed basis among other police agencies, so that all agencies share pertinent information.

The Akron Post of the Ohio State Highway Patrol (OSHP) is located on the University's campus. Owned by the University and leased to OSHP, this arrangement reflects a unique partnership that provides benefits to the campus, city, and county in terms of safety and protection for the entire community.

In addition, the University maintains mutual aid agreements with several law enforcement agencies, including the cities of Akron and Orrville, and UAPD may enforce the law as provided by these mutual aid compacts. Copies of these mutual aid agreements:

City of Akron: <http://www.uakron.edu/dotAsset/1552726.pdf>  
City of Orrville: <https://www.uakron.edu/safety/docs/mutual-aid-orrville.pdf>  
Summit County: <http://www.uakron.edu/dotAsset/1552744.pdf>  
Northern Ohio Violent Fugitive Task Force: <http://www.uakron.edu/dotAsset/1552720.pdf>  
Participating Ohio universities: <https://www.uakron.edu/safety/docs/mutual-aid-agreement-among-ohio-universities.pdf>

UAPD provides law enforcement services to the Akron campus 24-hours-a-day, 7 days a week. Law enforcement services are provided to the University's other campuses 24-hours-a-day, 7 days a week, through a combination of UAPD and local law enforcement agencies. Response areas include all parking lots and residence halls (including fraternity and sorority houses). UAPD has established a strong working relationship with the City of Akron Police Department and through its' agreement with the City of Akron, UAPD has the authority to engage in patrol, crime interdiction and joint crime prevention efforts in the neighborhoods near to the Akron campus.

UAPD makes routine audits of the city neighborhoods near campus to report malfunctioning streetlights, missing or damaged street signs, graffiti, and other nuisance issues to the proper agencies.

UAPD instituted a shift realignment in January 2018 to align coverage in the Exchange Street Corridor with peak pedestrian periods during the night. The shift works with the City of Akron Police to provide directed vehicle and foot patrols and adjusts to the day of week and seasonal variables.

The UAPD police station is in the Physical Facilities Operations Center at the corner of Forge and Hill Streets. (GPS location of 146 Hill Street, Akron, OH 44325). UAPD is staffed 24-hours every day of the year, to receive reports and investigate crimes. Emergency telephone service, 2-9-1-1, is available from all campus phones and over 480 emergency phones located throughout campus, including over 150 "Blue Light" phones. Walk-in service is available 24/7. Non-emergency phone contact is also always available by calling 330-972-2911. Questions may also be directed to UAPD through electronic mail at [UAPD@uakron.edu](mailto:UAPD@uakron.edu).

In 2020 the University of Akron embarked on a 3-phase surveillance camera project to create a safer campus community. Phase I was completed in December of 2020 and saw 206 surveillance cameras installed around campus. This first phase was designed to capture entrance and exit doors to all campus buildings. Phase II began in late 2020 and upon completion will capture footage of entrances and exits to campus parking garages.

The University of Akron has partnered with Talent Boost to support COVID-19 contact tracing operations. As a partner, Talent Boost conducts student contact tracing, notifies those who are identified as close contacts of reported COVID -19 cases, provides timely information, makes referrals, notifies the local county health department as required, and maintains records. Talent Boost also conducts wellness checks on students who are quarantined or isolated because of COVID -19. Talent Boost maintains compliance with the Healthcare Insurance Portability Accountability Act (HIPPA) and has a HIPPA Seal of Compliance from the Compliancy Group.

## **Off-Campus Patrol**

The University of Akron utilizes the Block-by-Block Off-Campus Patrol service to provide unarmed safety and patrol services in the Exchange Street corridor. The corridor is bound by East Exchange Street to the north, Power Street to the south, Grant Street and Sherman Street to the west and, Goodkirk Street and Brown Street to the East. The patrol also will provide an escort across the bridge on East Exchange St. to the Downtown Akron Partnership special improvement district at South Broadway. The following map indicates the patrol area. Block-by-Block works the area south of campus seven days a week between 7:30 p.m. and 4:00 a.m. and has direct communication with UAPD dispatchers if a student requests an off-campus escort in the patrol zone. Its bicycle patrol assists with off-campus outreach and relations and reporting safety hazards.

Because of the COVID-19 pandemic, Off-Campus Patrol shifted their focus mid-year from the Exchange Street corridor to the Quaker Square Residence Hall where students who fell under quarantine and isolation protocols were housed. Off Campus Patrol provided 24 hour a day building security 7 days a week. Along with their security role Off Campus Patrol also provided meal delivery to those housed in the residence hall and assisted with general hospitality needs.

Off-Campus Patrol completes routine weekly reports to the City of Akron Nuisance Compliance Division for violations of the City's Nuisance Codes including high grass and weeds, trash and debris, junk motor vehicles, graffiti, sidewalk obstructions, and some exterior housing code violations. The Ambassadors also identify malfunctioning streetlights, help monitor the city park in their patrol zone, and pick up glass bottles on the sidewalks. The UA mobile App is an additional resource available to report nuisance complaints <https://www.uakron.edu/mobile/>

## **Criminal Activity Off Campus**

The City of Akron has primary law enforcement responsibility for the off-campus areas adjacent to the University's Akron campus. The City of Orrville has primary law enforcement responsibility for the off-campus areas adjacent to the Wayne campus. The Cities of Akron and Orrville and the University have mutual aid agreements that allow UAPD to assist the cities with off-campus incidents.

The University, through its relationships with the cities of Akron and Orrville police departments, and through its common records management system with the City of Akron, is able to monitor and record non-campus (as defined by Clery regulations in Appendix B) and off-campus criminal activity by students, including criminal activity at non-campus locations of recognized student organizations. The University also has the authority to address non-campus and off-campus conduct in accordance with its Code of Student Conduct.

The Ohio State Highway Patrol leases a post building on campus. Because of their proximity to campus, the University has requested assistance in patrolling adjacent campus areas to promote safety.

## Campus Safety Programming

### Summary of Community Policing/Crime Prevention Program

The following is an overview of safety programs offered by the University and its Police Department. Programs are available throughout the academic year, which are intended to inform to students and employees about personal safety, community safety and crime prevention.

The specific time and location for each program is announced through various campus media throughout the year. Programs can also be scheduled individually by contacting UAPD directly at 330- 972-2911. In addition, UAPD frequently provides informational tables at campus-wide events and safety fairs, which are staffed by UAPD officers, who are available to answer questions. Due to COVID-19, not all these programs were conducted.

Event	Description
Akron Experience	UAPD participates in the “Akron Experience” curriculum by providing instruction on general campus safety or ALiCE (instructor’s choice) to each of the Akron Experience classes each semester.
Alcohol Awareness/ “Beer Goggle”	This program discusses the law, culture and consequences of consuming alcohol. There also are activities to show the effects of alcohol on motor skills while riding a tricycle and wearing “beer goggles.”
ALiCE	This program teaches the community about the options and mental mindset they can have during a crisis on campus. ALiCE is an acronym which stands for Alert, Lockdown, Inform, Counter, Evacuate. The program lasts forty-five minutes to one hour. UA’s AliCE program was selected for the 2018 Best Practice in Educational Activities Award, by NASPA Student Affairs Administrators in Higher Education, Campus Safety and Violence Prevention Knowledge Community.
Early College Orientation	This campus safety lecture is provided to Akron Public School students participating in the Early College Program.
Female Self Defense Course	This program is a modified version of the program P.R.O.T.E.C.T: (Personal Response Option and Tactically Effective Counter Techniques). The program teaches easy to learn techniques for safety and self-defense.
International New Student Orientation	This program provides international students information about safety on and off campus. The program also explains law enforcement and driving responsibilities.

Lockdown Drills	This State mandated program is presented to the Early College Program.
Mental Health and Wellness Program	This program addresses mental health issues on campus and raises awareness about available resources and inspiring future mental health advocacy initiatives. The program, sponsored by the Women's Resource Center, the Multicultural Center and the Counseling Center, is open to all students, and employees.
New Faculty Orientation	UAPD provides an overview of the police department, including services and personal safety tips. Orientation also includes sexual harassment and Title IX training.
New Student Orientation	This program is provided to parents who participate in the orientation process at the University. UAPD provides a department overview, safety tips for property and person; tips for protecting property by marking and engraving those items.
Office Safety	This program discusses how to arrange your office to allow for safety, including: how to deescalate an agitated person; how to keep valuables safe; and how to describe a suspicious person.
Sexual Assault and Awareness Program	This program is included in the alcohol awareness programs. Issues related to consent and acquaintance rape are discussed.
Sexual Assault and Violence Prevention Workshop	This workshop, sponsored by several campus organizations, is designed to equip women with some practical tools to help them effectively reduce the risk of sexual assault and to address some of the trauma from being sexually assaulted or experiencing an attempted sexual assault. It is typically led by a counselor or faculty member interested in gender-based violence prevention.
UAPD Safety Programs	These programs give participants an overview of UAPD and safety tips for on and off campus living and personal safety tips, including how to identify a suspicious person, location and use of campus safety phones and the availability of the campus escort.
Coffee with a Cop	Near the beginning of the fall and spring semesters UAPD provides coffee at various locations across campus including the Jean Hower Taber Student Union and Bierce Library. The informal welcome table allows students and employees to meet UAPD and officers from other agencies and have questions addressed.

Party Safe	This training talks about safe party practices including Local and State laws, alcohol facts, safety concerns, medica emergencies, bystander intervention, and interacting with responding officers.
Landlord Mingles	UAPD participated in landlord mingles whereas local landlords are invited quarterly to get together to discuss off-campus problems and solutions for safe off-campus living. UAPD meets with local landlords and mangers of local apartment complexes to discuss concerns, solutions, and planning.
Responding to Sexual Violence	This program talks about UAPD’s response to sexual violence. The Clery Act/Report, Title IX, state and local laws, reporting options, resources, and Student Conduct procedures are also covered.
Crisis Response	UAPD services and response to crisis including sexual assault, medical emergencies, alcohol and drug overdoses, and mental health emergencies are presented. Rape crisis, Title IX, Student Conduct, and criminal investigation procedures are also covered.

## **Summary of Sexual Assault and Interpersonal Violence Education and Prevention Programming**

The University of Akron strives to develop and maintain a campus culture that is safe for, and respectful of all its community members. To achieve this goal, the University offers a combination of primary prevention and awareness programs and ongoing prevention and awareness campaigns that are designed to create awareness of, and prevent dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming includes programs, initiatives, and strategies that are intended to prevent dating violence, domestic violence, sexual assault and stalking before it occurs. The programming, which is informed by research and assessed for effectiveness, is intended to promote positive and healthy behaviors that will: foster relationships that are mutually respectful; encourage safe bystander intervention and seek to promote healthy and safe behavioral norms. Ongoing campaigns include programming and strategies that are sustained over time and focused on understanding topics related to dating violence, domestic violence, sexual assault, and stalking. Programming is developed for various audiences and available to the campus community throughout the year.

The University uses many forms of media to disseminate its policies to students. The Code of Student Conduct (which incorporates the University's Sexual Harassment Policy) and a description of the Student Conduct process is on the Department of Student Conduct and Community Standards ("SCCS") Website: [www.uakron.edu/studentconduct](http://www.uakron.edu/studentconduct). Information concerning the Code of Student Conduct and SCCS also is in the Department of Residence Life and Housing Handbook. SCCS also offers numerous presentations throughout the year that explain: The Code of Student Conduct, services offered by SCCS; how to report a conduct violation; and an overview of the conduct process.

In addition to the primary education programs identified above, the University, as well as its constituent student and employee organizations, offers various safety and sexual assault/sexual harassment training and programming for student and employee audiences throughout the year. Information regarding ongoing prevention and awareness training and programming is communicated to students and employees through informational postings, webpage announcements and electronic newsletters that the University sends to students (through Zipmail) and employees (through the Digest.) Student organizations also may use the Zipmail system to share information with University students. A description of the programming offered during 2020 is available in the attached Appendix E.

## **Campus Safety Initiatives and Resources to Inform Crime Prevention and Encourage Personal Safety**

### **Crime Prevention Initiatives**

In addition to the campus safety programming described previously, The University of Akron employs many additional crime prevention initiatives, including:

**Community Policing:** UAPD utilizes a community policing philosophy with the goals of:

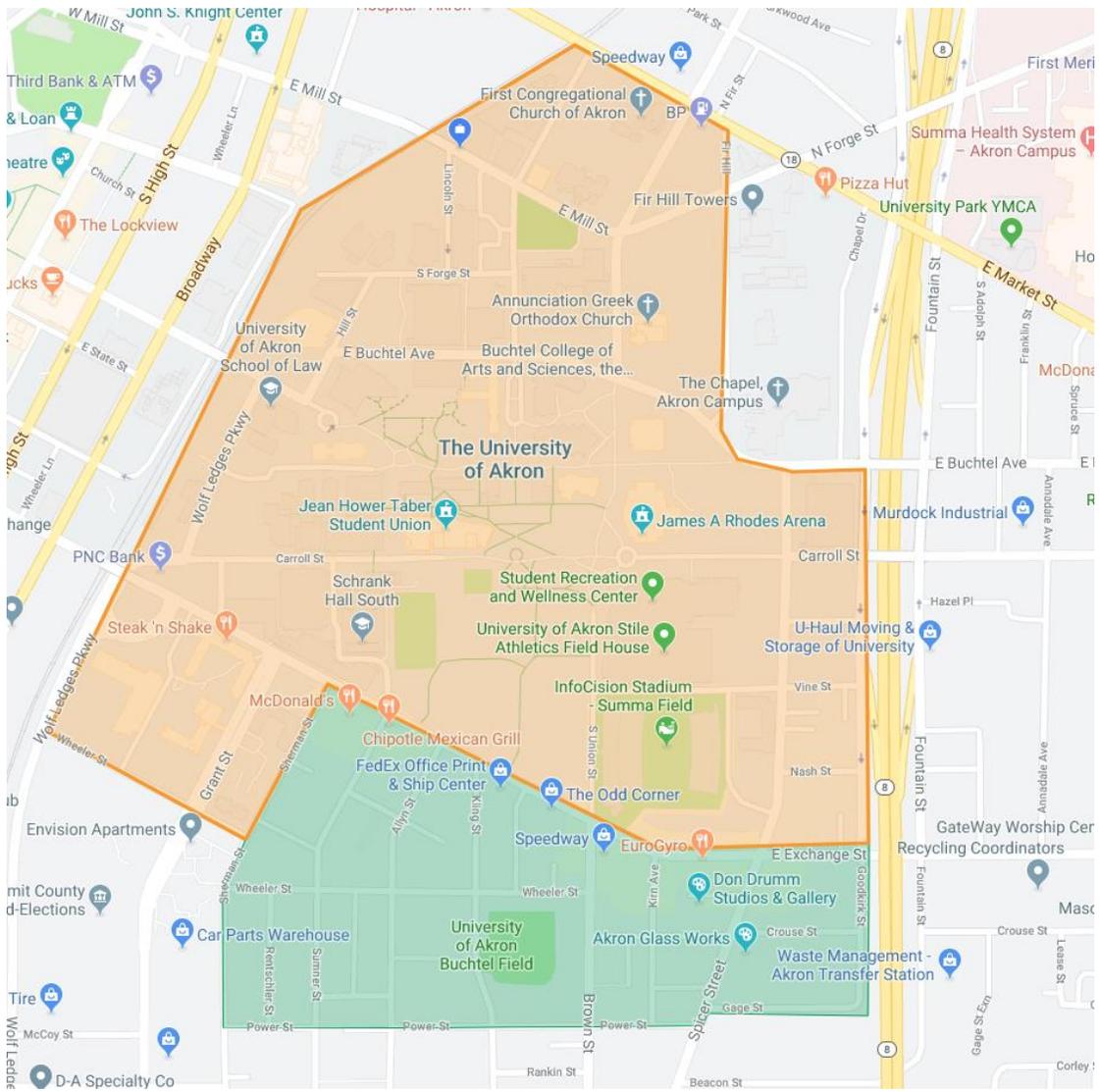
- establishing positive contacts with the campus community.
- identifying real and/or perceived problems that exist in the campus community, and
- developing programs that aid in resolution of identified problems.

To assist in its community policing efforts, UAPD uses various modes of transportation, including bicycles, motorcycles, cars, and foot patrol.

**Emergency phones:** Over 480 emergency phones are located throughout the University campus, including over 150 “Blue Light” phones, and 3 additional “Blue Light” phones are located off-campus, which provide a direct line of communication to UAPD for individuals in need of emergency assistance. These phones are strategically positioned along pedestrian walkways, inside parking decks and at many building entrances. UAPD responds to all activated emergency phones even if no one speaks.

**Campus Patrol:** The UAPD’s officers are available 24-7 to escort callers to and from their vehicles and residence halls to classrooms and labs. By calling 330-972-2911, an escort will come to the callers’ locations and accompany them to their local destinations.

**Prospective and current student crime awareness and prevention programs:** UAPD and the Division of Student Affairs present information to prospective students and their parents about University safety programs and general campus safety tips. Safety literature and displays are available during orientation and at move-in. Information is also available at various Web sites such as <http://www.uakron.edu/safety/> and <http://www.uakron.edu/title-ix/>.



## Victim Rights and Advocacy

**Victim's Rights:** The Ohio Attorney General's Office developed a Victim's Rights Handbook (<http://www.uakron.edu/safety/annual-safety-report/docs/crime-victims-booklet-Aug-2015.pdf>), which details the rights of victims, including information regarding resources for victims and expectations for the criminal justice process.

**Marsy's Law:** Ohio became the sixth state to pass Marsy's Law in November 2017. Marsy's Law shields victims from offender harassment and empowers victims by giving them legally enforceable rights. UAPD provides every victim of an alleged crime with a written document that includes a list of victim rights conferred to them under the Ohio Constitution, Article 1, Section 10(a), a local list of resources for victim services, and contact information for the City of Akron Prosecutor's Office.

## UAPD Safety TIPS- Steps to enhance personal safety

Whether on campus or any public place, here are some general safety tips to consider:

- Travel in groups. Often, there is safety in numbers. If you are going to separate from your group, tell someone when you expect to return.
- Take a cell phone.
- Park in well-lit areas.
- If you feel threatened, cross the street, or enter a store or business.
- Have your keys in hand as you approach your car. Check under the vehicle and the back seat before you unlock and enter.
- Alcohol and other drugs impair your perceptions and decision-making. Do not place yourself in a vulnerable position by being intoxicated or under the influence of other drugs.
- If you do drink, set a limit, and stick to it. Don't drink on an empty stomach. Also, never leave a drink unattended. If you are away from your drink any amount of time, toss it. It's not worth the risk.

Out and about

- UAPD officers will escort university community members. Call 330-972-2911 to request the service.
- If you feel threatened or if you want to report something suspicious, use one of over 480 emergency phones on campus, including more than 150 "Blue Light" phones. These phones, distinguished by their blue lights, connect directly to the UA police dispatcher at all hours.
- Program the University's emergency line into your cell phone: 330-972-2911.
- Notify the UAPD if you notice anything suspicious or unusual. Call the department at 330-972-2911 (or 9-1-1 in an emergency) at any hour. We value every call.

In the residence halls:

- Always lock your door; even when you're sleeping or just going down the hall.
- Do not allow strangers to enter your room or your complex. Do not open your door unless you can identify the person seeking entry.
- Do not prop any exterior doors open that may promote unescorted visitors into the residence hall.
- Report lost or stolen residence hall keys or Zip Cards immediately to your residence hall staff.
- Report any malfunctioning locks, doors or windows to Residence Life and Housing.
- Do not leave your keys or Zip Card lying around in your room when you are not in the room.
- Do not leave messages on your door about when you will be returning to your room.

Living off campus

If you reside in off-campus housing:

- Call the UA Police Department and request a free security audit of your rental. Our officers will test the adequacy of your locking system; study all entry points and offer suggestions to improve their security; and offer tips about exterior lighting and other tactics to deter would-be criminals.
- To arrange for an audit, call the UAPD at 330-972-5595 (if no answer, please leave a message).
- Don't open the door in the middle of the night unless you are expecting someone. Ask your landlord to install a peephole in your front door. If you see someone unexpected at your door during the overnight hours, call Akron PD at 911 or UAPD at 330-972-2911.
- If you leave home, leave on a light, radio, or TV to make it appear as if someone is home.
- Lock doors and windows. Many times, thieves enter through unlocked doors and windows. Ask your landlord to install a deadbolt if one is not present.
- Let the police department know if a streetlight is out or contact the City of Akron "311" at 330-375-2311.

\*\* Sources: UAPD and the International Association of Campus Law Enforcement Administrators

## Building Security and Access

The University of Akron implements numerous safety precautions on its campus. Extensive lighting is found throughout the campus, and the University continues to implement additional lighting improvement projects and to consider public safety in maintaining its buildings and grounds. In addition, construction and renovation plans for University facilities are reviewed for principles associated with crime prevention through environmental design, both in the facility itself, and if practicable, in the adjacent area.

Access to campus buildings is restricted after normal business hours, and valid University identification must be shown to gain admittance to select academic and administrative facilities during normal business hours. Access to the University's residence halls is restricted to student occupants, escorted guests, and authorized University personnel. Unescorted persons are prohibited in the residence halls. While all residence halls have 24-hour visitation, buildings always remain locked and require a University-issued identification for access.

## Campus Resources

The following Offices provide additional resources to promote and enforce the safety, health, and community standards of the University.

**The Department of Residence Life and Housing:** About 2,000 students live in the University's ten residence halls. Quaker Square Residence Hall has been designated as a COVID facility for affected students. Access to the University's residence halls is restricted to student occupants, escorted guests, and authorized University personnel. The COVID-19 dashboard provided additional recommendations on visitors to campus. Unescorted persons are prohibited in the residence halls. While all residence halls have 24-hour visitation, buildings always remain locked and require a University-issued identification for access.

Residence hall staff members receive special training about security and safety procedures and the enforcement of residence hall regulations. Safety inspections every semester help students to maintain a safe environment. Department of Residence Life and Housing staff conduct programs with resident students to heighten awareness of safety on campus. Sessions cover topics from common sense precautions, (such as walking with a companion or in groups at night), to more difficult issues (such as sexual assault, including acquaintance rape). Student programming efforts from the Department of Residence Life and Housing are nationally recognized for excellence and cover topics including bystander training, safe sex, rape prevention, and LGBTU + issues. As a part of crime prevention in the residence halls, UAPD patrols the residence halls during evening hours, seven days a week. Officers participate in residence hall programs and respond to all police, fire, and safety issues in the residence halls.

**The Department of Student Conduct and Community Standards (SCCS):** SCCS' primary focus is to promote and enforce University community standards through the administration of The University of Akron Code of Student Conduct. The Department also serves as an information source on student conduct, student conduct investigations, university hearing boards, university appeals boards, and academic misconduct concerns. The purpose of the student conduct system is to promote student development by addressing behaviors that are inconsistent with community standards and expectations, as defined by the Code. SCCS often coordinates its services with other campus offices to serve students to the fullest extent. When appropriate, referrals will be made to other University offices to best serve students.

Disciplinary complaints may be heard by either an Administrative Hearing Officer or University Hearing Board comprised of specially trained faculty, contract professionals, and students. The hearings are designed to provide a prompt, fair and impartial investigation, and resolution of complaints, and when appropriate, the Department administers proactive and educational sanctions. Though procedural requirements are not as formal as those existing in the courts of law, the student conduct process provides procedural safeguards for complainants and respondents alike. Both the complainant and the respondent are entitled to:

- be informed of the University's student conduct process;
- protection under applicable privacy law (i.e., the Family Educational Rights and Privacy Act "FERPA");
- access information that will be used at the hearing;
- present relevant witnesses and other information;
- the presence of an advisor of their choice (including legal counsel) during the entire conduct process as designated in the applicable University Rule. The advisor may advise but may not participate in the hearing or address the board unless responding to a direct question from the chairperson to the advisor.

Consistent with the obligations of FERPA and the Clery Act, the University may disclose the results of disciplinary actions as follows:

Victims of an Alleged Sex-Based Offense:

- Both the complainant and the respondent are informed simultaneously in writing of the outcome of each stage of an institutional proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking. Both the complainant and the respondent are informed of the appeal procedures for the grievance process, any changes that occur prior to the results becoming final and when the results become final. For additional information regarding Title IX offenses see section: University of Akron Gender-Based Misconduct Protocol for Students, VII, B University Records.

Victims of an Alleged Perpetrator of a Crime of Violence:

- The victim of an alleged perpetrator of a crime of violence will be advised of the final results (i.e. whether the accused was found responsible and, if so, the imposed sanction) of the disciplinary proceeding.

All Others:

- If an accused student is an alleged perpetrator of a crime of violence or non-forcible sex offense and has been found in violation of the Code of Student Conduct, the University may release to anyone:
  1. The student's name;
  2. The specific Code of Student Conduct violation; and
  3. The final results of the disciplinary action.

\*Advisor means any individual who provides the complainant or respondent support, guidance, or advice.

\*\* Result means any initial, interim, and final decision by any official or appropriate division authorized to

resolve disciplinary matters within the institution. The result includes any imposed sanctions.

For matters involving alleged violations of the Code of Student Conduct that would constitute a Title IX offense or sexual harassment, see University of Akron Gender-Based Misconduct and Title IX Policy & Protocol for Students.

**Student Health Services:** Student Health Services works to assist students to meet their educational and personal goals by addressing their health concerns during enrollment. Student Health Services' Health Education section provides health education, wellness promotion and risk reduction programming to students, faculty, and staff. Student Health Services continues to maintain the University's strategic vision of "shared responsibility" to plan, develop, implement, and evaluate health promotion techniques and continue to be a resource for those in need.

Student Health Services is designed to provide medical care for uncomplicated illnesses and injuries that are of recent onset and short duration. Student Health Services also provides confidential assistance in the event of a sexual assault. If you have any questions, please call us before your visit. Student Health Services is in the Student Recreation and Wellness Center Room 260 and is open Monday through Friday from 8 a.m. to 5 p.m. (Last appointment at 4:30 p.m.) Student Health Services is closed on weekends and holidays. The office can be reached at 330-972-7808. Website: <http://www.uakron.edu/healthservices/>

## **Policies for Reporting Crimes and Preparing Annual Reports**

Individuals who are victims of, or witnesses to a crime, or otherwise become aware of a crime, are strongly encouraged to timely report that crime to the police. In fact, under Ohio law, persons who have knowledge of a felony (a victim of or witness to the crime) are required to report the crime to the police and failure to report a crime may itself be a crime. (Ohio Revised Code §2921.22)

### **Reporting Crime**

- Crimes occurring on campus at the Akron campus should be reported to UAPD by calling 9-1-1 or 330-972-2911.
- Crimes occurring off campus in Akron should be reported to the City of Akron Police Department by calling 9-1-1 (emergency) or 330-375-2181 (non-emergency).
- Crimes occurring on campus at the Wayne College campus should be reported to UAPD by calling 9-1-1 or 330-972-7123.
- Crimes occurring off campus near the Wayne College campus should be reported to the City of Orrville Police Department at 330-684-5025 or dial 9-1-1.
- Crimes occurring on campus at the Medina campus should be reported to City of Medina Police Department at 330-725-7777, and crimes occurring off campus to the either the City or the County Sheriff's office at 330-336-6650 or dial 9-1-1.
- Crimes occurring on or off campus at the Lakewood location should be reported to the City of Lakewood Police Department at 216-521-6773 or dial 9-1-1.
- Crimes occurring on or off campus at the Millersburg location should be reported to the Village of Millersburg at 330-674-5931 or dial 9-1-1. (Closed in June 2020)
- Crimes may be reported by using the UA Mobile APP <https://www.uakron.edu/mobile/>

If a crime occurs at a location other than those listed above, including non-campus locations, the crime should be reported to the applicable local law enforcement.

In addition to the police, information on criminal behavior may be reported to:

- Offices within the Division of Student Affairs, including Student Conduct and Community Standards.
- Department of Athletics, Office of the Athletic Director, and athletic coaches.
- Residence Life and Housing staff.
- Advisers to recognized student organizations; and
- Title IX Coordinator and Deputy Coordinators.

The University strongly encourages all victims of, or witnesses to crime to report all criminal activity to police to insure prompt evaluation for timely warning or emergency notification and for inclusion in the statistics for the annual crime report.

The University encourages the reporting of criminal activity both when the victim elects to report and when the victim is unable to do so.

### **Confidentiality and Crime Reporting**

The University does not have procedures for the voluntary confidential reporting of crime statistics and violations of law are referred to the appropriate law enforcement jurisdiction. However, UAPD offers the opportunity for individuals to report crime anonymously. Anonymous crime reporting is available at: <http://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot> and <https://secure.ethicspoint.com/domain/media/en/gui/61475/index.html>

Crimes reported on-campus to counselors at the University's Counseling Center or to a physician or nurse at Student Health Services are confidential to the extent allowed by law. Some off-campus reports also may be confidential to the extent allowed by law (e.g. to clergy; physicians; Portage Path Behavioral Health counselors; and Hope & Healing counselors). Counselors and physicians are encouraged to report crimes reported to them, consistent with their professional ethics and the limitations imposed by applicable confidentiality laws, to ensure inclusion in the annual collection and disclosure of crime statistics. However, crimes reported to counselors and physicians that are learned within the scope of their professional licenses may not be included in the annual crime statistics report.

The University makes every effort, in compliance to Ohio law, to protect the identity of sexual assault victims. If sexual assault victims wish to remain anonymous or not file a police report, UAPD honors their request while still offering them referrals to medical care and/or counseling, as well as making appropriate referrals to the Title IX Coordinator(s) and SCCS.

Because of the Ohio public records laws and the law requiring individuals having knowledge of a felony to report such crime, The University of Akron is not able to guarantee confidentiality to persons reporting crimes to non-privileged recipients, including individuals or offices (e.g., Residence Life and Housing staff; Student Affairs staff; Title IX Coordinators, etc.) that supply crime statistics for this annual report.

### **Preparing annual reports**

The University of Akron's Annual Security Report (“ASR”) is the result of the efforts of many people on campus. Each year the offices and individuals listed in this section provide information for inclusion in the annual report. No formal police report is required for a crime to be included in the statistics. Every effort is taken to ensure that all persons required to report do so, and that statistics are as accurate and complete as possible. Information included in the annual report is reviewed for accuracy, completeness, and readability.

If you have any questions or concerns about any of the statistics and information in this report, please contact UAPD at 330-972-2911.

Crimes that are reported to the following individuals or offices are included in the annual crime statistics report. Campus offices are strongly encouraged to report criminal incidents to UAPD contemporaneous with occurrence to ensure inclusion and avoid duplication of statistics in the ASR.

The University of Akron Police Department  
Bath Township Police Department  
City of Akron Police Department  
City of Barberton Police Department  
City of Brunswick Police Department  
City of Columbus Police Department  
City of Lakewood Police Department  
City of Orrville Police Department  
City of Wadsworth Police Department  
Copley Township Police Department  
City of Medina Police Department  
Village of Millersburg Police Department  
Applicable Locations for Qualifying Domestic and International Student Travel  
Wayne County Sheriff's Office  
Ohio State Highway Patrol  
Recognized Student Organizations Advisors  
Department of Residence Life and Housing  
Department of Athletics, Offices of the Athletic Director and Athletic Coaches  
Offices of the Division of Student Affairs, including Student Conduct and Community Standards  
Student organizations with off-campus housing  
Title IX Coordinators

## **I. Reporting Sexual Misconduct and Sexual Assault**

### **Gender-Based Misconduct And Title IX Policy & Protocol**

**The new Title IX policies and protocols implemented in fall 2020 are now the same for students and employees.**

The University of Akron's Title IX Team is committed to promote a safe and non-discriminatory environment as we discharge our responsibility to ensure compliance with Title IX, the federal law prohibiting discrimination based on sex and gender for all students and employees. Our responsibility involves leading the institution in taking appropriate steps to remedy the discrimination and harassment, prevent its recurrence and demonstrate intolerance of anything that would compromise that responsibility. We affirm our duty to students, faculty, and staff to protect all parties from discriminatory conduct. We honor the framework of Inclusive Excellence to execute this responsibility equitably and strive to guarantee equal access to the educational programs and activities and employment for all who learn and work here.

This Policy & Protocol includes:

- Definitions;

- Reporting requirements of UA employees;
- What to report;
- Reporting options for students, faculty and staff;
- Initial outreach and what happens after a report is received;
- On and off campus resources for complainants and respondents;
- A statement of shared rights and responsibilities;
- A grievance process free of bias or conflicts of interest; and
- Description of prevention programs and activities.

The terms **Policy** and **Protocol** will be used to reference the various aspects of this document. For the purposes of this document, these terms may be used interchangeably and refer specifically to the information herein.

When gender-based misconduct occurs, the University will take appropriate steps to end the discrimination/harassment, prevent its recurrence and remedy the discriminatory effect on the complainant and others, as appropriate.

## Definitions

### Advisor

An advisor is someone who provides advice and guidance following a report of conduct that could constitute sexual harassment or conduct prohibited by this protocol and/or during the grievance process. An advisor may, but is not required to be, an attorney. (See information about the Advisor’s role below under Grievance Process.)

### Coercion

Coercion is conduct that would place a reasonable person in fear and that is used to compel that person to engage in a sexual act.

Examples of coercive conduct include intimidation, unreasonable pressure, and express or implied threats of immediate or future harm to the person or others. Harm may be a physical, emotional, reputational, financial, or other injury to that person or another, or to personal property.

### Complainant

An individual who is alleged to be the victim of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

### Consent

Consent is a clear, unambiguous, knowing, and voluntary agreement, whether verbal or non-verbal, between all parties to participate in each and every sexual act.

- Consent to one sexual act does not imply consent to other or all sexual acts, nor is it consent to the same sexual act at another time.
- Conduct will be considered “non-consensual” if no clear consent is given. The absence of “no” does not mean “yes”, nor does silence, passivity, or lack of resistance constitute consent.
- A person has the right to change one’s mind at any time during any sexual act. Consent can be withdrawn at any point, as long as the person clearly informs the other party of the withdrawal, and the sexual act must stop immediately.

- A person who is incapacitated cannot give consent.
- Consent cannot be obtained through coercion or force.
- Consent cannot be inferred from an existing or previous dating or sexual relationship. Even within an existing relationship, the parties must consent to engage in any sexual act each time it occurs.
- Taking drugs or consuming alcohol does not relieve the obligation to obtain consent.
- In determining whether consent was sought and given, all relevant circumstances regarding what the respondent knew, or reasonably should have known will be evaluated.

#### Deputy Title IX Coordinator

Deputy Title IX coordinators are appointed by the Title IX Coordinator and are responsible for the initial response to reports of misconduct and for supportive measures provided to complainants and respondents following reports. Deputy Title IX coordinators are also responsible for protective measures implemented to ensure the safety of the University community.

#### Force

Force is the use of physical action, strength, weapons, or violence to compel a person to participate in a sexual act.

#### Formal Complaint

A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment or conduct prohibited by this protocol against a respondent and requesting the University investigate the allegation.

#### Grievance Process

Grievance process refers to the procedures followed after the filing of a formal complaint. Specifically, the term refers to an investigation, hearing, and appeal.

#### Hearing Officer

Hearing officers are responsible for facilitating the hearing, determining the relevancy of questions during a hearing, weighing the evidence presented, making a determination if the policy has been violated, and providing a written decision of the outcome to the complainant and respondent. The hearing officer will be assigned to a case after a formal complaint has been received and will be appointed by the Title IX coordinator or their designee.

#### Incapacitation

An incapacitated person lacks the ability to make an informed, rational, voluntary judgment about engaging in any sexual act because they lack the capacity to understand the “who, what, when, where, why, or how” of a situation or interaction. A person can be incapacitated due to a temporary or permanent physical or mental health condition, developmental delay or due to the consumption of drugs or alcohol. An individual who is physically helpless, asleep, unconscious, or unaware that the sexual act is taking place is incapacitated and unable to give consent. When drugs or alcohol are involved, incapacitation is a state beyond drunkenness or intoxication.

Under this Policy, a person has not obtained consent when they initiate a sexual act with another person who they know or reasonably should have known was incapacitated.

#### Investigator

Investigators are responsible for conducting investigations of prohibited behaviors following a formal complaint as outlined in this protocol. An investigator, or team of investigators, will be assigned to investigate formal complaints at the discretion of the Title IX coordinator or their designee.

## Report

A report refers to notice provided to the University alleging sexual harassment or conduct prohibited by this protocol.

## Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

## Title IX Coordinator

The Title IX Coordinator is responsible for ensuring the University staff, deputy Title IX coordinators, investigators, and decisions makers implement these protocols to protect safety, restore and preserve equal access to education and to deter prohibited behaviors.

## Witness

A witness is an individual who may have additional information about a report or formal complaint of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

## Prohibited Conduct

This protocol addresses conduct prohibited by Title IX of the Education Amendments Act of 1972 and conduct prohibited by The University of Akron's rules or policies. Where there are differences in prohibited conduct, Section A under the definition addresses conduct prohibited by Title IX and Section B addresses conduct prohibited by The University of Akron's rules or policies.

## *Limited Amnesty*

While the University does not condone underage drinking, drug use, or violation of other University rules/policies, it considers reporting gender-based misconduct to be of paramount importance. To encourage such reporting and adjudication of such conduct, The University of Akron will extend limited amnesty to complainants, respondents, and witnesses. The University will generally not seek to hold the student responsible for a non-violent violation of the law or the Code of Student Conduct, such as personal use of alcohol or drugs, during the time period immediately surrounding the reported behaviors prohibited by the gender-based misconduct and Title IX policy and protocol.

## Sexual Harassment

- A. As prohibited by Title IX of the Education Amendments Act of 1972, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

### Quid Pro Quo

An employee of The University of Akron conditioning the provision of an aid, benefit, or service of The University of Akron on an individual's participation in unwelcome sexual conduct;

### Hostile Environment

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 recipient's education program or activity; or

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

- Sexual assault as defined by the Federal Bureau of Investigation Uniform Crime Reporting System · Domestic violence as defined by the Violence Against Women Act
- Dating violence as defined by the Violence Against Women Act
- Stalking as defined by the Violence Against Women Act

Sexual assault, domestic violence, dating violence and stalking are further defined below.

Sexual harassment, within the jurisdiction defined by Title IX of the Education Amendments Act of 1972, must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual harassment occurs or in any building owned or controlled by a student organization officially recognized by The University of Akron.

- B. As prohibited by applicable University of Akron rules and policies, sexual harassment is unwelcome sexual, sex-based, and/or gender-based verbal, written, electronic, and/or physical conduct that unreasonably interferes with an individual's work or educational experience or creates an intimidating, hostile, or offensive working, educational or residential environment. Sexual Harassment includes but is not limited to:

#### Quid Pro Quo

Explicitly or implicitly conditioning an individual's employment, academic status, or participation in an educational program or activity on the individual's submission to unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature made by a person having power or authority over the provision or denial of that employment, status, program, or activity.

#### Hostile Environment

Sexual, sex based, and/or gender-based verbal, written, electronic, and/or or physical conduct that a reasonable person would consider severe or pervasive and that unreasonably interferes with, denies, or limits an individual's ability to participate in or benefit from the University's educational programs, employment, and activities, or creates a hostile or offensive work, educational, or campus residential environment.

Examples include, but are not limited to:

- Jokes, unwelcome questions, or comments about a person's sexual history or sexual prowess;
- Unwelcome sexual name calling;
- Jokes or comments about a person's perceived failure to conform to a gender-based stereotype, for example teasing a male whom the individual believes appears feminine;
- Hanging or displaying sexually explicit photographs, drawings, posters, or desktop images in workspaces or public spaces;
- Sending unwelcome e-mails, texts, social media messages/comments of a sexual nature, or denigrating a particular gender identity;

- Jokes intended to deprecate a particular gender;
- Assigning tasks or work to an individual based on a belief related to gender roles, for example “that’s women’s work”; or
- Comments downplaying or ridiculing an individual’s major or decision to attend college based on gender roles, for example “women shouldn’t work” or “men can’t be nurses.”
- Watching or displaying of pornography in public campus locations.

Sexual harassment, within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol, may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual harassment occurs or within circumstances deemed by the University to adversely affect the University or its students and University employees.

## Sexual Assault

A. As prohibited by Title IX of the Education Amendments Act of 1972 and as defined by the Federal Bureau of Investigation Uniform Crime Reporting System, sexual assault is defined as forcible and non-forcible sex offenses and includes:

### Rape

The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity. Carnal knowledge is defined as the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis).

### Sodomy

Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity.

### Sexual Assault with an Object

Use of an object or instrument to unlawfully penetrate, however slight, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity. An object or instrument is anything used by the offender other than the offender’s genitalia, e.g., a finger, bottle, handgun, stick.

### 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/their age or because of his/her/their 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.

Sexual assault within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual assault occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

B. As prohibited by The University of Akron's rules or policies, sexual assault is any non-consensual sexual contact, non-consensual sexual intercourse, or sexual offenses prohibited by applicable federal, state, or municipal law.

- Non-consensual sexual contact is any intentional sexual touching, however slight, with any object by a person upon another person, that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts, or any other intentional bodily contact in a sexual manner.
- Non-consensual sexual intercourse is any sexual intercourse however slight, with any object, by a person upon another person, that is without consent and/or by force. Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, an oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

Sexual assault within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual assault occurs or within circumstances deemed by the University to affect adversely the University or its students and/or University employees.

## Dating Violence

Dating violence is an act of violence committed by a person who is or has been in a romantic or intimate relationship with the complainant. The existence of such a romantic or intimate relationship is determined by the length of the relationship; the type of relationship, and the frequency of interaction between the individuals involved in the relationship. Examples include but are not limited to:

- Threats of physical violence;
- Physical violence, including but not limited to: being slammed or held against a wall; being slapped, kicked, choked or burned; having an arm twisted, fingers bent or other action to intimidate or otherwise coerce behavior; · Threats or manipulation intended to control a party's behavior or isolate a party from their friends, families or loved ones;
- Limiting or controlling access to money or financial resources; or
- Action that causes a reasonable person to fear harm to self or others.

Dating violence within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the dating violence occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

Dating violence within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the dating violence occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

## Domestic Violence

Domestic violence is an act of violence committed by:

- a. A current or former spouse or intimate partner of the complainant;
- b. A person with whom the complainant shares a child in common;
- c. A person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner.
- d. A person similarly situated to a spouse or the victim under the domestic/family violence laws of the jurisdiction,
- e. Any other person against an adult or youth victim who is protected from that person's act under the domestic/family violence laws of the jurisdiction.

Domestic violence within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the domestic violence occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

Domestic violence within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the domestic violence occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees adversely.

## Stalking

A. As prohibited by Title IX of the Education Amendments Act of 1972 and defined by the Violence Against Women Act, stalking is engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person with similar characteristics, under similar circumstances, to fear for the person's safety or the safety of others or suffer substantial emotional distress.

- Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking within the jurisdiction defined by Title IX of the Education Amendments Act 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the stalking occurs or in any building owned or controlled by a student organization officially recognized by The University of Akron.

B. As prohibited by University of Akron rules or policies, stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. Stalking includes repeatedly actively following, harassing, threatening, or intimidating another including by telephone, mail, electronic

communication, social media, or any other action, device or method that purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death.

- Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the stalking or within circumstances deemed by the University to affect adversely the University or its students and/or University employees adversely.

## Discrimination

A. Title IX of the Education Amendments Act of 1972 prohibits discrimination based on sex.

Discrimination within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

B. The University of Akron prohibits discrimination related to sex including gender identity, gender expression and sexual orientation. The University of Akron grievance procedures for addressing this discrimination are outlined in this policy.

Discrimination within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

## Battery

As prohibited by The University of Akron, battery is intentionally, or negligently, causing physical contact or bodily harm to another person because of a person's sex or gender.

Battery within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

## Indecent Exposure

As prohibited by The University of Akron, indecent exposure is the exposure of the private or intimate parts of the body in a lewd manner in public or in private when the respondent(s) may be readily observed and/or engaging in sexual activity in public.

Indecent Exposure within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

### Sexual Exploitation

As prohibited by The University of Akron, sexual exploitation is taking non-consensual, unjust, or abusive sexual advantage of another.

Examples include, but are not limited to:

- taking, sharing, or copying pictures, video, or audio recording of nudity or sexual activity without consent; · knowingly allowing another to secretly watch otherwise consensual sexual activity;
- engaging in non-consensual voyeurism;
- sex trafficking or coercing another person to perform a sexual act with an individual or group;
- inducing another to touch or expose their genitals; or
- possession, use, and/or distribution of alcohol or other drug (e.g., Rohypnol, Ketamine, GHB, Burudanga, etc.) for the purpose of engaging in or facilitating any activity prohibited herein.

Sexual Exploitation within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

### Retaliation

Retaliation occurs when an individual or group intimidates, threatens, coerces, or discriminates against an individual(s) for the purpose of interfering with any right or privilege secured by Title IX or this protocol or because the individual(s) has made a report or formal complaint of a violation of University policy, or testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing. A good faith pursuit of legal action or the exercise of rights protected under the First Amendment does not constitute retaliation.

### Requirement to Report

All employees are classified as either responsible (or mandatory) reporters or confidential reporters. Every employee is a mandatory reporter unless specifically identified as “confidential.” Mandatory reporters are required to report any instances of gender-based misconduct of which they become aware, observe, or believe has occurred. Mandatory reporters also include these student employees:

- Teaching Assistants;
- Graduate Assistants;
- Resident Assistants;
- Student employees in the Department of Student Recreation and Wellness Services;
- Student employees in the Department of Student Life including, but not limited to, student employees of: the SOuRce, Zips Program Network, Student Union Game Room, Marketing, Campus Programs,

- Serve Akron, Lead Akron, and the Student Union Information Desk;
- Office of Multicultural Development Peer Mentors; and
- Choose Ohio First Peer Mentors.

While responsible employees are required to report all information of which they are aware, they should not ask for specifics, press for more information, or otherwise take action to investigate. All employees with knowledge of a concern must submit a report, even if this means numerous reports will be submitted for the same concern. Faculty and staff planning a public forum as part of an awareness activity (e.g., “Take Back the Night,” “candlelight vigils,” “survivor speak-outs,”) may request an exception from reporting requirements from the Title IX Coordinator in advance of those activities.

### Confidential Employees

Only those employees identified below are considered “confidential” sources and are not required to report information obtained during confidential communication:

- The University of Akron Counseling & Testing Center – Simmons Hall
- The University of Akron Wayne Campus – Counseling and Accessibility Services
- The University of Akron Health Services – Student Recreation and Wellness Center
- The University of Akron Clinic for Individual and Family Counseling – Chima Family Center
- The University of Akron Department of Psychology Counseling Clinic – Buchtel College of Arts and Sciences Confidential employees will be designated as such by the Title IX coordinator and receive written notification of their status.

### Timely Warnings and Campus Security Authorities

If a report of sexual misconduct or any crime of violence indicates an immediate threat to the health or safety of persons on campus or an on-going serious or continuing threat to the campus community, a timely warning will be issued to the campus community by The University of Akron Police. The purpose of a timely warning is to enable persons to protect themselves, heighten safety awareness and seek information that may lead to an arrest and conviction of the perpetrator. When possible, complainants will be advised if the deputy Title IX coordinator anticipates a timely warning may be issued. These warnings do not include the name or identifying information of the individual reporting the concern.

Campus Security Authorities are employees designated by the Director of Clery Compliance and Crime Analysts who are required to report crime, including but not limited to Title IX offenses, to UAPD to ensure accurate information about campus safety is available to the community. The CSA reports will be included in the University’s annual Report of Crime Statistics and issuance of a safety advisory or other emergency notification, where appropriate. Campus Security Authorities are staff members who have significant responsibility for student or campus activities. They include the Dean of Students and deputy Title IX coordinator for students; staff within the Dean of Students Office; most managerial staff in the

Division of Student Affairs; Residence Life and Housing staff, including resident assistants; advisors to registered student organizations; the Director and Associate Directors of Athletics and athletic coaches.

The University of Akron Police Officers receiving a report of gender-based misconduct must file a report with the University and evaluate whether a timely warning or safety notification will be made. While law enforcement officers are required to file a Title IX report, complainants are not obligated to pursue an investigation through the University.

### What to Report

Concerns falling under this Protocol must be reported whether the conduct occurred on-campus, off-campus, or at an academic, educational, co-curricular, athletic, study abroad, or other University program

or activity.

Conduct prohibited by the University applies to the conduct of all students and employees that occurs in person or by any electronic form or medium on University premises or on non-University premises where the conduct away from University premises is deemed by the University to adversely affect the University, its students or employees, including but not limited to:

- a. Any professional practice assignment;
- b. Any activity performed to satisfy an academic course or course requirement, including but not limited to internships, co-op, clinical or practicum experiences, field trips, study abroad, or student teaching;
- c. Any activity supporting pursuit of a degree, such as research at another institution;
- d. Any activity sponsored, conducted, or authorized by the University or by student organizations including but not limited to social events, athletic contests, and philanthropic activities;
- e. Any activity that causes substantial destruction of property belonging to the University, members of the University community, or causes or threatens serious harm to the health or safety of members of the University community; or f. Any activity where a summons, criminal indictment, or information has been issued or an arrest has occurred. The University and Title IX prohibits retaliation, including retaliatory harassment, against anyone who files a complaint under this procedure or who participates in an investigation in any way. Concerns of retaliation should be reported using any mechanism outlined below and will be addressed using the same process(es) available for reports of gender-based misconduct. Retaliation is itself a violation of protocol and formal complaints alleging retaliation will be investigated and addressed regardless of any outcome of the underlying concerns.

The Title IX Coordinator or a deputy Title IX coordinator can assist in determining whether the behavior may be covered by this Protocol. An individual making a report does not affirm that the reported behavior constitutes a specific offense.

Rather, the report alerts the appropriate officials to investigate a situation or incident that may fall under one of these areas.

### **Jurisdiction**

Jurisdiction as defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the prohibited conduct occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron. The prohibited behavior must occur against a complainant within the United States.

Jurisdiction as defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

Protections from discrimination outlined in this protocol are extended to all University students, faculty and staff, as well as to all applicants for admission to undergraduate or graduate studies and applicants for employment.

Students are prohibited by the University from engaging in prohibited conduct from the date they have been notified of their acceptance for admission until the date their degree is conferred; even though conduct may occur before classes begin or after classes end. Students who have not yet completed their degree and are no longer actively enrolled may be subject to a formal complaint as outlined in the grievance process. Employees are prohibited by the University from engaging in prohibited conduct from

their first day of employment until their separation date (i.e. last day of employment).

Context will determine when individuals who are both students and employees of the University will be considered students and when they will be considered employees during a grievance process.

In circumstances in which behavior has been reported and it is determined that the respondent is not covered by the jurisdiction outlined in this policy; every effort will be made to refer the behavior to a high-school, college, university, or local police agency (when conduct is criminal) for possible investigation.

### How to Report

Students and employees impacted by gender-based misconduct, including complainants and respondents, may face barriers to seeking support. Reports may be made in person; by mail or electronic mail, using the contact information below; or online. A report may be filed by the individual who was subjected to the behavior, someone who observed the behavior, someone that learned about the behavior second hand, or on behalf of someone who was subjected to the behavior but is incapacitated. Reports can also be made by those not affiliated with the University, but who have concerns of gender-based misconduct involving a student or employee of the University.

When choosing to self-report, students and employees are encouraged to take steps and care to ensure for their own personal safety at all times. Please call The University of Akron Police at 330-972-2911 if any member of the University community is in immediate danger. Please call 911 to reach the local police department for off-campus emergencies. Students or employees who have experienced gender-based misconduct should consider retaining all communications from the respondent, including email, voicemail, text messages, and social media communications. Students or employees who have been impacted by the prohibited conduct outlined in this protocol should consider retaining all communications, including email, voicemail, text messages and social media communications. In instances where criminal conduct occurred, they may also consider taking steps to preserve physical or medical evidence, even in instances when not considering legal action in order to preserve the option for consideration in the future.

### In Person

Reports can be made in person to:

Michael Strong – Dean of Students and Interim Title IX Coordinator Student Union 152  
[mstrong@uakron.edu](mailto:mstrong@uakron.edu)  
(330) 972-7522

Concern	Deputy Title IX Contact
Reports involving students on the main campus	Deputy Title IX Coordinator for Students Michael Strong, Dean of Students Student Union, Room 152 (330) 972-6048 mstrong@uakron.edu
Reports involving the regional campuses, including the Wayne Campus	Deputy Title IX Coordinator for Regional Campuses Gordon Holly, Assistant Dean of Student Success Wayne Campus, Boyer HPE Building, Room E242 (330) 972-8740 gholly@uakron.edu

Reports involving student athletes	Deputy Title IX Coordinators for Athletics Anne Jorgenson, Associate Athletic Director, Student Athlete Academic Services James A. Rhoades Health and PE Building, Room 181 (330) 972-8555 <a href="mailto:ajorgen@uakron.edu">ajorgen@uakron.edu</a> Candace Smith, Associate Athletic Director, Internal Operations James A. Rhoades Health and PE Building, Room 62 (330) 972-6280 <a href="mailto:clw23@uakron.edu">clw23@uakron.edu</a>
Reports involving students at the School of Law	Deputy Title IX Coordinator for the School of Law Charles Oldfield, Assistant Dean of Student Affairs and Director of Legal Writing, SOL Dean's Suite Room 105, School of Law (330) 972-6750 <a href="mailto:cwo@uakron.edu">cwo@uakron.edu</a>
Reports involving employees and third-parties	Deputy Title IX Coordinator for Employees Emily Lenke, Director Employee and Labor Relations Administrative Services Building, Room 125E (330) 972-6195 <a href="mailto:emf22@uakron.edu">emf22@uakron.edu</a>

Questions or concerns can also be referred to the Assistant Secretary for the U.S. Department of Education.

#### Online

To ensure ease of access and availability to submit a report at any time and from any location with access to the internet, reports can be submitted online through the University's Title IX website:

<https://www.uakron.edu/title-ix/report/>

#### Anonymous

Reports can be submitted anonymously but doing so greatly limits the University's ability to respond. Students or employees interested in anonymous reporting are advised to consider reporting options through [www.uakron.edu/safety/report-a-problem/anonymously-reporting.dot](http://www.uakron.edu/safety/report-a-problem/anonymously-reporting.dot) which allow for ongoing communication while maintaining anonymity. Without additional information, the University faces a limited ability to gather corroborating information and due process considerations can foreclose the disciplinary process outlined in the grievance procedures.

Anonymous reports can also limit access to additional support and interim measures if the parties are not identified. Providing names does not obligate that complainant to pursue an investigation but does allow them access to additional support and resources through the University.

#### Confidential Reporting Options

A complainant or respondent may speak confidentially to individuals in legally protected roles. A confidential report will not result in a report to law enforcement or the filing of a Title IX report without the permission of the individual. The information will not be reported to the Title IX Coordinator, a deputy coordinator, Student Conduct & Community Standards, The University of Akron Equal Employment Opportunity/Affirmative Action Office, or The University of Akron Police Department. A confidential report will not be included in the annual Campus Security Report. Options for confidential reporting include:

- The University of Akron Counseling and Testing Center
- The University of Akron’s Employee Assistance Program provider (“EAP”), which is available to all employees. · The University of Akron, Wayne Campus, Counseling and Accessibility Services
- The University of Akron Health Services
- Off-campus clergy, counselors, physicians, and Sexual Assault Nurse Examiners (SANE)

#### On and Off Campus Resources

Information about resources available both on and off campus including counseling services, mental health services, victim advocacy, financial, and legal assistance are provided. Students and employees are encouraged to speak with a deputy Title IX coordinator to learn more about specific resources or services available at The University of Akron or within the community.

#### Akron Campus

- Counseling and Mental Health Services: Clinic for Individual and Family Counseling 330-972-6822 · Counseling and Mental Health Services: Counseling and Testing Center: Simmons Hall 306, (330) 972-7082. · Counseling and Mental Health Services: Department of Psychology Counseling Clinic 330-972-6714 · Counseling and Mental Health Services: Employee Assistance Program provider (“EAP”) is available to all employees. · (800) 227-6007. EAP is a resource provided by the University through off campus providers that do not report · Employee Services: Equal Employment Opportunity/Affirmative Action 330-972-7300
- Financial Assistance: Student Emergency Financial Assistance program (330) 972-7272
- Housing and Student Support Services: Residence Life and Housing 330-972-7800
- Medical and Student Support Services: Student Health Services: Student Recreation and Wellness Center, 260, (330) 972-7808. · Public Safety: University of Akron Police Department 330-972-2911
- Student Support Services: Dean of Students Office 330-972-6048
- Student Support Services: Inclusive Excellence 330-972-7522
- Student Support Services: Student Conduct and Community Standards 330-972-6380
- Victim Advocacy and Counseling: Hope and Healing the Rape Crisis Center of Medina and Summit Counties Student Recreation and Wellness Center, 246, (330) 434-7273.

#### Wayne Campus

- Counseling and Mental Health Services: Counseling and Accessibility Services: Boyer HPE Building, B112, Wayne Campus, Orrville OH (330) 684-8767
- Public Safety: University of Akron Police (Wayne Campus) (330) 684-8910
- Student Support Services: Wayne Campus Student Services (330) 684-8900

#### Off Campus

- Counseling and Victim Advocacy: Hope and Healing BWS 330-374-1111 Battered Women’s Shelter of Summit and · Medina Counties, 974 Market St. Akron, OH 44305
- Counseling and Victim Advocacy: Hope and Healing RCC (330) 434-7273 Rape Crisis Center of Summit and Medina Counties, 974 Market St. Akron, OH 44305
- Counseling and Victim Advocacy: OneEighty (800) 686-1122 Rape Crisis Center of Holmes and Wayne Counties, 104 Spink St. Gault Liberty Center Wooster, OH 44691
- Financial Assistance: Ohio Victims of Crime Compensation Program (877) 584-2846
- Legal Assistance: Akron Bar Association (330) 253-5007
- Legal Assistance: Community Legal Aid Services in Akron (330) 535-4191

- Medical: PATH Center (Providing Access to Healing) (330) 344-1148 Akron General Hospital Emergency Room, 1 Akron General Hospital. Akron, OH 44307
- Public Safety: Akron Police Department (330) 375-2658
- Victim Advocacy: Ohio Sexual Violence Helpline (844) OHIO-HELP (1-844-644-6435). This helpline is a confidential, statewide hotline dedicated to serving survivors of sexual assault and relationship violence.
- Victim Advocacy: The National Sexual Assault Telephone Hotline (800) 656-HOPE (4673). This hotline, operated by Rape Abuse and Incest National Network (RAINN), connects a caller with a local RAINN affiliate organization based on the first six digits of the caller's phone number.
- Victim Advocacy: Victim Assistance Program (330) 376-0040

### Initial Outreach and Supportive Measures

A deputy Title IX coordinator, or designee, will reach out to the complainant identified in the report, on or before the following business day a report is received. They will invite the complainant to meet and discuss the report, review relevant policies, any necessary timely warnings/safety notifications, the grievance procedures, and supportive measures. Any student or employee who has reported any gender-based misconduct that is reported within or outside of the jurisdiction of this protocol may receive supportive measures as provided by the University under this protocol. Written or email notification of this protocol including on and off campus resources for counseling, mental health, victim advocacy, legal assistance, visa and immigration assistance as well as financial assistance and how to request supportive measures will be provided.

Even if a complainant does not specifically request their information remain confidential, The University of Akron will seek to protect the privacy of all parties, to the extent possible. The deputy coordinator, or designee, will discuss with complainants what information is confidential and what information is not, as well as privacy protections required by the Family Education Right to Privacy Act ("FERPA"). They will review how information is disclosed during an investigation process, and clarify what information is, and is not, necessary to share when seeking supportive measures. The discussion includes the requirements of Clery Act including crime logs, annual security reports, timely warnings, police reports, evidence gathered during investigations and supportive measures.

If the report was submitted by a third party, the complainant will be provided an opportunity to review or amend the reported information. The complainant will review the grievance procedure with the deputy coordinator or designee and be offered assistance in submitting a formal complaint.

No decisions regarding formal complaints, reporting to police or police investigations, need to be made at this initial meeting. Supportive measures can be accessed at any time, even if the individual initially declined the service or declined to participate in the grievance process. Individuals who are the subject of a report are not required to meet with the deputy coordinator, or designee, but are encouraged to do so. After sufficient time has lapsed or after multiple attempts to contact the complainant prove unsuccessful, the report will be closed; it can be opened at any time in the future.

The personalized support provided to complainants following a report of prohibited conduct is also available to respondents upon their request. Upon receipt of a formal complaint, a deputy Title IX coordinator, or designee, will reach out to the respondent to offer personalized support.

### Safety Planning and Supportive Measures

When meeting with complainants or respondents, the deputy coordinator, or designee, will discuss any immediate steps that can be taken before, during, or in lieu, of an investigation to minimize any ongoing harm. Informal safety plans may also lead to safety assessments designed to identify and mitigate any risk to the

safety of the parties or community members.

Supportive measures are provided free of charge to protect complainants and respondents from harm, to protect safety, to remedy the effects of gender-based misconduct, and preserve equal access to the University's educational programs and activities. Supportive measures may also be issued to protect the larger campus community from harm. Measures may include campus restrictions or directives but cannot impose an unreasonable burden on either party.

Supportive measures can also be reviewed, amended, or changed at any point during or after the grievance procedures. The University may be able to provide appropriate supportive measures no matter how long ago the reported behavior occurred, no matter where it occurred, and no matter who the other party was. Both complainants and respondents have access to these measures and support. The measures may include, but are not limited to:

- amending work or class schedules, when appropriate, to minimize chance encounters;
- assistance with filing a police report with the appropriate authorities;
- attending to medical needs with referrals to Health Services or arranging for an advocate to accompany an individual to a hospital;
- discussing support such as safe escorts available through The University of Akron Police Department; · filling an academic or financial appeal if academic performance is adversely impacted;
- offering a change of work locations or working conditions;
- offering alternative student housing arrangements;
- parking or transportation options such as switching parking permits from commuter or residential; · providing information and referrals for counseling support through the Counseling and Testing Center or, as available, through the Employee Assistance Program (“EAP”); and
- request assistance from faculty to ensure students are provided an opportunity to successfully complete coursework. It may be necessary to share certain information about the individual to other University employees to provide these accommodations or supportive measures. In these cases, information shared will be limited only to what and who is needed to consider the accommodation or supportive measure.

#### No Contact Directives and Orders of Protection

Upon request, complainants and respondents will be assisted in petitioning for a lawful order of protection through the appropriate court within the local jurisdiction. The deputy coordinators, Hope and Healing - the Rape Crisis Center of Summit County, OneEighty - the Rape Crisis Center of Wayne County and University of Akron Police are prepared to assist with such requests. Either temporary protection orders or civil protection orders may be issued by a judge under specific circumstances.

When a court order is issued, the protected party should provide a copy of the court order to a deputy coordinator or to The University of Akron Police Department. The University of Akron will comply with and enforce lawful orders of protection upon receipt of the order.

A University No Contact Directive will also be issued as a supportive measure upon request by either a complainant or respondent following a report of prohibited behaviors. The directives are applied equally to both parties and prohibit communication between the parties. The directives can be requested prior to, or in lieu of, a formal complaint or at any time during the grievance process. Witnesses and students or employees

who are not complainants or respondents may also request a No Contact Directive.

## Removal for Safety Threat

### Student

Pending action on the alleged violation(s), the status of a student shall not be altered, nor shall the student's right to be present on campus and to attend classes be suspended, unless the student's presence poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment prohibited by Title IX or other University prohibited conduct outlined in this protocol. The Title IX Coordinator, or designee, shall determine whether such a threat exists. If the Title IX Coordinator, or designee, concludes that such a threat exists, the President, or designee, may suspend the student immediately.

This interim suspension does not replace the grievance process outline in this protocol.

Any student under an interim suspension may request a review of the interim suspension with the Title IX Coordinator, or designee, within three (3) business days of the suspension. The review will consist of an in-person meeting to review the interim suspension. Regardless of the outcome of the review, the grievance process will continue as provided in this protocol. The Title IX Coordinator has the authority to modify the interim suspension as appropriate.

### Employee

Employees representing a safety threat to the University community, or to the employee's own physical or emotional safety, may be placed on administrative leave pending the outcome of the investigation. The employee may be prohibited from all or part of University property and activities or may be permitted on campus only under specific conditions during this administrative leave.

### Crime of Violence

An individual arrested for certain criminal offenses, including rape, sexual battery, gross sexual imposition, and domestic violence, may be subject to a "1219" proceeding. A "1219" proceeding refers to a provision of Ohio law which provides for the suspension and termination of individuals arrested and convicted of crimes of violence that occur on or affecting University persons or property. The initiation of a "1219" proceeding against an individual does not prohibit the University from investigating and taking University disciplinary action against the same individual under applicable University Rules/Policies for the same conduct that gave rise to the "1219" proceeding.

### Bias and Conflicts of Interest

Complainants and respondents may submit written requests to the Title IX Coordinator to replace a deputy Title IX coordinator, investigator, decision maker, or appeal decision maker where there are reasonable grounds to establish bias, conflict of interest, or inability to be fair and impartial. Bias exists where an individual lacks the ability to remain neutral or impartial or evidence favoritism towards a particular complainant or respondent, or towards complainants or respondents generally. The appearance of bias or presence of aligned interest, in and of itself, does not constitute bias. A conflict of interest occurs when an individual may have a personal gain or loss as a result of the underlying report or complaint. The staff member will only be replaced if the Title IX Coordinator determines that bias precludes impartiality or constitutes conflict using a preponderance of the evidence standard, or whether it is more likely than not that bias or a conflict of interest exists.

A deputy Title IX coordinator, investigator, decision maker or appeal decision maker who has reason to believe they cannot make an objective determination shall recuse themselves.

### Examples of Bias

- Assigning a credibility assessment based on a person's status as a complainant, respondent, or witness; · Denying either complainants or respondents relevant and publicly available statistical information to test allegations of gender- bias;
- Having a personal relationship with one or more of the parties;
- Injecting sex-based stereotypes (such as only men are sexual predators and only women are victims) into proceedings or training;
- Restricting one party's access to evidence or the ability to participate in the reporting or grievance process; · Restricting one party's access to help or assistance that would otherwise be provided following a formal complaint; or · Sabotaging an employee's or student's report or formal complaint.

### Examples of Conflicts of Interest

- Accepting a gift or benefit from one of the parties;
- Employing a party to the report or complaint in an outside business;
- Holding a supervisory role over any party to the report or complaint, whether an employee or student; · Lack of professional autonomy to make decisions or findings; or
- Using information or evidence shared during a meeting for personal gain or benefit.

### Examples Not Rising to Bias or Conflict of Interest (in and of itself):

- Having personal experience with conduct prohibited by the protocols either as a respondent or a complainant; · Holding political views which are perceived as supporting rights of complainants or respondents; · Introducing evidence-based training, data, or peer reviewed research into training for a Title IX coordinator, deputy coordinator, investigator, decision maker, or appeal decision maker;
- Participating in bystander intervention training or other training designed to prevent behavior prohibited by this protocol; · Posting antiviolence campaigns on social media such as "It's On Us," "POWER" or "Zips Take a Stand"; · Prior findings of responsible or not responsible, when challenged solely on the number of times each outcome occurred; · Prior professional or volunteer work representing complainants or respondents; or advocating for the rights of victims or respondents; or
- Pursuing a course of study with a gender-studies program or engaging in sexual assault research.

### Statement of Shared Interests and Rights

Members of the University community have legal rights and due process protections which the University upholds. All members of the University community including complainants and respondents shall be provided:

- Access and encouragement to seek guidance from a member of the University community, Title IX coordinator or deputy Title IX coordinators
- Access to counseling and/or support services through either the University Counseling and Testing Center (students) or the Employee Assistance Program (faculty and staff)
- The right to choose not to speak or choose not to respond to the University following a report of prohibited conduct. Choosing not to respond does not absolve a student or employee of responsibility for their actions.

All complainants and respondents shall be provided the following:

- Notice and sufficient time to prepare prior to meetings.

- The opportunity to present witnesses and evidence during the grievance process.
- The presumption that neither the complainant nor the respondent are responsible for violating University policy until a determination is made at the conclusion of the grievance process.
- The right of timely notification of formal complaints in which they are a complainant or a respondent including if known: the name of the reporter (if different from the complainant), parties involved, conduct which is prohibited, date, and location of the incident.
- The right to an impartial grievance process free from bias or conflict of interest as defined in this protocol. · The right to be accompanied by an advisor of their choice to any related meeting or proceeding.
- The right to be simultaneously informed in writing of modifications to the charges that occur during an investigation and of the outcome grievance process, informal resolution process, or any appeals.
- The right to review and provide comment on all relevant evidence including inculpatory (evidence that shows or tends to show involvement) and exculpatory (evidence that favors and tends to exonerate) evidence.
- To not be required to disclose or otherwise use questions or evidence that discloses information protected under a legally recognized privilege.

## Grievance Process

Formal complaints filed with the University allege a violation of this Protocol. All formal complaints of gender-based misconduct will be investigated by the University in a prompt and equitable manner. Formal complaints against students will be investigated by the Office of Student Conduct & Community Standards. Formal complaints against employees, volunteers, or third parties will be investigated by the Office of Equal Employment Opportunity & Affirmative Action.

Complainants can also request investigations of potentially criminal behavior by The University of Akron Police Department or appropriate local law enforcement agency.

The grievance process includes an investigation, with both parties having the right and ability to participate in the investigation, collection of evidence, and a hearing. The burden of proving the allegations rests with the University. Respondents and complainants are presumed not responsible for violations of University protocol until a determination is made at the conclusion of the grievance process. Determinations of responsibility are only made following a hearing at the end of the grievance process.

## Who Can File a Formal Complaint?

While anyone may file a report alleging that conduct occurred which is prohibited by this protocol, only individuals who are participating or seeking to participate in an education program or activity of the University may file a formal complaint requesting an investigation into conduct prohibited by Title IX of the Education Amendments Act of 1972.

Any individual who feels that they have been subjected to conduct prohibited by the University may file a formal complaint requesting an investigation into that conduct. Regardless of any request, the University will seek to protect the privacy of those involved in the complaint and investigation, to the extent permitted by law.

A formal complaint may also be filed by the Title IX Coordinator, or a deputy Title IX coordinator in consultation with the Title IX Coordinator. Whether to file a complaint without the request of a complainant will be evaluated based on the context of the University's commitment to provide a safe and non-discriminatory campus environment. Factors considered include, but are not limited to:

- Seriousness of the alleged violation, including the involvement of weapons, illegal drugs or

- intoxicants, illegal activities or multiple respondents;
- The existence of prior complaints or reports involving the respondent;
- Availability of other information verifying the veracity of the report; and
- Safety of the reporter, complainant, respondent and of the campus community.

### Notice of Allegations

Written notice of a formal complaint will be issued to the complainant and respondent by the investigating office upon receipt of the complaint. This notice will contain a description of the grievance process and details regarding the allegations, including the identities of the parties, and the date and location of the incident. This notice will be updated if additional allegations arise during the investigation that are not included in the original notice.

### Advisors

Parties may have an advisor of their choice accompany them and assist them throughout the investigatory process. The advisor may, but is not required to be, an attorney. At the request of either party, the University will provide an advisor to them at no cost. Advisors provided to either party by the University will receive training prior to serving as an advisor. While parties may have an advisor accompany them to any interviews or meetings, this person may not actively participate in the interview by asking questions or suggesting answers. The investigator may end the interview if the advisor is being disruptive or obstructing the interview. During a hearing, and only during a hearing, advisors will be responsible for asking questions of the parties and witnesses on behalf of the person they are advising. Advisors are to use any materials obtained during the investigation solely for the grievance process.

### Investigation Process

Investigations will be conducted by trained investigators who are free from conflicts of interest or bias for or against complainants or respondents generally, or a particular complainant or respondent. The burden of gathering information rests with the University. There is an expectation that all parties will reasonably cooperate with requests to provide information. No medical, mental health, or other privileged records will be accessed, considered, or used during the investigation unless the party who is the subject of those records provides voluntary, written consent.

All formal complaints will be investigated. The University may consolidate formal complaints where the allegations arise out of the same facts or circumstances, including allegations against more than one respondent, allegations by more than one complainant against one or more respondents or by a respondent against a complainant.

The investigation process will include interviews with the parties, witnesses (as appropriate and identified), and the collection of evidence. Witness names, including fact or expert witnesses, may be provided by either party or by other witnesses. Both parties also have the opportunity to present any evidence to the investigator related to determining responsibility. All evidence that the parties wish to have considered by the investigator must be provided by the date specified by the investigator.

Parties and witnesses will be provided with written notice of the date, time, location, purpose, and identity of participants for any interview or meeting where they are expected to participate. At least two (2) business day notice should be given to the investigator if an advisor will attend the interview. Interviews may not be recorded without the written permission of the investigator.

The parties have the right to inspect and review all evidence collected during the investigation that is directly related to the allegations raised in the formal complaint. Copies of all evidence directly related to the allegations will be provided to the parties and their advisor at the conclusion of the investigation and prior to

the issuance of the final investigatory report. Either party may submit a written response to this evidence or address the impact of that evidence on the investigation no later than ten (10) business days after the evidence has been provided to review. Copies of the written responses will be included with the final report.

After the ten (10) business day period for submission of a written response, the investigator will prepare a written report summarizing the relevant evidence gathered during the investigation. This report will provide an objective evaluation of all relevant evidence, both inculpatory and exculpatory. In creating the report, the investigation will consider any written responses submitted by the parties during the evidence review process. The written report will be provided to both parties and their advisors at least ten (10) business days in advance of the hearing. Parties may submit a written response to the report within five (5) business days after the report is issued. These responses will be shared with the other party, their advisor, and the hearing officer in advance of the hearing.

### Dismissal of Formal Complaints

Formal complaints filed under Title IX of the Education Amendments Act of 1972 will be dismissed if the conduct alleged: (1) does not constitute sexual harassment as defined by Title IX; (2) did not occur in a University education program or activity; or (3) did not occur against a person in the United States.

Formal complaints filed under Title IX or University rules or policies may be dismissed: (1) on written request of the complainant; (2) if the respondent is no longer enrolled or employed at the University; (3) specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination on the allegations in the formal complaint; or, (4) the allegations as contained in the complaint would not support a plausible inference of a violation of the University policy following a hearing.

Both parties will receive prompt written notice of any dismissal and the reason for that dismissal. Dismissals can be appealed following the appeal process outlined below.

### Timeframe for Investigations

All efforts will be made to issue the investigator's report within 75-business days after receipt of the formal complaint. The hearing will be completed within 30- business days of the report being issued. The hearing officer's report will be issued within ten (10) business days of the hearing. The parties will have ten (10) business days to file a written appeal following the issuance of the hearing officer's report. These dates may be extended for good cause. Both the complainant and respondent may request a three (3) business day delay; any additional extension after the initial delay shall only be granted for good cause and in limited circumstances, at the sole discretion of the Title IX Coordinator. Good cause includes, but is not limited to, the absence of a party, their advisor, or a witness; concurrent law enforcement activity or investigations; location or unavailability of an interpreter; or provision of reasonable accommodations of disabilities needed for the grievance process. Written notice of any extensions, and the reasons for the extension(s), will be provided to both parties.

### Hearing Process

A live hearing will occur following the issuance of the investigative report. The University may conduct this live hearing through a virtual platform that permits the parties to simultaneously view and hear each other and the proceedings. The parties, their advisors, and all witnesses will be notified in writing of the date, time, and location of the hearing no later than ten (10) business days before the hearing. At the request of either party, the hearing will be conducted electronically with the parties in separate rooms. No findings of responsibility will be made by the hearing officer based solely on an individual's absence from the live hearing or failure to answer questions at the hearing.

During the hearing, the parties' advisors will have the opportunity to cross-examine the other party

and witnesses, including on issues of credibility. This advisor may, but is not required to be, an attorney. All questioning will be conducted in accordance with the University's rules of decorum. The parties may not ask questions directly of the other party or witness. If a party does not have an advisor, the University will provide an advisor for the hearing at no cost to that party. All evidence directly related to the allegations which was obtained as part of the investigation will be made available to the parties and their advisors for their use at the hearing.

The hearing officer will determine the admissibility of any questions asked during the hearing. In doing so, the hearing officer is not bound by the Ohio Rules of Evidence or the Federal Rules of Evidence. Questions about the complainant's sexual predisposition or prior sexual behavior will not be permitted unless offered to prove that someone other than the respondent committed the alleged conduct or offered to prove consent as defined under this Protocol. Questions seeking disclosure of legally privileged information, such as medical or mental health information, discussions with attorneys, counselors, or religious/spiritual advisors, will not be permitted without the express written consent of the individual holding the privilege.

The hearings will be video recorded. A copy of the recording will be made available to either party upon written request.

### Hearing Outcome

The hearing officer will determine responsibility for a violation of this Protocol following the hearing using a preponderance of the evidence standard, or whether it is more likely than not that the respondent engaged in conduct which violates this policy. Credibility determinations will be based on relevant factors, including, but not limited to, an overall review of the interviews, evidence collected, and questioning at the hearing. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

This determination will be made in a written report which will be provided to both parties simultaneously and includes the allegations; a description of all procedural steps from receipt of the formal complaint through the hearing; findings of fact supporting the determination; conclusions regarding how this policy applies to those facts; a statement and rationale for the result of each allegation, including a determination of responsibility, any disciplinary sanctions and whether remediation will be provided to the complainant. The report will also provide the bases available for appeal.

Sanctions will be determined based on the specific facts of the case. Sanctions for students may include a range of disciplinary action from fines, educational sanctions, probation, up to and including separation from the University. Sanctions for employees can include a range of disciplinary action from additional training or a written reprimand, up to and including termination from employment. The hearing officer will also determine whether remedies should be provided to a complainant to restore or preserve equal access to the University's education programs or activities. If the hearing officer determines that remedies are appropriate, those remedies will be determined by the Title IX Coordinator or deputy Title IX coordinator in consultation with the complainant. Remedies may include those items identified above as supportive measures; revisions of class, work, or recreational schedules; relocation of a party's work or living space; adjustments to title, rank or pay rates if impacted by the violation; amendment or rescission of disciplinary action if impacted by the violation; up to and including the removal of a party from a class, activity, organization or committee. Both parties continue to have access to supportive measures regardless of the outcome of the hearing.

### Appeals

Either party may appeal the hearing officer's findings within ten (10) business days following the issuance of the hearing officer's report. Appeals of hearing decisions following investigations conducted by the

Department of Student Conduct and Community Standards or by the Office of Equal Employment Opportunity & Affirmative Action should be submitted to the Title IX Coordinator.

Appeals must be filed in writing. Any recommended corrective action will be delayed during the appeal. Appeals may be filed for the following reasons, to determine if:

- There occurred a procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made and that could affect the outcome of the complaint;
- The Title IX Coordinator, investigator(s), 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; · There was a misapplication or misinterpretation of the rule/policy alleged to have been violated;
- There was not a reasonable basis to support the hearing officer's findings that a violation of the rule/policy.
- The sanction(s) imposed by the hearing officer is not proportionate to the violation found by the hearing officer. Both parties will be notified in writing if an appeal is filed. The other party will have ten (10) business days to file a response to the appeal after the written notice is issued by the Title IX Coordinator. The reviewer will simultaneously issue a written decision describing the result of the appeal and the rationale for the result of the appeal to both parties within fifteen (15) business days after the response is submitted.

#### False Reports

It is a violation of this protocol to knowingly make a false report of a Gender-Based Misconduct violation. However, failure to prove a claim is not equivalent to making a false report. It is also a violation of this protocol for a student or an employee to knowingly make a false statement as part of the investigation or disciplinary hearing.

#### When Police Receive a Report

Responsible employees are required to report criminal behavior; however, complainants are not required to speak with police. The University of Akron will comply with a student's request for assistance in notifying The University of Akron Police. A report to The University of Akron Police, or other law enforcement agency, does not require the complainant to pursue a University investigation (formal complaint).

When The University of Akron Police Department receives a report of sexual misconduct or intimate personal violence, their first priority is to ensure that the student or employee is safe, and they will investigate the criminal behavior. The University of Akron Police will verify that a Gender-Based Misconduct referral has been submitted and evaluate the available information to determine if a timely warning safety notification will be made.

When The University of Akron Police receive a report from a deputy Title IX coordinator on behalf of a complainant who does not wish to speak to the police, the police, when possible, will defer to the request from a complainant for privacy.

Please note that a delay in reporting to police could weaken or result in a loss of evidence used to determine whether an individual is responsible for a criminal offense. In the State of Ohio, individuals may have up to 20 years to file a sexual assault report with the police.

#### Police Investigations

A respondent who commits a crime may be subject to criminal prosecution and/or civil litigation as well as disciplinary action by The University of Akron. A police report must be made for criminal prosecution to be considered by the local prosecuting attorney. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical and/or legal evidence.

### Concurrent Investigations

In certain circumstances, the University may need to briefly suspend the investigation of a formal complaint at the request of law enforcement while the law enforcement agency is in the process of gathering evidence. The University will maintain regular contact with law enforcement to determine when it will begin/resume its investigation, usually after the law enforcement agency has completed the evidence-gathering process, or sooner if the University determines that the evidence-gathering process will be lengthy or delayed. The University will not wait until the ultimate outcome of the criminal investigation to begin or complete its own investigation of a formal complaint. The situation of concurrent investigations can influence the timeframe for investigations and the hearing process and may present a delay.

### If a Complainant Stops Speaking with Police

The University of Akron Police Department will not close an investigation due to non-cooperation of a complainant without first providing time to respond that is adequate and reasonable under the circumstance. Nor will University police personnel prohibit the complainant or others from discussing a formal complaint. Support services and resources are available regardless of criminal charges, participation in a University investigation, or University disciplinary action.

### Informal Resolutions

The University of Akron encourages informal resolution of formal complaints when the parties wish to resolve a formal complaint cooperatively. Informal resolutions will be reached when the parties agree to participate in the Informal Resolution process, to the resolution, and to commit to abide by terms established through the resolution process. The informal process does not result in any finding or determination that the respondent violated this protocol but does permit the parties to work cooperatively with a neutral third party to determine how to address and resolve the underlying concerns between the parties.

### Eligible Complaints

Only formal complaints where the respondent is a student or formal complaints between employees are eligible for an informal resolution. Formal complaints filed by students against employees must follow the investigation and hearing process.

The informal process cannot be used if one party is not a student or employee of the University of Akron, where any party is under 18 years of age or where the respondent has been removed from the University community following the procedures outlined in the 1219 process in response to crimes of violence.

### Procedures

The informal resolution process may be requested at any point after a formal complaint has been filed and until a decision is made at the end of the grievance process. Both parties must consent in writing to participate in the informal process. Agreement to the informal process is voluntary and unique to that party. In cases of multiple complainants and/or multiple respondents, all individuals must agree to participate in the informal process before that process can be used. A party can withdraw their consent to the informal process at any time before a final agreement is reached by the parties. If all parties do not agree to use the informal process or if consent is withdrawn, then an investigation and hearing will occur.

The informal resolution process will be conducted by a designee of the Title IX coordinator. The designee

may end the informal resolution process and request an investigation through the grievance process at any point if it is determined that one of the parties has sought or exercised undue influence over another party. Informal resolution processes must be completed within fifteen (15) business days; if no agreement has been reached an investigation will be conducted as outlined in the grievance process.

The formal complaint will be considered closed once the parties have reached a final agreement through the informal resolution process. The Title IX coordinator, or designee, will maintain a record of the report, formal complaint, and resolution for seven (7) years. Relevant offices will be notified of the final resolution outcome including offices of collective bargaining units, the Office of

Academic Affairs, the Vice President of Student Affairs, The Office of Human Resources, Labor & Employee Relations, and Title IX deputies and investigators. The Title IX Coordinator, or designee, will also be responsible for monitoring the implementation of the resolution as appropriate and will address noncompliance with the resolution agreement through The Office of Human Resources, Labor & Employee Relations, or as outlined in the Code of Student Conduct's policy on Failure to Comply with a University Official.

### Additional Considerations

#### When a Minor is involved

When a report is received involving a student who has not yet reached the age of eighteen:

- the deputy Title IX coordinator completes a safety assessment to provide an environment free of harm and to identify the student's legal guardian;
- the student is advised of the University staff member's responsibility to report child abuse as outlined in the Ohio Revised Code Section 2151.421;
- A deputy Title IX coordinator works directly with the guardian in reviewing The University of Akron Interim Title IX and Gender- Based Misconduct protocols, on and off campus resources available to the student, and seeking the permission to investigate the report;
- the student and guardian are advised of The University of Akron Student Records and Privacy Practices available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/privacypractices-and-policies/ferpa.dot> and specifically that the student's records and ability to make decisions transition to the student when they turn eighteen;
- the student and guardian are advised that Hope & Healing – Rape Crisis Center for Medina and Summit Counties provides confidential and anonymous support for clients, including those who are not yet eighteen.

### Immigration or International Visa Information

Certain legal protections are available to international employees or students. The U-visa and the T-visa are currently among those options. The U-visa provides temporary legal status and work eligibility for complainants of specific crimes (including domestic violence, sexual assault, human trafficking, involuntary servitude, and other violations). The T-visa provides complainants of human trafficking and immediate family members with temporary legal status and work eligibility. Additional information is available through the U.S. Department of Homeland Security, U.S. Citizenship and Immigration Services at: [www.uscis.gov](http://www.uscis.gov). For further information with this or other immigrant status questions, please contact Community Legal Aid Services in Akron at (330) 535-4191.

### Records Retention

Records, including reports, formal complaints, investigation files, hearing decisions, appellate information and appeal decisions will be maintained by the University for seven (7) years as required by Title IX. Title IX records are subject to The University of Akron records retention policy and additional information is available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot>

### Annual Review of Reporting Protocols and Procedures

The Title IX Coordinator is responsible for this Protocol. It is reviewed annually and posted as required by law as part of the Annual Campus Safety Report. The University of Akron's Protocol is designed to comply with applicable state and federal laws. The University of Akron reserves the right to modify or deviate from this Protocol when, in the sole judgment of the University, circumstances warrant, to protect the rights of the involved parties or to comply with applicable law or regulations. Prior versions of the University Protocol are available upon request.

### Training

All Title IX Coordinators, deputy Title IX coordinators, investigators, decision makers, individuals responsible for reviewing appeals, and individuals who facilitate the informal resolution process will, as applicable, receive training on:

- The definition of behaviors prohibited under this Protocol;
- Jurisdiction under Title IX;
- The scope of the University's education program or activities;
- How to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable; and
- How to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

In addition, decision makers will receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators will receive training on issues of relevancy in order to create an investigative report that fairly summarizes the relevant evidence. Any materials used to train these individuals will be available on the University's website.

### Educational Programs and Campaigns

The University of Akron strives to develop and maintain a campus culture that is safe for, and respectful of all its community members. To achieve this goal, the University offers a combination of prevention programs, awareness programs, and ongoing campaigns that are designed to create awareness of, and prevent prohibited behaviors identified in this Protocol. The initiatives outlined below are informed by research and periodically assessed for effectiveness.

*Awareness* - The University of Akron's awareness program start with online training, which is mandatory for all new students, and continues with programs specifically designed for first-time, first-year, students. Programs are also presented to the University during Domestic Violence Awareness Month, and Sexual Assault Awareness Month.

*Prevention* - The University of Akron's prevention program has been built upon several activities. Programs have included presentations during the Akron Experience Course, posters, environmental and social media displays around campus, online training for upper-class students, mandatory training for faculty and staff and a program designed to better help men understand wellness, health, and their own experiences. Trainings include steps students can take to increase personal empowerment for creating a safe community by proactively addressing conditions that tend to make violence possible and safe options for bystander

interventions.

*Ongoing Prevention* – Successful ongoing prevention efforts require the engagement and support of the entire University community. In addition to programs sponsored by the Sexual Assault and Violence Education (SAVE) team, several programs and activities sponsored by student organizations and academic departments have been recognized as essential contributions including programs planned and developed by:

- Student Organizations: Defined Lines and the Coalition Against Sexual Assault (CASA)
- Academic Departments: Women’s Studies, Psychology, Social Work and Sociology
- Community Partners: Hope and Healing – the Rape Crisis Center of Summit and Medina Counties, OneEighty – the Rape · Crisis Center of Wayne and Holmes Counties, and the Summit County Prosecutor’s Office of Victim Services

## **II. Equal Employment Opportunity and Affirmative Action**

### **A. University of Akron**

Title IX formal complaints involving respondents who are non-students will be investigated by the Equal Employment Opportunity and Affirmative Action Office (EEO/AA).

Both parties will receive written notice once a formal complaint is filed and have the opportunity to select a formal investigation or, for qualified complaints, an information resolution. A formal complaint involves an investigation and hearing with the opportunity to present information and cross-examine witnesses. After the hearing, the hearing officer will issue a written finding providing whether, by a preponderance of the evidence, there has been a violation of The University of Akron's Title IX and Gender-Based Misconduct Policy and Protocol. A formal complaint can be filed with the Title IX Coordinator, a Deputy Title IX Coordinator, or online. The investigation is conducted in good faith to provide a prompt, adequate, reliable, equitable, and impartial investigation of the formal complaint. The Office of EEO/AA also investigates allegations of retaliation, as defined by this Policy.

Note: In some instances, the parties may agree to an informal resolution. The main purpose of an informal resolution is to stop the offending behavior. Some examples of an informal resolution may include, but are not limited to, training on the behavior, disciplinary action against the responsible employee. An informal approach does not result in finding a policy violation. An individual may choose to advance to the formal process at any time. The informal resolution process is not available for complaints filed by a student against an employee of the University. Additional cases that are not eligible for informal resolution are specified in the University's Policy.

#### **3359-26-02 General staff personnel policies and procedures.**

E (2) Disciplinary action is normally progressive in nature; that is, repetitions of causes for disciplinary action or a combination of offenses should lead to application of more serious disciplinary sanctions. Some actions, because of their seriousness, represent a threat to the safety and well-being of the individual, other employees, or students or to university operations, (i.e. use of illegal substances, absence in excess of three days without notification, etc.) and may warrant bypassing one or all steps of the disciplinary procedures. The following defines and outlines the suggested sequence of the various disciplinary actions.

(a) A verbal warning is an oral discussion between a supervisor and an employee who fails to meet performance standards or exhibits unsatisfactory behavior. Verbal warnings are generally issued for minor offenses and should be considered by the employee as a clear indication that a repetition of the offense may call for more serious disciplinary action. When a verbal warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.

(b) A written warning is more serious than a verbal warning and may become a permanent part of the employee's official record. A written warning is issued if the required corrective behavior from a previous verbal warning(s) is not exhibited within the specified time limits, or if the offense is of a serious nature. A copy of the written warning is given to the employee and the original is forwarded to personnel services to be placed in the employee's official file. When a written warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.

(c) Continued unsatisfactory performance or the commission of a serious offense may serve as the basis for more severe disciplinary actions beyond a verbal or written warning. A suspension without pay can vary from one day to several weeks or months. A suspension is designed to give an employee some time to think over the seriousness of the offense and it is hoped that the employee will make a commitment to better behavior or performance in the future.

(d) A reduction in pay and or position may be on a permanent or temporary basis. Demotions are for situations in which an employee has been promoted and cannot handle the job or is no longer able to perform the regular duties in a competent manner. A removal is the most serious penalty that can be imposed and should be used with care in the event that a previous progressive discipline has not achieved the corrective behavior or when a serious offense has been committed.

(3) A staff member may be disciplined, suspended, discharged, or reduced in pay or position for the following types of unsatisfactory conduct: incompetence, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, failure of good behavior, or any acts of misfeasance, malfeasance, or nonfeasance.

### **III. Related Considerations**

The University is dedicated to preventing Title IX violations by providing:

- Education and prevention programming informing the community about the risks and myths that contribute to gender-based misconduct, including bystander intervention training.
- Assistance and support, including interim support measures and accommodations.
- Processes for prompt, equitable, and impartial investigation and adjudication that include appropriate disciplinary sanctions for those who commit Title IX violations, including suspension and dismissal.

#### **A. When a Minor is involved**

When a report is received involving a student who has not yet reached the age of eighteen:

- the Deputy Title IX Coordinator completes a safety assessment to provide an environment free of harm and to identify the student's legal guardian.
- the student is advised of the University staff member's responsibility to report child abuse as outlined in the [Ohio Revised Code section 2151.421](#);
- A Deputy Title IX Coordinator works directly with the guardian in reviewing the University of Akron Sexual protocols, on and off campus resources available to the student, and seeking the permission to investigate the report.
- the student and guardian are advised of the University of Akron Student Records and Privacy Practices available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/privacy-practices-and-policies/ferpa.dot> and specifically that the student's records and decisions transition to the student when they turn eighteen;
- the student and guardian are advised that the Rape Crisis Center for Medina and Summit Counties provides confidential and anonymous support for clients, including those who are not eighteen.

#### **B. University Records**

##### **1. Records Retention**

Title IX records are subject to the University of Akron records retention policy available at <http://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot>

## 2. **FERPA**

The Family Educational Rights and Privacy Act (FERPA) protects students' educational records, including Title IX reports and investigatory records. FERPA prohibits the University from releasing these records to persons outside the institution without the student's consent except in response to a lawful subpoena or as otherwise required by law. However, if the student is found responsible for violating the Code of Student Conduct or Gender-Based Misconduct and Title IX Policy and Protocol, including those sections relating to sexual misconduct or intimate partner violence, the University may release the following information:

- Name of the student found responsible (but not the identity of the complainant);
- The applicable section of the Code of Student Conduct or Gender-Based Misconduct and Title IX Policy and Protocol, found to have been violated;
- Sanctions imposed because of the disciplinary proceedings.

## 3. **Protecting Directory Information**

An individual's directory information can be protected and/or limited by modifying it online or through the assistance of a Deputy Title IX Coordinator for Students.

## **C. Jurisdiction**

This protocol applies to on-campus conduct, as well as off-campus conduct, academic, educational, co-curricular, athletic, study abroad, and all other University programs and activities. This protocol applies to all forms of gender-based misconduct, including pregnancy or marital status-based discrimination and discrimination based on sexual orientation, gender identity and gender. It applies to all Title IX athletics issues and to different treatment based on sex.

Students are enrolled from the date they matriculate until the date their degree is conferred.

## **D. Standard of Review**

The standard of review used to determine responsibility is a "preponderance" standard. This determination is based on the greater weight of the information/evidence and does not require a standard beyond a reasonable doubt.

## **E. Timeline**

The University of Akron is committed to addressing all formal complaints of Title IX violations in a prompt and equitable manner.

## 4. **University Investigation**

Reports of gender-based misconduct can be reported to a Deputy Title IX Coordinator at any time following an incident. There is no requirement that a report be submitted immediately following an incident. The extent to which a formal complaint of gender-based misconduct can be investigated may decrease when involved individuals leave The University of Akron or if evidence becomes unavailable.

The length of a University investigation and disciplinary action will vary depending on the facts and circumstances following receipt of the report. Some of the factors influencing this timeline include the complexity of the investigation and the severity and extent of the alleged violation.

The timeline may also be affected by the availability of witnesses, holidays, winter recess or spring break periods and summer or winter terms, and the parties' requests for continuances.

Reasonable requests for extensions of time will not be denied and will be available equally to each party. Other factors may also affect the typical timeline.

#### **5. Police Investigation**

In the State of Ohio individuals may have over 20 years to file a sexual assault report with the police.

### **F. Code of Student Conduct**

The policies, procedures, and sanctions outlined in the Code of Student Conduct apply to all violations of the Code of Student Conduct. The Code of Student Conduct can be found at:

<http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

Additional information about the Code of Student Conduct or its implementation is available in the Department of Student Conduct and Community Standards, Simmons Hall 302 or online at

[www.uakron.edu/studentconduct](http://www.uakron.edu/studentconduct).

### **G. Affirmative Action**

The University of Akron is an equal education and employment institution operating under nondiscrimination provisions of Title 41, Ohio Revised Code; Titles VI, VII of the Civil Rights Act of 1964, as amended; and Title IX of the Educational Amendments of 1972, as amended; Executive Order 11246, as amended; Vocational Rehabilitation Act section 504; Vietnam Era Veterans' Readjustment Act, as amended; Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; and Americans with Disabilities Act, as amended as related to admissions, treatment of students, programs and activities, and employment practices.

It is the policy of this institution that there shall be no unlawful discrimination against any individual in employment or in its programs or activities at the University of Akron because of race, color, religion, sex, sexual orientation, gender identity, age, national or ethnic origin, disability, military status, genetic information, or status as a veteran. The University of Akron prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination based on sexual and racial or ethnic orientation in employment and admissions. This policy applies to faculty, staff, students, visitors, applicants, and contractors in a manner consistent with applicable laws, regulations, ordinances, orders, and University policies, procedures, and processes.

The University of Akron is committed to be an equal opportunity employer. As a federal government contractor, we are required to provide equal employment opportunities to qualified minorities, women, individuals with disabilities and protected veterans. The University's Affirmative Action Plan acts as an audit tool to help identify areas of underutilization for these groups. If it is determined that the University's workforce does not adequately reflect the available labor market in a group, a placement goal is set to promote movement towards adequate representation.

The Affirmative Action policy can be found at [www.uakron.edu/ogc/UniversityRules/pdf/38-01.pdf](http://www.uakron.edu/ogc/UniversityRules/pdf/38-01.pdf).

Additional information about the Affirmative Action Policy or its implementation is available in the Office of Equal Employment Opportunity and Affirmative Action, Administrative Services Building Room 138 or online at [www.uakron.edu/hr/eeoaa](http://www.uakron.edu/hr/eeoaa).

### **H. False Reports**

It is a violation of this protocol to knowingly make a false report of a Title IX violation. However, failure to prove a claim is not equivalent to making a false report. It is also a violation of this protocol

for a student or other person to knowingly make a false statement as part of the investigation or disciplinary hearing.

### **I. Training of Title IX Staff and Investigators of Misconduct**

The investigation is conducted by professionals who receive annual training on issues related to Title IX violations and on conducting an investigation that protects the safety of students and promotes accountability.

University hearing board members who are involved in conducting and deciding formal complaints involving gender-based misconduct including, sexual misconduct, intimate partner violence, interpersonal violence, sexual harassment, and gender-based discrimination receive annual training.

### **J. Annual Review of Reporting Protocols and Procedures**

The Title IX Coordinator is responsible for this protocol. It is reviewed annually and posted as required by law as part of the Annual Campus Safety Report.

The University of Akron's Protocol is designed to comply with applicable state and federal laws. The University of Akron reserves the right to modify or deviate from this Protocol when, in the sole judgment of the University, circumstances warrant, to protect the rights of the involved parties or to comply with applicable law or regulations.

### **K. Immigration or International Student Visa Information**

There are certain legal protections available to immigrants or international students. The U-visa and the T-visa are currently among those options. The U-visa provides temporary legal status and work eligibility for complainants of specific crimes (including domestic violence, sexual assault, human trafficking, involuntary servitude, and other violations). The T-visa provides complainants of human trafficking and immediate family members with temporary legal status and work eligibility. Additional information is available through the U.S. Department of Homeland Security U.S. Citizenship and Immigration Services at: [www.uscis.gov](http://www.uscis.gov). For further information with this or other immigrant status questions, please contact Community Legal Aid Services in Akron at (330) 535-4191.

## **IV. Law**

### **Title IX – Updated 2020**

The Education Amendments of 1972, or Title IX, provides:

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.

Title IX applies to institutions that receive federal financial assistance from the Department of Education, including state and local educational agencies.

Additional information about Title IX is available at

<https://www2.ed.gov/about/offices/list/ocr/index.html>.

### **First Amendment**

This Protocol is not intended to and will not be enforced to infringe upon First Amendment rights,

including the right to academic freedom.

### Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (“Clery Act”), requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses and to notify the campus community of certain safety concerns. The Clery Act requires colleges and universities to:

- Publish and distribute an annual campus security report (available at [www.uakron.edu/safety](http://www.uakron.edu/safety));
- Maintain a public log of all reported crimes;
- Issue timely warnings (“Safety Advisory”) of crimes that represent a threat to the safety of students or employees; and · Keep statistics of crime that occur on campus, in institutional residential facilities, in off-campus buildings or on public property adjacent to campus.

### Violence Against Women Act

The Violence Against Women Reauthorization Act of 2013 (“VAWA”) amended the Clery Act. VAWA requires institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. Additional Information about VAWA is available at [www.justice.gov/ovw](http://www.justice.gov/ovw).

### Ohio Criminal Offenses

The following definitions of criminal behavior in the State of Ohio are considered violations of Title IX. These definitions describe many of the same crimes outlined in the prohibited behaviors section of this policy.

### Sex Offenses

There is currently no definition of “Sexual Assault” in the Ohio Revised Code. However, the following crimes are defined by Ohio law.

#### Ohio Revised Code 2907.02 – Rape

(A)(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:

- For the purpose of preventing resistance, the offender substantially impairs the other person’s judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
- The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.
- The other person’s ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person’s ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age. · No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.

#### Ohio Revised Code 2907.03 – Sexual Battery

(A) No person shall engage in sexual conduct with another, not the spouse of the offender, when any of the following apply:

- The offender knowingly coerces the other person to submit by any means that would prevent resistance by a person of ordinary resolution.
- The offender knows that the other person's ability to appraise the nature of or control the other person's own conduct is substantially impaired.
- The offender knows that the other person submits because the other person is unaware that the act is being committed.
- The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person's spouse.
- The offender is the other person's natural or adoptive parent, or a stepparent, or guardian, custodian, or person in loco parentis of the other person.
- The other person is in custody of law or a patient in a hospital or other institution, and the offender has supervisory or disciplinary authority over the other person.
- The offender is a teacher, administrator, coach, or other person in authority employed by or serving in a school for which the state board of education prescribes minimum standards pursuant to division (D) of section 3301.07 of the Revised Code, the other person is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school.
- The other person is a minor, the offender is a teacher, administrator, coach, or other person in authority employed by or serving in an institution of higher education, and the other person is enrolled in or attends that institution. · The other person is a minor, and the offender is the other person's athletic or other type of coach, is the other person's instructor, is the leader of a scouting troop of which the other person is a member, or is a person with temporary or occasional disciplinary control over the other person.
- The offender is a mental health professional, the other person is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes.
- The other person is confined in a detention facility, and the offender is an employee of that detention facility.
- The other person is a minor, the offender is a cleric, and the other person is a member of, or attends, the church or congregation served by the cleric.
- The other person is a minor, the offender is a peace officer, and the offender is more than two years older than the other person.

#### Ohio Revised Code 2907.04 – Unlawful Sexual Conduct with a Minor

(A) No person who is eighteen years of age or older shall engage in sexual conduct with another, who is not the spouse of the offender, when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.

#### Ohio Revised Code 2907.05 – Gross Sexual Imposition

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force. · For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
- The offender knows that the judgment or control of the other person or of one of the other

persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person's consent for the purpose of any kind of medical or dental examination, treatment, or surgery.

- The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person.
- The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age.

(B) No person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.

#### Ohio Revised Code 2907.06 – Sexual Imposition

(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:

- The offender knows that the sexual contact is offensive to the other person, or one of the other persons, or is reckless in that regard.
- The offender knows that the other person's, or one of the other person's, ability to appraise the nature of or control the offender's or touching person's conduct is substantially impaired.
- The offender knows that the other person, or one of the other persons, submits because of being unaware of the sexual contact.
- The other person, or one of the other persons, is thirteen years of age or older but less than sixteen years of age, whether or not the offender knows the age of such person, and the offender is at least eighteen years of age and four or more years older than such other person.
- The offender is a mental health professional, the other person or one of the other persons is a mental health client or patient of the offender, and the offender induces the other person who is the client or patient to submit by falsely representing to the other person who is the client or patient that the sexual contact is necessary for mental health treatment purposes.

#### Domestic Violence

##### Ohio Revised Code 2919.25 – Domestic Violence

(A) No person shall knowingly cause or attempt to cause physical harm to a family or household member.

(B) No person shall recklessly cause serious physical harm to a family or household member.

(C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.

#### Dating Violence

There is currently no definition of "Dating Violence" in the Ohio Revised Code.

## Ohio Revised Code 2903.11 – Felonious Assault

(A) No person shall knowingly do either of the following:

- Cause serious physical harm to another or to another’s unborn;
- Cause or attempt to cause physical harm to another or to another’s unborn by means of a deadly weapon or dangerous ordnance.

(B) No person, with knowledge that the person has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome, shall knowingly do any of the following:

- Engage in sexual conduct with another person without disclosing that knowledge to the other person prior to engaging in the sexual conduct;
- Engage in sexual conduct with a person whom the offender knows or has reasonable cause to believe lacks the mental capacity to appreciate the significance of the knowledge that the offender has tested positive as a carrier of a virus that causes acquired immunodeficiency syndrome;
- Engage in sexual conduct with a person under eighteen years of age who is not the spouse of the offender.

## Stalking

### Ohio Revised Code 2903.211 – Menacing by Stalking

(A)(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or a family or household member of the other person or cause mental distress to the other person or a family or household member of the other person. In addition to any other basis for the other person’s belief that the offender will cause physical harm to the other person or the other person’s family or household member or mental distress to the other person or the other person’s family or household member, the other person’s belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any form of written communication or any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, r-computer system, or telecommunication device shall post a message or use any intentionally written or verbal graphic gesture with purpose to do either of the following:

- Violate division (A)(1) of this section:
- Urge or incite another to commit a violation of division (A)(1) of this section.
- No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

## Additional

The following is a list of additional specific offenses under Ohio law that may fall under the broader categories identified above. This list is not exhaustive and, depending upon the circumstances of the crime and the individuals involved, other offenses could fall into these categories:

- Ohio Revised Code 2903.12 – Aggravated Assault
- Ohio Revised Code 2903.13 – Assault
- Ohio Revised Code 2903.14 – Negligent Assault
- Ohio Revised Code 2905.01 – Kidnapping
- Ohio Revised Code 2905.02 – Abduction
- Ohio Revised Code 2905.03 – Unlawful Restraint
- Ohio Revised Code 2917.11 – Disorderly Conduct

- Ohio Revised Code 2903.21 – Aggravated Menacing
- Ohio Revised Code 2903.22 – Menacing
- Ohio Revised Code 2917.21 – Telecommunications Harassment

## **V. Education and Prevention**

By providing resources for prevention, education, support, investigation, and a fair disciplinary process, The University of Akron seeks to eliminate all Title IX violations.

### **A. Sexual Assault and Violence Education (SAVE) Team Initiatives**

The University of Akron strives to develop and maintain a campus culture that is safe for, and respectful of all its community members. To achieve this goal, the University offers a combination of prevention programs, awareness programs, and ongoing campaigns that are designed to create awareness of, and prevent dating violence, domestic violence, sexual assault, and stalking. The Sexual Assault and Violence Education (SAVE) team coordinates much but not all the programs and activities on campus related to sexual assault, dating violence, domestic violence, stalking, and sexual harassment. The SAVE team includes University students, faculty, and staff as well as the community partners like the Summit County Prosecutor’s Office, Hope and Healing the Rape Crisis Center in Summit and Medina Counties and OneEighty the Rape Crisis Center in Holmes and Medina Counties where the University of Akron has campuses. Student organizations, academic departments including Social Work, Psychology, Sociology and Women’s Studies have also made significant contributions along with administrative departments such as Student Conduct and Community Standards, Dean of Students, New Student Orientation, Office Of Equal Employment Opportunity and Affirmative Action, and Division of Equity and Inclusion. Through this commitment, the Office of Student Success educates students on the following:

- Title IX Protocol and the University’s commitment to enforce it.
- Code of Student Conduct, including the applicable Title IX Code violations.
- The definitions of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of VAWA and the Clery Act.
- Steps to minimize individual risk of sexual assault, sexual misconduct, domestic violence, dating violence and stalking, including crime reduction tips, safety tips, and healthy relationship education.
- Process and responsibility for reporting Title IX violations.
- How to recognize and obtain consent for sexual activity.
- Resources for students who have been victim/survivors of Title IX violations as well as for those students accused of Title IX violations.
- How to be a knowledgeable and supportive peer presence, including bystander intervention education training.
- On-going wellness promotion programs that address issues including but not limited to sexual health and wellness, healthy relationships, violence prevention, and drug and alcohol education.
- Comprehensive, ongoing, universal campus-wide campaign committed to creating an environment that promotes responsibility, dignity, and respect.

Additional information about these University educational opportunities is available at:

- <https://www.uakron.edu/save-team/>

## B. Campus Orientation Programs

The University of Akron requires all incoming students to complete an online education program entitled *Creating a Culture of Respect*, through the education technology company Everfi. Additionally, new incoming students are invited to attend and participate in *New Roo Weekend*, where they can access prevention and awareness programming, even if not required to take it. Incoming students are also encouraged to take the *Akron Experience Course* which features Title IX education and prevention training embedded in its content.

The University of Akron Police foster a safe and non-discriminatory campus environment by doing the following:

- Providing safety and security patrols as part of regular University police/regional campus security responsibilities.
- Including Title IX Protocol information on its website and directly to victim/survivors who elect to file a police report.
- Provide survivor centered investigatory techniques.
- Accurately maintain and report statistics of Title IX violations as required by the Clery Act.
- Provide sufficient emergency phones and cameras throughout campus.

## C. Office of Violence Against Women (OVW) Grant

The Justice Department's Office of Violence Against Women (OVW) awarded The University of Akron a grant to reduce sexual violence, domestic violence, dating violence and stalking on campus. The grant will be available for three years during which funds will support a Coordinated Community Response Team. The team has four grant mandated goals on which to focus: 1.) implementation of universal prevention strategies, including training for faculty and staff, 2.) training for campus law enforcement, other first responders, and student conduct hearing board members, 3.) building upon a coordinated community response to violation, including Akron Police Department, Rape Crisis Center, and other internal and external partners, and 4.) mandatory bystander and prevention education for all new students.

## D. Reporting Protocol Definitions

### 6. The Parties

These terms are used throughout this document and are defined as follows:

#### a) Complainant

Complainant(s) are individuals who are eligible to file a formal complaint or to report a violation of this policy. Complainants also include any person who is reported to have experienced a violation of this policy in cases where a third party has made a report. Terms that may be commonly used to describe a complainant: survivor, victim, target, or reporting party.

#### b) Respondent

Respondent(s) are individuals who have been alleged to have violated this policy. Terms that may be commonly used to describe a respondent: accused, alleged, perpetrator, or responding party.

#### c) Witness

A Witness is an individual who may have additional information about a report or formal complaint of gender-based misconduct. Witnesses may include, but are not limited to: eye-witnesses, friends, police, University students and staff who responded to an incident or received an initial report.

**d) Advisor**

Complainants and respondents have the right to be accompanied to any meeting or proceeding by an advisor of their choice. Advisors may include an attorney or advocate. Advisors are not permitted to participate or interject during any meeting or proceeding.

**e) Campus Security Authority**

The Clery Act requires the University to designate University staff members who have significant responsibility for student or campus activities as Campus Security Authorities. At The University of Akron, Campus Security Authorities include: the Dean of Students and Deputy Title IX Coordinator for Students; most managerial staff in The Division of Student Affairs; Residence Life and Housing staff, including resident assistants; advisors to registered student organizations; the Director and Associate Directors of Athletics and athletic coaches.

**7. Report**

A Report refers to notice provided to the University that gender-based misconduct has or may have occurred. Reports may be submitted by a complainant, respondent, responsible employee, a campus security authority (CSA), or by a third party.

**8. Formal Complaint**

A formal complaint refers to a request for an investigation by The University of Akron to determine if a University Policy has been violated or a criminal act has occurred. The University of Akron Police Department (or local police agency), The Department of Student Conduct and Community Standards, or The Office of Equal Employment Opportunity and Affirmative Action investigate formal complaints. Formal complaints may be initiated by a complainant, The University of Akron Title IX Coordinator, or their designee.

**9. Timely Warning – Safety Advisory**

If a report of a sexual misconduct or intimate partner violence indicates there is an immediate threat to the health or safety of persons on campus or that an on-going serious or continuing threat to the campus community exists, a Timely Warning Safety Advisory (“Timely Warning”) will be issued to the campus community. The purpose of a Timely Warning is to enable persons to protect themselves, heighten safety awareness, and seek information that will lead to an arrest and conviction of the perpetrator. Timely Warnings will not include the complainant’s name or other personally identifying information.

Additional information regarding Timely Warnings and sexual misconduct and intimate partner violence can be found later in the Emergency Notification and Response section of this report.

**E. Title IX Coordinator(s) – Who they are and what they do**

Mr. Michael Strong serves as Interim Title IX Coordinator, Dean of Students, and Deputy Title IX Coordinator for Students. As Interim Title IX Coordinator he is responsible for overseeing the University’s Title IX process and coordinates the University’s efforts and responsibilities to ensure compliance with Title IX.

**10. Deputy Title IX Coordinators**

The Title IX Coordinator is assisted by Deputy Title IX Coordinators:

**a) Deputy Title IX Coordinator for Employees**

Ms. Emily Lenke serves as the intake coordinator for all reports of gender-based discrimination involving employees and third parties. Ms. Lenke meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based discrimination. Ms. Lenke processes complaints through the Equal Employment Opportunity and Affirmative Action Office. Ms. Lenke can be reached at

The Administrative Services Building, The University of Akron, Akron, OH, 44325-4733, (330) 972-6195 or [emf22@uakron.edu](mailto:emf22@uakron.edu).

**b) Deputy Title IX Coordinator for Students**

Mr. Michael Strong serves as the Dean of Students, Deputy Title IX Coordinator for Students and Interim Title IX Coordinator. Mr. Strong serves as the intake coordinator for all reports of gender-based misconduct involving students on the main campus. Mr. Strong meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based misconduct. Mr. Strong also refers formal complaints to the Office of Student Conduct and Community Standards. Mr. Strong can be reached at the Student Union, 152, The University of Akron, OH 44325-4612, (330) 972-6048 or [mstrong@uakron.edu](mailto:mstrong@uakron.edu).

**c) Deputy Title IX Coordinator for Regional Campuses, including Wayne College**

Mr. Gordon Holly serves at Assistant Dean of Student Success and Deputy Title IX Coordinator for Wayne College. Mr. Holly meets with both complainants and respondents from the regional campuses, including Wayne College. Mr. Holly may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based misconduct. Mr. Holly also refers formal complaints to the Office of Student Conduct and Community Standards. Mr. Holly can be reached at Wayne College, Boyer HPE Building, E242, (330) 972-8740 or [gholly@uakron.edu](mailto:gholly@uakron.edu).

**d) Deputy Title IX Coordinator for Athletics**

Mrs. Anne Jorgenson serves as the Associate Athletic Director and Deputy Title IX Coordinator for Athletics. Mrs. Jorgenson coordinates support for student athlete complainants and respondents. Mrs. Jorgenson also coordinates response to reports and formal complaints within the Department of Athletics. Mrs. Jorgenson can be reached at James A. Rhodes Health and PE Building, Room 181, The University of Akron, OH 44325-5201 (330) 972-8555 or [ajorgen@uakron.edu](mailto:ajorgen@uakron.edu).

Ms. Candace Smith also serves as the Associate Athletic Director and Deputy Title IX Coordinator for Athletics. Ms. Smith coordinates support for student athlete complainants and respondents. Ms. Smith also coordinates response to reports and formal complaints within the Department of Athletics. Ms. Smith can be reached at James A. Rhodes Health and PE Building, Room 76, The University of Akron, OH 44325-5201 (330) 972-6280 or [clw23@uakron.edu](mailto:clw23@uakron.edu).

**e) Title IX Investigators**

When a formal complaint is initiated in which the respondent is a University of Akron student, The Department of Student Conduct and Community Standards staff serve as the investigator(s) of the formal complaint. The Department of Student Conduct and Community Standards is in Simmons Hall 302, (330) 972-6380.

When a formal complaint is initiated in which the respondent is a University of Akron faculty member, staff member, or guest of the University, The Office of Equal Employment Opportunity and Affirmative Action staff serve as the investigator(s) of the formal complaint. The Office of Equal Employment Opportunity and Affirmative Action is in the Administrative Services Building, 185 E. Mill Street, 330-972-7300.

Criminal complaints occurring at The University are investigated by The University of Akron Police Department. The University of Akron Police Department may also assist and liaison with local police agencies when a crime is investigated in a nearby community. The University of Akron Police Department is located at 146 Hill St. Akron, OH 44325-0402, (330) 972-2911.

## 11. Additional University Staff

All members of the University community share a responsibility for ensuring violations of this policy are reported.

### a) Responsible Employees

Pursuant to Title IX, all employees of the University of Akron are considered “responsible employees.” Therefore, should a responsible employee become aware of an instance of gender-based misconduct, or if they observe such conduct, they are required to report the conduct to one of the University’s Deputy Title IX Coordinators. This duty to report applies to all University of Akron administrators, supervisors, managers, faculty, and staff. Specific student employees, considered responsible employees, are identified below in sections (2) and (3). To ensure the safety of the community, responsible employees are required to report when they know gender-based misconduct has occurred or when they believe misconduct may have occurred – even if they are not certain. Responsible employees are not required to investigate, ask for additional information, question or compel a complainant, respondent or witness for more information than initially provided.

#### *Exemption*

Responsible employees are not required to report information disclosed at public awareness events (e.g., “Take Back the Night,” “candlelight vigils,” “survivor speak-outs,” or other public forums or discussions in which students or employees do not intend to make a report of gender-based misconduct). Information about the University reporting protocols for gender-based misconduct, community resources and support should be provided at such public awareness events. In the classroom, instructors should remind students that faculty are required to report gender-based misconduct.

#### (1) Confidential Employees (Not Required to Report)

Only those employees with a legal privilege of confidentiality under Ohio law (including doctors and licensed counselors acting in their capacity as counselors) are not required to report when the information is obtained during a confidential communication. Those offices with staff who are exempt from reporting include:

- The University of Akron Counseling & Testing Center - Simmons Hall
- The University of Akron Wayne College - Counseling and Accessibility Services
- The University of Akron Health Services - Student Recreation and Wellness Center
- The University of Akron Clinic for Individual and Family Counseling – Chima Family Center
- The University of Akron Department of Psychology Counseling Clinic – Buchtel College of Arts and Sciences

#### (2) Graduate Students who are Responsible Employees (Required to Report)

Some graduate assistants may also be required to report instances of gender-based misconduct, or retaliation. Those required to report are as follows:

- Teaching Assistants
- Graduate Assistants in administrative units

Most graduate students are not required to report.

(3) Undergraduate Students who are Responsible Employees (Required to Report)  
Some undergraduate students are required to report by virtue of their specific student employment to report instances of sexual misconduct, intimate partner violence, sexual harassment, or retaliation. Those undergraduate students required to report are as follows:

- Resident Assistants
- Student employees in the Department of Student Recreation and Wellness Services
- Student employees in the Department of Student Life including, but not limited to, student employees of the SOuRcE, Zips Program Network, Student Union Game Room, Marketing, Campus Programs, Serve Akron, Lead Akron, and the Student Union Information Desk
- Office of Multicultural Development Peer Mentors
- Choose Ohio First Peer Mentors

**b) Campus Security Authorities**

Campus Security Authorities are required to provide information regarding any report of a Title IX offense to UAPD to be included in the University's Annual Report of Crime Statistics and, if appropriate, for issuing a safety advisory (timely warning) or other emergency notification. A victim's name and other personally identifying information is not included in any safety alert or emergency notification. An institution is not required to issue a timely warning with respect to crimes reported to a pastoral or professional counselor. 34 C.F.R. §668.46(e)(2)

## VI. Prohibited Behaviors – Gender-Based Misconduct (Policy Violations)

Any person, regardless of gender, can be a target of these behaviors.

### A. Sexual Misconduct

The following behaviors are considered sexual misconduct and are criminal actions:

#### 1. Sexual Assault

A. As prohibited by Title IX of the Education Amendments Act of 1972 and as defined by the Federal Bureau of Investigation Uniform Crime Reporting System, sexual assault is defined as forcible and non-forcible sex offenses and includes:

##### (a) Rape

The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity. Carnal knowledge is defined as the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis).

##### (b) Sodomy

Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity.

##### (c) Sexual Assault with an Object

Use of an object or instrument to unlawfully penetrate, however slight, the genital or anal opening of the body of another person, without the consent of the victim, including instances

where the victim is incapable of giving consent because of his/her/their age or because of his/her/their temporary or permanent mental or physical incapacity. An object or instrument is anything used by the offender other than the offender's genitalia, e.g., a finger, bottle, handgun, stick.

(d) 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/their age or because of his/her/their temporary or permanent mental incapacity.

(e) Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

(f) Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

Sexual assault within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual assault occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

B. As prohibited by The University of Akron's rules or policies, sexual assault is any non-consensual sexual contact, non-consensual sexual intercourse, or sexual offenses prohibited by applicable federal, state, or municipal law.

- Non-consensual sexual contact is any intentional sexual touching, however slight, with any object by a person upon another person, that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts, or any other intentional bodily contact in a sexual manner.
- Non-consensual sexual intercourse is any sexual intercourse however slight, with any object, by a person upon another person, that is without consent and/or by force. Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, an oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

Sexual assault within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual assault occurs or within circumstances deemed by the University to affect adversely the University or its students and/or University employees.

## **B. Intimate Partner Violence/Interpersonal Violence**

The following behaviors are considered intimate partner violence or interpersonal violence and are prohibited:

### 1. Dating Violence

Dating violence is an act of violence committed by a person who is or has been in a romantic or intimate relationship with the complainant. The existence of such a romantic or intimate relationship

is determined by the length of the relationship; the type of relationship, and the frequency of interaction between the individuals involved in the relationship. Examples include but are not limited to:

- Threats of physical violence;
- Physical violence, including but not limited to: being slammed or held against a wall; being slapped, kicked, choked or burned; having an arm twisted, fingers bent or other action to intimidate or otherwise coerce behavior; · Threats or manipulation intended to control a party's behavior or isolate a party from their friends, families or loved ones;
- Limiting or controlling access to money or financial resources; or
- Action that causes a reasonable person to fear harm to self or others.

Dating violence within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the dating violence occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

Dating violence within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the dating violence occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

## 2. Domestic Violence

Domestic violence is an act of violence committed by:

- a. A current or former spouse or intimate partner of the complainant;
- b. A person with whom the complainant shares a child in common;
- c. A person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner.
- d. A person similarly situated to a spouse or the victim under the domestic/family violence laws of the jurisdiction,
- e. Any other person against an adult or youth victim who is protected from that person's act under the domestic/family violence laws of the jurisdiction.

Domestic violence within the jurisdiction defined by Title IX of the Education Amendments Act of 1972 must occur within locations, events or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the domestic violence occurs; or in any building owned or controlled by a student organization officially recognized by The University of Akron.

Domestic violence within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the domestic violence occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees adversely.

## C. Stalking

- A. As prohibited by Title IX of the Education Amendments Act of 1972 and defined by the Violence Against Women Act, stalking is engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person with similar characteristics, under similar

circumstances, to fear for the person's safety or the safety of others or suffer substantial emotional distress.

- Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking within the jurisdiction defined by Title IX of the Education Amendments Act 1972 must occur within locations, events, or circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the stalking occurs or in any building owned or controlled by a student organization officially recognized by The University of Akron.

B. As prohibited by University of Akron rules or policies, stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. Stalking includes repeatedly actively following, harassing, threatening, or intimidating another including by telephone, mail, electronic communication, social media, or any other action, device or method that purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death.

- Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the stalking or within circumstances deemed by the University to affect adversely the University or its students and/or University employees adversely.

#### 4. Battery

As prohibited by The University of Akron, battery is intentionally, or negligently, causing physical contact or bodily harm to another person because of a person's sex or gender.

Battery within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

### D. **Sexual Harassment**

As prohibited by applicable University of Akron rules and policies, sexual harassment is unwelcome sexual, sex-based, and/or gender-based verbal, written, electronic, and/or physical conduct that unreasonably interferes with an individual's work or education experience or creates an intimidating, hostile, or offensive working, educational or residential environment. Sexual Harassment includes but is

not limited to:

### 1. Quid Pro Quo

Explicitly or implicitly conditioning an individual's employment, academic status, or participation in an educational program or activity on the individual's submission to unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature made by a person having power or authority over the provision or denial of that employment, status, program, or activity.

### 2. Hostile Environment

Sexual, sex based, and/or gender-based verbal, written, electronic, and/or or physical conduct that a reasonable person would consider severe or pervasive and that unreasonably interferes with, denies, or limits an individual's ability to participate in or benefit from the University's educational programs, employment, and activities, or creates a hostile or offensive work, educational, or campus residential environment.

Examples include, but are not limited to:

- Jokes, unwelcome questions, or comments about a person's sexual history or sexual prowess;
- Unwelcome sexual name calling;
- Jokes or comments about a person's perceived failure to conform to a gender-based stereotype, for example teasing a male whom the individual believes appears feminine;
- Hanging or displaying sexually explicit photographs, drawings, posters, or desktop images in workspaces or public spaces;
- Sending unwelcome e-mails, texts, social media messages/comments of a sexual nature, or denigrating a particular gender identity;
- Jokes intended to deprecate a particular gender;
- Assigning tasks or work to an individual based on a belief related to gender roles, for example "that's women's work"; or
- Comments downplaying or ridiculing an individual's major or decision to attend college based on gender roles, for example "women shouldn't work" or "men can't be nurses."
- Watching or displaying of pornography in public campus locations.

Sexual harassment, within the jurisdiction defined by The University of Akron Gender-Based Misconduct Policy and Protocol, may occur within circumstances in which The University of Akron exercises substantial control over both the respondent and the context in which the sexual harassment occurs or within circumstances deemed by the University to adversely affect the University or its students and University employees.

## E. **Gender-Based Discrimination**

Gender-based discrimination is treating someone unfavorably because of that person's sex or gender. An example of gender-based discrimination is when a person is treated unfavorably in class, at work, or in housing due to social behavior such as the nonconformance of gender roles.

## F. **Retaliation**

Retaliation occurs when an individual or group intimidates, threatens, coerces, or discriminates against an individual(s) for the purpose of interfering with any right or privilege secured by Title IX or this protocol or because the individual(s) has made a report or formal complaint of a violation of University

policy, or testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing. A good faith pursuit of legal action or the exercise of rights protected under the First Amendment does not constitute retaliation.

## **Procedures to Address Retaliation**

The same procedures outlined in this policy to address all forms of gender-based misconduct will be used to address retaliation.

Those who engage in retaliation will face University disciplinary action up to and including suspension or termination. Formal complaints of retaliation should be reported to the Deputy Title IX Coordinator for Employees. At the Akron Campus reports are submitted to Mrs. Lenke, Deputy Title IX Coordinator for Employees, and those that occur at any of the regional campus locations, including those at the Wayne Campus, are submitted to Mr. Gordon Holly, Deputy Title IX Coordinator for Wayne College.

## **VII. Reporting Options**

### **G. Personally Reporting**

#### **1. Reporting to Deputy Title IX Coordinator**

Reporting to a Deputy Title IX Coordinator provides the complainant access to additional support, interim measures, and opportunities for investigations not available through confidential reporting and anonymous reporting options.

Reports may be submitted to a Deputy Title IX Coordinator from:

- responsible employees who are required to report.
- police who are reporting criminal conduct.
- bystanders and third parties who are concerned for the welfare of employees or students; and,
- employees who are sharing first-hand (witness) accounts of violations.

The University may be able to provide appropriate supportive measures no matter how long ago the alleged incident(s) occurred.

If the complainant is incapacitated for any reason and unable to report, a report should be made on their behalf.

#### **2. Confidential Reporting Options**

A complainant or respondent may speak confidentially to individuals in legally protected roles, including the following:

- Hope & Healing of Medina and Summit Counties, Student Recreation and Wellness Center, 246, (330) 972-6328.
- The University of Akron's Employee Assistance Program Provider ("EAP"). Information about the EAP can be obtained from Mrs. Emily Lenke at The Administrative Services Building, The University of Akron, Akron, OH, 44325-4733, emf22@uakron.edu (330) 972-6195.
- The University of Akron, Wayne College, Counseling and Accessibility Services, Wayne College and Boyer HPE Building, B112, Wayne College, Orrville OH (330) 972-8767.
- The University of Akron Health Services, Student Recreation and Wellness Center, 260, (330) 972-7808.
- Off-campus with clergy, counselors, physicians, and Sexual Assault Nurse Examiners (SANE).

A confidential report will not result in a report to law enforcement or a University investigation. It will not be reported to the Title IX Coordinator, a Deputy Coordinator, or to The University of Akron Equal

Employment Opportunity/Affirmative Action Office. A confidential report will not be included in the annual Campus Security Report.

### **3. Anonymous Reporting**

Anonymous reports will be accepted by The University of Akron.

Options for Anonymous reporting are available at <http://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot> and <https://secure.ethicspoint.com/domain/media/en/gui/61475/index.html>

The University's options for investigating or resolving anonymous reports may be limited because of the unique challenges presented, including the following:

- The University is not able to provide support or services to a complainant that has not been identified.
- The University may not be able to hold a student or employee responsible for an alleged violation of this policy because a respondent has a right to know the name of the reporter (or complainant if different from the reporter) as well as information regarding the nature of the formal complaint.

The University encourages all complainants to consider reporting to a Title IX Coordinator or choosing a Confidential Reporting Option.

## **H. Reporting Requirements of Responsible Employees**

Responsible employees have a duty to report gender-based misconduct. In addition, Ohio law requires those not in a legally protected role with knowledge of a felony to report it to law enforcement. All responsible employees also have an obligation to notify The University of Akron Police Department of a felony. For sexual misconduct, intimate partner violence, or interpersonal violence that may also constitute a criminal offense that occurred on The University of Akron campus, contact the University Police directly at (330) 972-2911 to file a police report. The University of Akron Police officers are trained to respond quickly, with sensitivity and compassion.

Employees at the Wayne College Campus should report to the Wayne College Campus Police at (330) 684-8910.

## **I. Third Party Reports**

Students, active bystanders, family, or other concerned individuals are not required, but are able to report gender-based misconduct. Reports from third parties will result in the Deputy Title IX Coordinator for Employees contacting the complainant as with all other such reports.

## **J. How to Submit a Report**

All concerns about sexual misconduct, intimate partner violence, sexual harassment, or retaliation should be reported to:

- Deputy Title IX Coordinator for Employees – Emily Lenke [emf22@uakron.edu](mailto:emf22@uakron.edu) (330) 972-6195.
- Deputy Title IX Coordinator for Wayne College – Gordon Holly [gholly@uakron.edu](mailto:gholly@uakron.edu) (330) 972-8740 (if the alleged conduct is related to a regional campus, including Wayne College).
- Deputy Title IX Coordinator for Students – Michael Strong [mstrong@uakron.edu](mailto:mstrong@uakron.edu) (330) 972-6048.
- Interim Title IX Coordinator - Mr. Michael Strong [mstrong@uakron.edu](mailto:mstrong@uakron.edu) (330) 972-6048.

Another easy and effective way to report Title IX violation is through The University of Akron's online reporting system at: [www.uakron.edu/title-ix/online](http://www.uakron.edu/title-ix/online). All online reports are transmitted electronically to the Title IX Coordinator and Deputy Title IX Coordinators

An employee who experienced gender-based misconduct (sexual misconduct, intimate partner violence, interpersonal violence, sexual harassment, or gender-based discrimination) should retain all communications from the respondent, including email, voicemail, text-messages, and social media communication.

For emergency situations, please contact The University of Akron Police Department by calling (330) 972-2911.

## **K. When Police Receive a Report**

Responsible employees are required to report criminal behavior; however, complainants are not required to speak with police. The University of Akron will comply with an employee's request for assistance in notifying the University of Akron Police. A report to The University of Akron Police or other law enforcement agency does not require the complainant to pursue a University investigation (formal complaint).

When the University of Akron Police Department receives a report of sexual misconduct or intimate personal violence, they will investigate the criminal behavior. The University of Akron Police will verify that a Title IX referral has been submitted and evaluate the available information to determine if a timely warning safety notification will be made.

When the University of Akron Police receive a report from a Deputy Title IX Coordinator on behalf of a complainant who does not wish to speak to the police, the Police, when possible, will defer to the request from a complainant for privacy.

Please note that a delay in reporting to police could weaken or result in a loss of evidence used to determine whether an individual is responsible for a criminal offense. In the State of Ohio individuals may have up to 20 years to file a sexual assault report with the police.

### **1. When an Employee is arrested for A Crime of Violence**

An employee arrested for certain criminal offenses, including rape, sexual battery, gross sexual imposition, and domestic violence, may be subject to a "1219" proceeding. "1219" refers to the section of Ohio law which provides for the suspension and termination of employees arrested and convicted of crimes of violence that occur on or affecting University persons or property. The initiation of a "1219" proceeding against an employee does not prohibit the University from investigating and taking University disciplinary action against the same employee under applicable University Rules/Policies for the same conduct that gave rise to the "1219" proceeding.

## **VIII. When a report is received**

If the investigation finds sufficient information exists to believe that gender-based misconduct has occurred, the University will take immediate and appropriate steps to stop the misconduct, prevent any further violations, remedy the effects of the misconduct, and prevent retaliation. Such steps may include increasing security in a designated space, no-contact directives, and/or required education/training of the respondent or department or campus training.

### **A. Outreach and Support from Deputy Title IX Coordinator for Employees**

Upon receipt of a report, the Deputy Title IX Coordinator for Employees will reach out to the complainant and request to meet to discuss support and to ensure the complainant is aware of and understands all available options.

The Deputy Title IX Coordinator for Employees provides the complainant with written notification of this policy and information about support services available to complainants.

No police report, formal complaint or investigation need occur before this support is available. A complainant can access these services at any time, even if the employee initially declined the service.

When a complainant meets with the Deputy Title IX Coordinator, or designee, they will discuss the report submitted, safety planning and any possible timely warning safety notifications. The complainants will also be offered personalized support through interim measures and will discuss possible formal

complaints (investigations) related to the report. Complainants have the right not to meet with the Deputy Title IX Coordinator, or designee, but are encouraged to do so.

To initiate support or report prohibited behaviors on the Akron campus, contact Ms. Emily Lenke, who serves as the Deputy Title IX Coordinator for Employees. Ms. Lenke is available during regular business hours and serves as the intake coordinator for all reports of gender-based misconduct involving non-students. Ms. Lenke can be reached at the Administrative Services Building, 138, The University of Akron, OH 44325-4733, (330) 972-6195 or [emf22@uakron.edu](mailto:emf22@uakron.edu).

Mrs. Emily Lenke serves as the intake coordinator for all reports of gender-based discrimination involving employees and third parties. Mrs. Lenke meets with both complainants and respondents and may implement interim measures of support for both parties, when necessary to stop and prevent the effects of gender-based discrimination. Mrs. Lenke processes complaints through the Equal Employment Opportunity and Affirmative Action Office. Mrs. Lenke can be reached at The Administrative Services Building, The University of Akron, Akron, OH, 44325-4733, (330) 972-6195 or [emf22@uakron.edu](mailto:emf22@uakron.edu).

To initiate support or report prohibited behaviors at a regional campus, including the Wayne College Campus, contact Mr. Gordon Holly who serves as the Deputy Title IX Coordinator for Wayne College. Mr. Holly is available during regular business hours and meets with students to discuss interim measures of support. When appropriate, Mr. Holly may coordinate support with Ms. Lenke at the main campus. Mr. Holly can be reached at Wayne College, Boyer HPE Building, E242, (330) 972-8740 or [gholly@uakron.edu](mailto:gholly@uakron.edu).

## **2. Discuss - Safety Planning**

The Deputy Title IX Coordinator will assist the employee with possible interim measures of support/protective measures such as:

- immediately attending to any medical needs. The Deputy Title IX Coordinator for Employees can assist in arranging an advocate to accompany the employee to the hospital, if requested by the employee.
- contacting a support person such as a friend or family member, if desired.
- obtaining a University, no contact directive or assist in referring the employee for a court-issued restraining order or other lawful order of protection.
- amending work schedules, when appropriate, to minimize the chances of contact with the respondent.
- changing of work locations or working conditions.
- transportation/parking options; and,
- discussing support such as safe escorts available through the University of Akron Police Department.

## **3. Timely Warning Safety Advisory**

If a report of a sexual misconduct or intimate partner violence indicates there is an immediate threat to the health or safety of persons on campus or that an on-going serious or continuing threat to the campus community exists, a timely warning will be issued to the campus community. When possible, complainants will be advised if the Deputy Title IX Coordinator anticipates a timely warning may be issued. An institution is not required to issue a timely warning with respect to crimes reported to a pastoral or professional counselor. 34 C.F.R. §668.46(e)(2)

#### **4. Privacy Protections**

Even if a complainant does not specifically request their information remain confidential, The University of Akron will seek to protect their privacy, to the extent possible. The Deputy Title IX Coordinator for Employees will discuss with complainants what information is confidential and what information is not. This discussion includes the privacy protections related to crime logs, annual security reports, timely warnings, police reports, evidence gathered during investigations and interim measures.

It is also possible that reports of gender-based misconduct are incomplete and submitted without all possible detail. The Deputy Title IX Coordinator will discuss with the complainant what information has been reported before providing an opportunity to disclose additional information.

#### **5. Personalize Support**

The Deputy Title IX Coordinator will assist the employee with interim measures of support which may include, but are not limited to:

- Information about medical and psychological resources available through the EAP.
- assistance in receiving academic support services including tutoring, if applicable.
- reporting criminal conduct to appropriate authorities.
- offering an alternate work location or work schedule.

Interim measures may also take the form of a personalized or expedited referral to campus resources. Employees are encouraged to seek support from such resources.

##### **a) Counseling**

Counselors at a variety of agencies both on and off campus can help a person decide what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling, and reporting to authorities. The University of Akron has rape crisis center advocates on campus. Information, support and advice are available for anyone who wishes to discuss issues related to sexual misconduct, intimate partner violence or sexual harassment; whether a report of gender-based misconduct has been submitted or if the person is seeking information on behalf of a complainant, witness or respondent.

##### **(1) On Campus Counseling Resources**

Professional staff members who are legally obligated to maintain confidentiality work at these offices. Meeting with one of these staff members will not initiate the reporting process.

- Hope & Healing of Medina and Summit Counties, Student Recreation and Wellness Center, 246, (330) 972-6328.
- The University of Akron EAP. Information about the EAP can be obtained from Mrs. Michelle Smith, Assistant VP, Human Resources, Administrative Services Building, The University of Akron, Akron, OH, 44325-0602, (330) 972- 5146 or msmith5@uakron.edu.
- The University of Akron, Wayne College, Counseling and Accessibility Services, Wayne College and Boyer HPE Building, B112, Wayne College, Orville OH (330) 972-8767.

##### **(2) Off Campus Counseling Resources**

Crisis intervention and assistance in reporting is available to victims/survivors 24 hours a day by calling:

- Hope & Healing of Medina and Summit County at 877-906-7272.

- The National Sexual Assault Telephone hotline 800-656-HOPE (4673). This hotline, operated by RAINN, connects a caller with a local RAINN affiliate organization based on the first six digits of the caller's phone number.
- Ohio Sexual Violence Helpline at 1-844-OHIO-HELP (1-844-644-6435). This helpline is a confidential, statewide hotline dedicated to serving survivors of sexual assault and relationship violence.
- OneEighty, Holmes and Wayne counties, 330-264-8498. Six major service programs: Addiction Services, Mental Health Services, Domestic Violence and Sexual Assault Services, Rape Crisis Center, Housing and Supportive Services and Prevention and Education Services.

**b) Medical Treatment**

A complainant targeted with sexual misconduct or intimate partner violence is urged to seek appropriate medical evaluation immediately after the incident.

For life-threatening conditions, call (330) 972-2911, or go to the nearest hospital emergency department.

The University Health Services also offers services through the Well Women's Clinic.

**c) Medical – Legal Evidence Collection**

A person who has experienced a violation is encouraged to request collection of medical/legal evidence. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution and/or a civil action against the respondent. Collection of evidence may involve interaction with police and a police report. It is the decision of the complainant whether to speak with the police or not, even if the police are notified about the alleged violation.

A free and confidential exam can be administered at most hospitals. The sooner the sexual assault is reported, the more likely important evidence will still be present. "Date rape" drugs may still be present in the complainant's system and should be tested for if the complainant believes they may have been drugged. To help preserve evidence that may assist in proving a formal complaint or obtaining a protection order, the complainant is encouraged to put any soiled clothes in a paper (not plastic) bag, and to refrain from the following:

- Bathing or douching
- Washing hands or face
- Urinating
- Drinking any liquids
- Smoking, eating, or brushing teeth (including mouthwash and flossing)

If an individual is uncertain about whether they want to report what has occurred, they can still have evidence collected. In cases of sexual assault, the police may be called to the hospital. The complainant can then decide whether to speak with the police at that time to report what has happened.

**d) Legal Assistance**

For legal assistance you may contact Community Legal Aid Services in Akron at (330) 535-4191 or the Akron Bar Association at (330) 253-5007. Legal services may include, but are not limited to, restraining orders, child support, custody, divorce, visitation restrictions, visa adjustments, and division of debts and property. There may be fees associated with some or all these legal services.

e) **Advocacy**

The Deputy Title IX Coordinator will assist the complainant in contacting the Hope & Healing of Medina and Summit County, or other local agency, if they request assistance with a personal advocate.

**6. Formal Complaints and Discipline**

The University of Akron recommends that all incidents of gender-based misconduct be investigated to the extent possible. A Deputy Title IX Coordinator will review available options for investigations with the complainant.

A Deputy Title IX Coordinator will assist the complainant in determining:

- If the respondent is a University of Akron student, faculty member, or staff member.
- What, if any, University of Akron rules/policies may have been violated.
- Which University investigation model (Equal Employment Opportunity/Affirmative Action or Student Conduct and Community Standards) is applicable.
- If criminal behavior is alleged, which police agency has jurisdiction.
- Reporting options to another college or university, if applicable.

A Deputy Title IX Coordinator will encourage, but not force, the complainant to consider participating in an investigation.

a) **Options for Investigation**

Complainants are provided information about possible criminal investigations as well as possible University investigations.

A criminal charge and a University investigation may be pursued at the same time, but they are two separate and distinct processes.

If a complainant requests an investigation, the Deputy Title IX Coordinator for Employees will assist the employee with submitting a formal complaint to the appropriate University department or police agency.

b) **When a Complainant Requests That an Incident Not Be Investigated**

The University has an obligation to promptly take steps to investigate or otherwise determine what occurred and then to take appropriate steps to resolve formal complaints, to the extent feasible, when it knows or reasonably should know about possible gender-based misconduct, from any source, regardless of whether a complainant declines to participate in the process or a respondent is a third-party or is no longer a University employee.

Reporters (or the complainant if different from the reporter) may request that a report not be investigated or that their identity remain confidential. In such cases, a Deputy Title IX Coordinator, in consultation with the Title IX Coordinator, will evaluate the request for confidentiality in the context of the University's commitment to provide a safe and non-discriminatory campus environment.

If the request for confidentiality or that a report not be investigated is granted, the University will not conduct a formal investigation.

However, under some circumstances, a Deputy Title IX Coordinator, in consultation with the Title IX Coordinator, may determine that, despite the request for confidentiality or that the report not be investigated, the University has an obligation to formally investigate a report, such as when there is a significant risk to the campus community. In this case the complainant will be informed of the decision to conduct a formal investigation.

(1) Evaluating Requests Not to Investigate

To evaluate a request for confidentiality or not to investigate a report, a Deputy Title IX Coordinator, in consultation with the University's Title IX Coordinator, may take appropriate steps to conduct a preliminary review into the alleged violation and weigh the request against the following factors:

- Seriousness of the alleged violation (including whether the violation involved the use of a weapon, other illegal activity, illegal drug or intoxicant, multiple respondents, etc.).
- Whether there have been other formal complaints or reports made regarding the respondent (e.g., a history of arrests, a record of misconduct at The University of Akron or other institutions).
- Respondent's right to access the formal complaint or report including the complainant's identity.
- Applicability of any laws requiring disclosure.
- Availability of other information to verify the formal complaint.
- Whether the circumstances suggest there is an increased risk of the respondent(s) committing additional Title IX violations (e.g., a pattern of behavior).
- Whether the respondent has threatened the complainant or others.
- Safety of the reporter and/or complainant.
- Safety of the campus community.

If the reporter (or complainant if different from the reporter) insists that their privacy be protected and that their name or other identifiable information not be disclosed to the respondent, a Deputy Title IX Coordinator will advise the reporter and/or complainant of the University's limited ability to respond to the report.

(2) Requests for Confidentiality Limit the Ability of the University to Investigate

A respondent has a right to know the name of the reporter (or complainant if different from the reporter) as well as information included in the formal complaint; thus the University may not be able to both investigate a report and maintain the confidentiality of the reporter (or complainant if different from the reporter).

The University may take other steps to limit (stop and prevent) the effects of the reported gender-based misconduct. The University will respond to formal complaints, reports, or information about incidents of gender-based misconduct to stop prohibited discrimination, eliminate any hostile environment, take steps to prevent the recurrence of the discrimination, and address any effects on campus or in the context of any University programs and activities regardless of location.

**c) Types of Investigations**

(1) University Investigations

The Deputy Title IX Coordinator for Employees will inform the complainant of their right to request an investigation through the Equal Employment Opportunity/Affirmative Action Office if the respondent is an employee or third-party. If the respondent is a student, the Deputy Coordinator for Students will notify the employee of their right to request an investigation. In this case the matter may be investigated by either The University of Akron Equal Employment Opportunity/Affirmative Action Office and/or The Department of Student Conduct and Community Standards. If the respondent is a third party, the Deputy Coordinator will assist the complainant in reporting the alleged conduct to the authorities in the appropriate jurisdiction.

The University of Akron will preserve the complainant's (and respondent's) privacy to the extent possible and permitted by law.

(a) *Student Conduct Investigation*

When the complainant(s) and the respondent(s) in a formal complaint are University of Akron students the Department of Student Conduct and Community Standards staff serve as the investigator(s) of the formal complaint. The Department of Student Conduct and Community Standards is located in Simmons Hall 302 and can be reached at (330) 972-6380.

(b) *Equal Employment Opportunity and Affirmative Action Investigation*

When the respondent in a formal complaint is a University of Akron faculty member, staff member, or guest of the University, the Director of The Office of Equal Employment Opportunity and Affirmative Action will serve as the investigator of the formal complaint. The Office of Equal Employment Opportunity and Affirmative Action is located in the Administrative Services Building Room 138 and can be reached at (330) 972-7300.

(2) **Police Investigations**

The University of Akron informs employees who have been the victim/survivor of sexual misconduct, intimate partner violence, or interpersonal violence of their ability to pursue criminal charges against the person or persons they believe to have committed the crime.

A Deputy Title IX Coordinator will assist the employee in filing a formal complaint with The University of Akron Police if on-campus or assist in referring the student to another appropriate police department, if off-campus.

If a police report has already been filed, a Deputy Title IX Coordinator may assist the employee in learning about the status of an investigation.

(3) **Legal Options**

Formal complaints may also be filed with the United States Department of Education, Office for Civil Rights. Additional information can be found at:

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

## **B. Available Interim Measures of Support, Protection, and Remedy**

Interim measures are issued to protect complainants and respondents from harm and to remedy the effects of gender-based misconduct. Interim measures may also be issued to protect the larger campus community from harm. Interim measures will be issued by a Deputy Title IX Coordinator after an evaluation to ensure the complainant and respondent are treated fairly and have equitable access to support through these measures.

Employees may, upon request, obtain interim support services from a Deputy Title IX Coordinator, such as changing work schedules, working locations and transportation circumstances. The University will make such accommodations or provide such reasonable protective measures if they are reasonably available. A Deputy Title IX Coordinator will exercise discretion and sensitivity about sharing the identity of the complainant when arranging for interim support services.

The Deputy Title IX Coordinator will maintain as confidential any support services or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the University to provide the support services or protective measures. There may be times when the University must disclose some information about the complainant to University faculty or staff to provide accommodations or protective measures. This information will be limited only to what and who is needed to complete the accommodation/protective measure(s). A Deputy Title IX Coordinator will determine what information will be disclosed and to whom based upon the request.

## 7. **No Contact Directives and Orders of Protection**

A Deputy Title IX Coordinator, the Rape Crisis Center of Medina and Summit County, as well as The University of Akron Police Department may assist the employee in obtaining a “no contact” directive, an order of protection, or a restraining order.

### a) **University of Akron - No Contact Directive**

A University of Akron “No Contact Directive” can be requested following a report of sexual misconduct, intimate partner violence or sexual harassment. The directive may also be requested upon the initiation of or at any point during an investigation of a formal complaint. This request can be made to a Deputy Title IX Coordinator.

No contact directives can be requested by complainants or respondents.

Any violation of a No Contact Directive should be reported immediately to a Deputy Title IX Coordinator. A violation of a “No Contact Directive” may result in a referral to the Equal Employment Opportunity/Affirmative Action Office for possible rule/policy violations even if a formal complaint has already been made.

### b) **Criminal – Temporary Protection Order**

Upon request, a Deputy Title IX Coordinator, The University of Akron Police, or a Rape Crisis advocate may assist complainants in requesting protection or restraining orders.

An individual who believes they have been the victim of a crime can request a court-issued order from the jurisdiction in which the crime took place and/or the accused individual is located.

Temporary Criminal Protection orders can be requested through the appropriate police departments and/or criminal court. These orders can be issued during an active criminal case against an alleged offender for a specific duration.

For additional information or to request a criminal protection order contact:

- The University of Akron Police Department, (330) 972-2911.
- Criminal Courts: Summit County Court of Common Pleas; Akron Municipal Court.

After a court order is issued, the protected party should provide a copy of the court order to the Deputy Title IX Coordinator for Employees. The University of Akron will comply with a lawful order of protection upon receipt of the order.

Any violation of a court-issued order should be promptly reported to the police.

### c) **Civil Protection Order**

Upon request, a Deputy Title IX Coordinator, The University of Akron Police, or a Rape Crisis advocate may assist complainants in requesting protection or restraining orders.

An individual who has experienced or believes they are at risk of experiencing violence, threats, or abuse may apply for a civil protection order. Protection orders may be issued following reports of: domestic violence and stalking or sexually-oriented offense. Civil protection orders can be obtained through local courts, depending upon the location of the incident/accused individual.

After a court order is issued, the protected party should provide a copy of the court order to the Deputy Title IX Coordinator for Employees. The University of Akron will comply with a lawful order of protection upon receipt of the order.

Any violation of a court-issued order should be promptly reported to the police.

## **IX. Police Investigations**

A respondent who commits a crime may be subject to criminal prosecution and/or civil litigation as well as disciplinary action by The University of Akron. A police report must be made for criminal prosecution to be considered by the local prosecuting attorney. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical and/or legal evidence.

### **A. Concurrent Investigations**

In certain circumstances the University may need to briefly suspend the investigation of a formal complaint at the request of law enforcement while the law enforcement agency is in the process of gathering evidence. The University will maintain regular contact with law enforcement to determine when it will begin/resume its investigation, usually after the law enforcement agency has completed the evidence-gathering process, or sooner if the University determines that the evidence-gathering process will be lengthy or delayed. The University will not wait until the ultimate outcome of the criminal investigation to begin or complete its own investigation of a formal complaint.

### **B. If a Complainant Stops Speaking with Police**

The University of Akron Police Department will not close an investigation due to non-cooperation of a complainant without first providing time to respond that is adequate and reasonable under the circumstance. Nor will University police personnel prohibit the complainant or others from discussing a formal complaint. Support services and resources are available regardless of criminal charges, participation in a University investigation, or University disciplinary action.

## **X. Code of Student Conduct**

### **A. Review and investigation**

Title IX formal complaints involving complainant(s) and respondent(s) that are University of Akron students will be investigated by the Department of Student Conduct and Community Standards (SCCS).

Previously, the University would not mediate sexual misconduct, interpersonal violence, or intimate partner violence formal complaints, but this changed with the new Title IX regulations on August 14, 2020. The complainant and respondent now has the right to request informal resolution for any student-on-student formal complaint.

The purpose of the investigation is to ascertain whether sufficient information exists to support the formal complaint and specifically to determine if the respondent has violated the Code of Student Conduct or other University Rules; and if so, to determine what responses need to occur. The investigation is conducted in good faith to provide a prompt, adequate, reliable, equitable, and impartial investigation of the formal complaint.

The University reserves the right to pursue disciplinary action if the University believes there is sufficient information to proceed without the participation of the reported complainant.

Prior to the resolution of a Title IX formal complaint, and to ensure compliance, the Title IX Coordinator will review any proposed resolution (finding and sanctions, if any).

Even absent a finding of responsibility for a Title IX violation, the University may still institute remedial actions deemed necessary to remedy any effects, including but not limited to, education/training.

### **B. Notice and Due Process**

The complainant and respondent have the right to be accompanied by an advisor of their choice, including an attorney or advocate, to any related meeting or proceeding. The role of the advisor is only

to be present to advise; they will not be permitted to interject during the meeting. If the advisor is determined to be unreasonably interfering with the investigation, they may be asked to leave.

The complainant and respondent will have equitable and timely access to information being considered in the investigation process.

The complainant and respondent are entitled to the same opportunity to file a written statement, to submit relevant information/evidence, and to identify relevant witnesses.

The investigator will contact the parties and witnesses to establish interview times and locations, as necessary.

Confidential medical/counseling records and information regarding a student's sexual history with others will not be provided to the other party without written consent.

The investigator will prepare an investigative summary of the findings of the investigation. The complainant and the respondent will both be provided with a copy of the investigative summary. Both parties will be given timely and equal access to information that will be used during any subsequent Student Conduct meetings and/or hearings.

If the investigator determines that sufficient information exists to support an allegation that the respondent has violated university rules and the respondent admits responsibility for violating university rules, the investigating officer shall issue a sanction or sanctions.

If the investigator finds there is not sufficient information to support that a violation of the Code of Student Conduct occurred, no disciplinary action may be initiated. The failure of an investigator to find sufficient information for a violation of the Code of Student Conduct is not the same as filing a false report.

### **C. Disciplinary Hearings**

If the investigator determines that sufficient information exists to support a violation of the Code of Student Conduct, and the respondent does not admit responsibility, the case shall be referred to a university hearing board for resolution. The detailed procedures for the university hearing board appear in the Code of Student Conduct at: <http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

The University will accommodate concerns for personal safety, well-being, and/or concerns regarding confrontation among the complainant(s), the respondent(s) and other witnesses by providing separate facilities, by using audio and or video-conference technology.

The complainant and the respondent will be informed in writing of the outcome of the hearing and their right to appeal.

### **D. Disciplinary Sanctions**

Student sanctions vary depending on the severity of the violation and are commensurate with the violation(s) found to have occurred. In cases where sexual misconduct is found to have occurred, the University will determine appropriate, enforceable sanctions and other measures reasonably calculated to stop the harassment and prevent its recurrence. More than one sanction may be imposed for any single violation. Individual circumstances, attitude, and prior conduct history are some of the factors that are considered when determining the sanction(s). Pursuant to Code of Student Conduct 3359-41-01(F)(c), sanctions include:

- Deactivation - a student organization's loss of all privileges, including university recognition, for a specified period of time.
- Educational sanctions - other appropriate sanctions may be imposed, including but not limited to substance use assessments, mental health assessments, workshops, work assignments, essays, community service, residence hall actions up to and including cancellation of contract, or other related discretionary sanctions including academic consequences for academic misconduct.
- Fine - monetary charge assigned for a violation in accordance with the schedule approved by the board of trustees:
  - Administrative Fee - Fact Finding \$50.00
  - Administrative Fee - Hearing Board \$75.00
  - Alcohol Violation Fine - 1st Offense \$50.00
  - Alcohol Violation Fine – 2<sup>nd</sup> Offense \$100.00
  - Alcohol Violation Fine – 3<sup>rd</sup> Offense \$150.00
  - Drug Violation Fine – 1st Offense \$100.00
  - Drug Violation Fine - 2nd Offense \$150.00
  - Drug Violation Fine - 3rd Offense \$250.00
  - Violent/Threatening Behavior Fine \$150.00
  - Theft Fine \$150.00
  - Weapons Fine \$150.00
  - Drug Sales/Distribution Fine \$150.00
  - Other Fines up to \$250.00
  - Restitution Fine (cost plus 20%)
- Formal reprimand - a notice in writing to the student that the student is violating or has violated university regulations and that future violations will result in further charges and sanctions.
- Loss of privileges - denial of specified privileges for a designated period of time.
- Probation - probation is imposed for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any university regulation(s) during the probationary period. Students shall not be considered to be in good standing with the university until the probationary period has ended. Probation may affect a student's ability to participate in athletics, serve in a leadership capacity in a student organization or act as a representative of the University of Akron.
- Revocation of an academic degree.
- Revocation of admission (for violations that occur prior to the student's first-class attendance.)
- Restitution - compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- University suspension - separation of the student from the University for a specified period of time, after which the student is eligible to return. Conditions for readmission may be required.
- University dismissal - permanent separation of the student from the University.

## **E. Appeal Process**

Both the complainant and respondent have the right to appeal and the procedures following an appeal are defined in the Code of Student Conduct. Both parties will be given the opportunity to participate equally in the appeal process. The grounds for appeal are to determine whether there was a misapplication or misinterpretation of the rule alleged to have been violated; to determine whether the hearing was conducted in violation of procedural requirements set forth in the Code of Student Conduct, and whether these violation(s) could have affected the outcome of the hearing; to determine whether

(based solely upon a review of the original hearing record) there was a reasonable basis for the hearing board's or conduct administrator's conclusion that a violation of the Code of Student Conduct had been proven by the applicable standard of the evidence; to determine whether the sanctions imposed were grossly disproportionate to the violations of the Code of Student Conduct for which the appellant(s) was found responsible; or to consider new evidence unavailable to the appellant(s) at the time of the hearing, which is sufficient to alter a decision. Notice of the outcome of the appeal will be provided to the complainant and respondent.

## **F. Interim Suspension**

During any stage of the investigation, if the investigator reasonably suspects that a student's continued presence on campus disrupts the good order and discipline of the university or poses a threat to the student's own physical or emotional safety or to that of others, the investigator will notify the President or his designee. If the President, or designee, determines that such a threat exists, this individual may suspend the student immediately, pending the hearing. This interim suspension does not replace the regular conduct process.

Interim suspensions may prohibit the student from all or part of University property and activities or permit the student to remain only under specified conditions (e.g., no-contact directives). See the Code of Student for the detailed procedures regarding interim suspensions:

<http://www.uakron.edu/ogc/UniversityRules/pdf/41-01.pdf>.

## **XI. University Investigations**

### **A. Review and investigation**

Title IX formal complaints involving respondents who are employees of The University of Akron will be investigated by the Equal Employment Opportunity and Affirmative Action Office (EEO/AA).

A formal complaint involves an investigation, when appropriate, and will conclude with a written finding providing whether, by a preponderance of the evidence, there has been a violation of The University of Akron's Sexual Harassment and/or Affirmative Action Policy. A formal complaint can be made with the Office of EEO/AA. The investigation is conducted in good faith to provide a prompt, adequate, reliable, equitable, and impartial investigation of the formal complaint. The Office of EEO/AA also investigates allegations of retaliation, as defined by this Policy.

Note: In some instances, the parties may agree to an informal resolution. The main purpose of an informal resolution is to stop the offending behavior. Some examples of an informal resolution may include, but are not limited to, educational counseling with the respondent, or disciplinary action against the responsible employee. An informal approach does not result in finding a policy violation. An individual may choose to advance to the formal process at any time. Incidents of sexual assault will not be subject to an informal resolution.

Prior to the resolution of a formal Title IX complaint, and to ensure compliance, the Title IX Coordinator, or relevant Deputy Title IX Coordinator, will review any proposed resolution (finding and sanctions, if any). The failure of an investigator to find sufficient information for cause is not the same as filing a false allegation.

Even absent a finding of responsibility for a Title IX violation, the University may still institute remedial actions deemed necessary to remedy any effects of the alleged incident, including but not limited to, education/training.

Title IX formal complaints involving complainant(s) and respondent(s) that are University of Akron students will be investigated by the Department of Student Conduct and Community Standards (SCCS). The complaint process for students is outlined in the Title IX Reporting Protocol for Students at: [www.uakron.edu/title-ix/students](http://www.uakron.edu/title-ix/students).

## **B. Notice and Due Process**

The complainant and respondent have the right to be accompanied by an advisor of their choice, including an attorney or advocate, to any related meeting or proceeding. The role of the advisor is only to be present to advise; they will not be permitted to interject during the meeting. If the advisor is determined to be unreasonably interfering with the investigation, they may be asked to leave.

The complainant and respondent will have equitable and timely access to information being considered in the investigation process.

The complainant and respondent are entitled to the same opportunity to file a written statement, to submit relevant information/evidence, and to identify relevant witnesses.

The investigator will contact the parties and witnesses to establish interview times and locations, as necessary.

Confidential medical/counseling records and information regarding an employee's sexual history with others will not be provided to the other party without written consent.

The investigator will prepare a written report of the findings of the investigation. The complainant and the respondent will both be provided with a copy of the final investigative report.

If the investigator determines that, based on a preponderance of the evidence, a violation of the Sexual Harassment Policy and/or Affirmative Action Policy has occurred, the investigating officer shall provide a copy of the investigative report to the respondent's immediate supervisor, the Dean of the relevant College, Talent Development & Human Resources, and any other relevant individuals, to issue an appropriate sanction or sanctions.

The failure of an investigator to find a rule/policy violation is not the same as filing a false report.

## **C. Disciplinary Sanctions**

Employee sanctions vary depending on the severity of the violation and are commensurate with the violation(s) found to have occurred. In cases where sexual misconduct is found to have occurred, the University will determine appropriate, enforceable sanctions and other measures reasonably calculated to stop the harassment and prevent its recurrence. More than one sanction may be imposed for any single violation. Individual circumstances and prior conduct history are included in the factors that are considered when determining the sanction(s).

Sanctions include, but are not limited to, the following:

- Verbal reprimand – a documented verbal notice to the employee that the employee has violated university rules/policies and that future violations will result in progressive disciplinary action.
- Formal reprimand - a notice in writing to the employee that the employee has violated university rules/policies and that future violations will result in progressive disciplinary action.
- Loss of privileges - denial of specified privileges for a designated period of time.
- Suspension - separation of the employee from the University for a specified period of time, after which the employee is eligible to return.
- Termination - permanent separation of the employee from the University.

## **D. Appeal**

Either party may appeal the investigator's findings to the Associate Vice President for Human Resources within five (5) business days from the date of the findings. Appeals must be filed in writing and will be reviewed using an abuse of discretion standard. Under this standard, the Associate Vice President for Human Resources does not substitute their judgment for that of the investigator, but rather looks to whether the investigator exercised sound and reasonable decision making or acted unreasonably. Any

recommended corrective action will be delayed during the appeal. Appeals may be filed for the following reasons:

- Misapplication or misinterpretation of the rule/policy alleged to have been violated;
- Violation of procedural requirements set forth in the rule/policy that may have affected the outcome of the investigation;
- Whether there is a reasonable basis to support the investigator's findings that a violation of the rule/policy was established by a preponderance of the evidence; or
- To consider new evidence that was unavailable to the individual at the time of the investigation, and which is sufficient to change the decision. Notice of the outcome of the appeal will be provided to the complainant and respondent.

The Complainant, the Respondent, and the EEO Office will be notified of the outcome of the appeal.

## **E. Interim Measures**

During any stage of the investigation, if the investigator reasonably suspects that an employee's continued presence on campus presents a safety threat to the university community or a threat to the employee's own physical or emotional safety, the investigator will notify the University of Akron Police Department, the Deputy Title IX Coordinator for Employees and the Title IX Coordinator. If it is determined that such a threat exists, the employee may be placed on administrative leave immediately, pending the investigation. This administrative leave does not replace the regular investigation process.

Administrative leave may prohibit the employee from all or part of University property and activities or permit the employee to be present on campus only under specified conditions (e.g., with a police escort).

## **XII. Education and Prevention**

By providing resources for prevention, education, support, investigation, and a fair disciplinary process, The University of Akron seeks to eliminate all Title IX violations.

### **A. Sexual Assault and Violence Education (SAVE) Team Initiatives**

The SAVE team, Office of Student Success, in collaboration with the Title IX Coordinator, creates, supports, and evaluates educational and support programs aimed at the eradication of Title IX violations involving the University of Akron. To support these programs, the Deputy Coordinator for Students at Akron's main campus coordinates campus-wide Title IX violation education, awareness, and prevention programs. These educational opportunities are available for both students and employees.

Through this commitment, the Office of Student Success educates the campus community on the following:

- Title IX Protocol and the University's commitment to enforce it.
- Code of Student Conduct, including the applicable Title IX Code violations.
- The definitions of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of VAWA and the Clery Act.
- Steps to minimize individual risk of sexual assault, sexual misconduct, domestic violence, dating violence and stalking, including crime reduction tips, safety tips, and healthy relationship education.
- Process and responsibility for reporting Title IX violations.
- How to recognize and obtain consent for sexual activity.
- Resources for those who have been victim/survivors of Title IX violations as well as for those accused of Title IX violations.

- How to be a knowledgeable and supportive peer presence, including bystander intervention education training.
- On-going wellness promotion programs that address issues including but not limited to sexual health and wellness, healthy relationships, violence prevention, and drug and alcohol education.
- Comprehensive, ongoing, universal campus-wide campaign committed to creating an environment that promotes responsibility, dignity, and respect.

## **B. Campus Orientation Programs**

The University of Akron requires all incoming employees to complete an online education program through the education technology company Everfi which addresses conduct that falls under Title IX, prevention training and their obligations under Title IX. They have access prevention and awareness programming. Targeted training sessions are provided to various departments and colleges including but not limited to the Athletics Department and Residence Life and Housing. Trainings are also provided by EEO/AA and/or the Title IX Coordinator(s), upon request.

The University of Akron Police foster a safe and non-discriminatory campus environment by doing the following:

- Providing safety and security patrols as part of regular University police/regional campus security responsibilities.
- Including Title IX Protocol information on its website and directly to victim/survivors who elect to file a police report.
- Provide survivor centered investigatory techniques.
- Accurately maintain and report statistics of Title IX violations as required by the Clery Act.
- Provide sufficient emergency phones and cameras throughout campus.

## **C. Office of Violence Against Women (OVW) Grant**

The Justice Department's Office of Violence Against Women (OVW) awarded The University of Akron a grant to reduce sexual violence, domestic violence, dating violence and stalking on campus. The grant will be available for three years during which funds will support a Coordinated Community Response Team. The team has four grant mandated goals on which to focus: 1.) implementation of universal prevention strategies, including training for faculty and staff, 2.) training for campus law enforcement, other first responders, and student conduct hearing board members, 3.) building upon a coordinated community response to violation, including Akron Police Department, Rape Crisis Center, and other internal and external partners, and 4.) mandatory bystander and prevention education for all new students.

## **Timely Warnings**

### **Safety Advisory**

In the event that a crime is reported on The University of Akron campus, or on public property surrounding campus, and in the judgment of The University of Akron Police Department (UAPD) that crime constitutes a serious or on-going threat to the campus community, a Safety Advisory is issued by the University. The purpose of a Safety Advisory is to provide to individuals information about the incident that will: enable persons to protect themselves; heighten safety awareness; aid in the prevention of similar crimes; and seek information that will lead to an arrest and conviction of the perpetrator.

Whether an incident triggers the need for a Safety Advisory is considered on a case-by-case basis. Factors that

are considered include:

- the type of alleged crime (including whether the offense is a Clery reportable offense);
- the facts of the incident (including where and when the incident occurred);
- when the incident was reported; and,
- the extent of information known by UAPD.

(For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other University of Akron community members and a Safety Advisory would not be necessary. In cases involving sexual assault, if the report of the assault is reported long after the incident occurred, there may not be the ability to distribute a “timely” warning notice to the community.)

Every attempt will be made to distribute a Safety Advisory soon after the incident is reported; however, the release of the Safety Advisory is subject to the availability of facts concerning the incident. The decision to issue an advisory will be made by the University's Assistant Vice President for Campus Safety/Police Chief or designee, with notice to the Vice President for Finance and Administration/CFO, The Vice President for Student Affairs and the chief communications officer. Other University offices may be consulted as necessary.

Safety Advisories are distributed to students, and employees via a blast e-mail and are posted on the University's Safety website. Safety Advisory e-mails typically include:

- A succinct statement of the incident,
- Possible connection to previous incidents, if applicable,
- Date and time the bulletin was released,
- Other relevant and important information,
- Appropriate safety tips, and
- Physical description of the suspect, when sufficient detail exists to help identify suspects or groups of suspects. Such detail may include a combination of gender, race, clothing, height, body type, build, accent, tattoos, hair color, facial hair, or other unique identifying characteristics.

Safety Advisories shall not include the names of victims.

The University issued a notification to the campus community regarding the first confirmed case of COVID-19. In addition, The University of Akron, in partnership with Summit County Public Health, introduced a COVID-19 testing program to help protect and promote the health and safety of our campus community. A banner was also added to the university home page regarding any COVID-19 updates. The information included the website of the Center of Disease control, what to do scenarios for students and staff, vaccination information and requirements, vaccine status, testing options, mask requirements, vaccination reporting, receiving a vaccination, testing for those not vaccinated, reporting a positive COVID test, symptoms or exposure, meeting and events, visitors to campus, travel policies, international, allocation reporting, student services and support, and dashboard including positive case rate, active cases, course delivery modes and more.

## Emergency Notification and Response

### Emergency Messaging System – Notification of an Immediate Threat

In the event of an emergency, The University of Akron will initiate notification to its campus without delay and taking into account the safety of the community. The University of Akron maintains multiple systems for alerting students, faculty, and staff about campus emergencies:

- text messaging via [Z-Alert](#),

- our UA mobile app, [available for free](#),
- the University website, and
- email.

In addition, in the case of an emergency the University can activate an announcement via a public announcement system and can communicate with most buildings through voice announcements from the UAPD dispatch center through each building's fire alarms system. The University also may elect to alert the media to obtain assistance in disseminating information.

Emergency messaging primarily will be used for situations that pose an immediate threat to the health or safety of students or employees on campus or for an event that necessitates the closing of an entire campus (e.g., severe weather, chemical spills, fires and crime.) Emergency messages about criminal activity generally will not be sent unless it is determined that there is an imminent threat of danger on a case-by-case basis. In those cases where a crime has been reported and UAPD determines that although there is no imminent threat, but the crime still represents a serious or ongoing threat to the campus community, a Timely Warning/Safety Advisory will be issued.

The emergency messaging system is provided in addition to existing emergency notification procedures and does not replace or eliminate any other emergency notification system (e.g., fire alarms, tornado sirens.) The University will provide follow-up information to the community as appropriate, including via the University's website. Centralized announcement capabilities in necessary locations were added in February 2018.

Any individual may report an emergency to The University of Akron Police at 330-972-2911 or by using the UA Mobile app.

## **Emergency Notification Procedures**

If UAPD confirms there is an imminent threat to the health or safety of some or all of the members of the campus community (e.g. tornado, criminal activity), UAPD may direct its police dispatch to send a text message and to activate the indoor and outdoor audible warning systems. In this scenario, UAPD Chief, Dale Gooding collaborates with Tammy Ewin, Vice President, Chief Communication and Marketing Officer, and John J. Reilly, Associate Vice President and Deputy General Counsel Assistant Secretary, Board of Trustees and will determine the content and audience for the message. Bob Kropff, Senior Director of Integrated Communications is the designated individual that will send the emergency notification through university email and Z-Alert. If there is not an imminent threat of danger, but circumstances still warrant an emergency notification, UAPD may consult with UAPD Chief, Dale Gooding collaborate with Tammy Ewin, Vice President, Chief Communication and Marketing Officer, and John J. Reilly, Associate Vice President and Deputy General Counsel Assistant Secretary, Board of Trustees (and other offices as necessary), which, in consultation with UAPD, will determine the content of the message and will use some or all of the methods described above to communicate to the campus community or appropriate segment of the campus community.

In either scenario, the University will, without delay and taking into account the safety of the community, determine the content of the emergency message (notification) and initiate the emergency messaging (notification) system, unless issuing a message (notification) will, in the professional judgment of UAPD or other responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency situation.

The warnings typically consist of the following elements: a short description and location of the incident; actions the recipient needs to take to avoid harm; and how follow-up information will be provided.

### **Emergency Notification v. Timely Warning**

If there is an immediate threat to the health or safety of students or employees occurring on campus, The University of Akron will follow its Emergency Communication Procedures. No additional Safety Advisory (i.e. Timely Warning) based on the same circumstance will be issued. Follow-up information will be disseminated to the community as available and as needed.

### **Additional Communication**

In the event of a significant on-campus emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff, the University will also post information on its home page. University Communications and Marketing is charged with notifying the media in the event of an emergency. Updated information will be posted to the University's website and provided to the media as available.

### **Annual Publication**

General information about the University's response and evacuation procedures is publicized each year as part of its Campus Safety Report, which is published as part of its compliance with the Clery Act.

## **Emergency Response Procedures and Testing Emergency Response/Evacuation Procedures**

### **Emergency Response Procedures**

The University of Akron has established a Comprehensive Emergency Management Plan (CEMP) to provide an all-hazards approach for managing its response to emergencies or disasters that threaten the safety and well-being of the University's community or disrupt its programs and operations. The University also has established an Emergency Operations Group (EOG) to carry out its CEMP. Large-scale emergencies require a coordinated response effort between the University and local emergency response agencies, and the CEMP provides the policies, procedures, responsibilities and organizational structure to response to emergencies and disasters, both for planning and during and in the event of an emergency incident.

The CEMP is activated when a significant emergency or dangerous incident occurs on campus. The first University safety force member on scene will assess the situation, including: the type of incident; the number of people, vehicles or buildings involved; the number of injured people and type of injuries; and whether the situation presents an immediate threat to the health or safety of students and employees. If the situation presents an immediate threat, the UAPD Dispatch Center, under the direction of the Assistant Vice President of Campus Safety - Chief of Police (or designee) and with notice to the Manager of the Executive Management Group, will initiate the CEMP by immediately contacting the University's Chief Communication Officer (CCO) and Emergency Management Coordinator (EMC), who will distribute necessary notifications and activate the Campus Emergency Operations Center.

If the University President or Board of Trustees determines that unsafe conditions warrant the declaration of a state of emergency, President (or designee) may issue a state of emergency, consistent with the authority of Ohio Revised Code Chapter 3345.26 and applicable University Rules. Prior to the issuance of the emergency proclamation, the President should consult with Assistant Vice President of Campus Safety or designee, and if possible, notify members of the UA Board of Trustees and to discuss the proclamation of the State of Emergency. When issued, the EOG Manager immediately shall notify the Summit County Emergency Management Agency (SCEMA).

### **Testing Emergency Response and Evacuation Procedures**

The indoor fire alarm mass notification system and outdoor warning system are tested on a monthly basis. E-mail, the telephone announcement line and the digital tools are in regular use. A text-only home page has been developed and it is ready to be activated if needed during an emergency. System tests are pre-announced. The campus is informed at the beginning of the academic year of the tests of both the indoor and outdoor warning systems.

Campus safety services also conduct tests of emergency response procedures on at least an annual basis. The tests typically are announced. The Department of Environmental and Occupational Health and Safety (EOHS) coordinates at least one announced or unannounced emergency preparedness exercise per year and conducts follow-through activities designed for the assessment and evaluation of emergency plans and capabilities, and documentation of the tests is maintained by the University’s Department of Environmental and Occupational Health and Safety. The University also includes this description of Emergency Response procedures annually in its campus safety report and in conjunction with at least one test per year.

Evacuation fire drills are coordinated by EOHS each semester for all residence hall facilities to prepare students, staff, and other building occupants for an organized evacuation in case of an emergency. Evacuation routes are contained in the Student Staff Emergency Manual. Students are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. In addition, the Student Staff Emergency Manual contains details and locations of the Community Check Points. Designated locations for long-term evacuations are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. UAPD, Student Affairs staff and Residence Life and Housing staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Evacuation drills for residence halls are monitored by EOHS and Residence Life and Housing staff. Recommendations for improvements may be submitted to the appropriate departments/offices for consideration. The University of Akron has protocols for assisting people who require accommodations for safe evacuation.

In an effort to further enhance campus safety at The University of Akron, the University also is replacing and expanding its surveillance infrastructure system to assist the University of Akron Police Department with preventing crime and solving those that occur. The University has committed to updating police equipment including cruisers, computers, tasers, and personal protective equipment as well as Narcan, trauma kits, and Automate External Defibrillators.

## Emergency Preparedness Exercises

Conducting emergency exercises is an integral piece of the Comprehensive Emergency Management Program at The University of Akron, which offers opportunities to examine and improve emergency response protocols. Information about previous exercises and after-action reports is available by contacting the Emergency Management Office at 330-972-2633.

Date of Exercise	Type of Exercise	Announced or Unannounced	Description
12/16/20	Tabletop	Announced	UA’s Office of Emergency Management conducted a tabletop exercise (TTX) for the University’s three

	Exercise		<p>emergency management groups EOG, IMT, EMG, and Summit County Public Health.</p> <p>The exercise was a facilitated scenario-based discussion utilizing Power Point presentation that was focused on Covid-19 surge possibly occurring on campus during the first couple of weeks of the spring 2021 semester.</p> <p>The purpose TTX was to examine issues and capabilities related to pandemic response and to evaluate current business continuity practices at The University of Akron's Akron Campus.</p> <p>The final decision was made by the EMG not to evacuate the campus.</p>
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### Missing-student notification policies and procedures

Any person who believes a current University of Akron student is missing should notify The University of Akron Police Department (UAPD) at 330-972-2911. In the event another University office receives a report of a missing student, that office is responsible for notifying The University of Akron Police Department, which will make the determination as to whether a student is missing. The University will inform local law enforcement no later than 24 hours after a student has been determined to be missing.

When students move into their residence halls, they will be given the opportunity to identify a confidential contact, who will be contacted by the institution in the event that the student is determined to be missing for more than 24 hours. If a student is under the age of 18 or is not an emancipated individual, the University is required by law to contact the students' custodial parent or legal guardian no later than 24 hours after the student has been determined to be missing.

Unless otherwise required by law, contact information only will be accessible to authorized campus officials and law enforcement personnel as part of a missing person investigation. However, should an un-emancipated student under the age of eighteen be determined as missing, in addition to notifying the designated contact person, the University is required by law to notify the custodial parent or guardian within twenty-four (24) hours of such determination.

Should anyone believe that a student has been missing for more than twenty-four (24) hours, s/he immediately should contact UAPD or a Residence Life and Housing or Student Affairs staff member, who immediately will contact UAPD. UAPD will investigate the missing student report. If the student is not located during the ensuing twenty-four (24) hours, or sooner as conditions may dictate, the University will notify the City of Akron Police Department as well as the student's confidential contact person (and/or parent as necessary.)

### Campus Sex Crime Prevention Act information

The responsibility for tracking persons in Ohio who have been designated as registered sex offenders is assigned to the sheriffs of the various counties. The following websites contain information about registered sex offenders for geographic areas covered by this report.

The Office of the Ohio Attorney General: <http://www.icrimewatch.net/index.php?AgencyID=55149>

- Summit County Sheriff: [http://www.sheriffalerts.com/cap\\_main.php?office=5398](http://www.sheriffalerts.com/cap_main.php?office=5398)
- Wayne County Sheriff: <http://www.waynecountysheriff.com/sexoffenders.htm>
- Medina County Sheriff: [http://www.medinasheriff.com/important\\_disclaimer.htm](http://www.medinasheriff.com/important_disclaimer.htm)
- Holmes County Sheriff: <http://www.holmescountysheriff.org/sex-offenders/>
- Cuyahoga County Sheriff: <http://sheriff.cuyahogacounty.us/en-US/Sexual-Offender-Unit.aspx>

## Drug Abuse Prevention Information

### Drug Free Schools and Communities Notice

The issue of drug abuse, misuse, and dependency concerns the entire University community, as well as our surrounding environment. The Drug Free Schools and Communities Act Amendment of 1989 Policy (Public Law 101-226) is federal legislation developed to eliminate illicit drugs and to initiate the intelligent use of alcohol on all college campuses, schools, and communities. The University of Akron is concerned with the quality of life on campus and believes that a rewarding college experience can only be achieved through the elimination of chemical abuses. Information is included below about drug and alcohol use and abuse, health risks, legal and University sanctions, resources, and support services available to anyone with concerns about alcohol and drug problems. Students may obtain printed materials about drugs and alcohol at Student Health Services, Suite 260 Student Recreation and Wellness Services, and employees should contact Human Resources, 330-972-7090.

Unlawful consumption, distribution, possession or use of drugs or alcohol by students or employees on University property, in conjunction with University activities or inconsistent with the Code of Student Conduct is prohibited. Violators are subject to prosecution in accordance with applicable laws or ordinances and may be subject to University discipline.

### University Sanctions

#### Students

Unauthorized consumption, possession or distribution of alcohol is a violation of section (D) of the University Code of Student Conduct, located in University Rule 3359-41-01. Sanctions may include, but are not limited to, attendance at workshops, educational sanctions, disciplinary fees/fines, disciplinary probation, suspension, dismissal, and other sanctions appropriate to the violation. Possession, use or distribution of marijuana or any narcotic, hallucinogenic or other drug in either the refined or crude form which is prohibited by law is a violation of section (D) of the University Code of Student Conduct, located in University Rule 3359-41-01. Sanctions may include, but are not limited to, attendance at workshops, educational sanctions, disciplinary fees/fines, disciplinary probation, removal from the residence halls, suspension, dismissal, and other sanctions appropriate to the violation. For more information about the Code of Student Conduct see University Rules 3359-41-01 available at <http://www.uakron.edu/dotAsset/1344508.pdf>.

#### University Employees

Employees who are under the influence, possess, use, or furnish alcohol to a minor violate University rules 3359-20-05.5 and 3359-47-01 and may receive appropriate sanctions, up to and including termination. Possession or use of illegal drugs on University property or any other property where University business is being carried out is a violation of University rules 3359-20-05.5 and 3359-47-02. Unlawful manufacture, distribution, dispensing, possession, or use, of any drug or controlled substance is a violation of University rule 3359-47-02. Employees who violate these rules may be subject to sanctions up to and including termination. If disciplinary action under these policies is taken against an Employee covered by a collective bargaining agreement, the action shall be subject to grievance procedures set forth in such agreement. For more

information about the University's Alcohol Policy and the University's Drug Free Workplace Policy see <http://www.uakron.edu/dotAsset/1344556.pdf>.

## **Substance abuse risks and penalties**

### **Alcohol**

#### *Effects of Occasional and Extended Use*

Liver disease, heart disease, pancreatitis, cirrhosis of the liver, hepatitis, Fetal Alcohol Syndrome, slowed reaction, high blood pressure, stroke, birth defects, cancer of the esophagus, mouth, throat, and larynx (voice box), breast cancer, colon cancer, rectal cancer, unconsciousness, memory loss, impotence, weight gain, premature aging, bad breath, infertility, heart attacks, stomach ulcers, colitis, unconsciousness

#### *Criminal Sanctions/Penalties*

Purchase under 21: Maximum confinement of 180 days and fine of \$1,000

Possession or consumption under 21: Maximum confinement of 180 days and fine of \$1,000

Open container violation: Maximum fine of \$100

Consumption in a motor vehicle: Maximum confinement of 30 days and fine of \$250

Driving under the influence (legal limit .08): Maximum confinement of 180 days and fine of \$1,000

### **Marijuana**

#### *Effects of Occasional and Extended Use*

Memory and learning difficulties, distorted perception; difficulty in thinking and problem solving; loss of coordination; and increased heart rate, heart attack, burning and stinging of the mouth and throat, heavy cough, respiratory illnesses, cancer of the respiratory tract and lungs, decreased immune system functioning, depression, anxiety, personality disturbances, altered neurological development in infants, drug craving, irritability, sleeplessness, increased aggression

#### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

### **Cocaine & Crack Cocaine**

#### *Effects of Occasional and Extended Use*

Constricted peripheral blood vessels, dilated pupils, and increased temperature, heart rate, and blood pressure, restlessness, irritability, and anxiety, paranoia, depression, ulceration of the mucous membrane of the nose, cardiac arrest or seizures, respiratory arrest

#### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

### **Heroin, Opium, Morphine, Codeine and Demerol**

#### *Effects of Occasional and Extended Use*

Fatal overdose, spontaneous abortion, collapsed veins, infectious diseases including HIV/AIDS and hepatitis, infection of the heart lining and valves, abscesses, cellulitis, liver disease, pulmonary complications, pneumonia, cellular tissue death, malnutrition, low blood pressure, seizures

#### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement  
Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

## **LSD, PCP**

### *Effects of Occasional and Extended Use*

Dilated pupils, higher body temperature, loss of appetite, sleeplessness, dry mouth, tremors, blocked speech, psychosis, extreme image distortion, violent behavior, flashbacks, hallucinations, increased heart rate and blood pressure, flushing, sweating, dizziness, numbness, drowsiness, convulsions, coma, heart and lung failure, ruptured blood vessels in the brain, death, affects memory, perception, concentration and judgment, paranoia, fearlessness, anxiety, may affect hormones related to growth, nausea, blurred vision, vomiting, drooling, loss of balance, delusions, catatonia, depression, weight loss

### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement  
Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

## **MDMA (Ecstasy)**

### *Effects of Occasional and Extended Use*

Confusion, depression, sleep problems, severe anxiety, and paranoia, muscle tension, involuntary teeth clenching, nausea, blurred vision, faintness, and chills or sweating, increases in heart rate and blood pressure, brain damage, drug craving, rapid eye movement, acne-like rash, liver damage, Parkinson's disease – stimulant (like amphetamine) and hallucinogenic (like LSD) effects

### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement  
Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

## **Barbiturates and Tranquilizers**

### *Effects of Occasional and Extended Use*

Shallow breathing, slurred speech, sluggishness, fatigue, disorientation, lack of coordination, dilated pupils, disinhibition, sleepiness, impairs memory, judgment and coordination, irritability, paranoid and suicidal ideation, depression of the respiratory center in the brain resulting in death, tremors, elevated blood pressure and pulse, sweating, seizures, emotional instability, vision problems, sexual dysfunction, chronic tiredness, menstrual irregularities, breathing disorders, hallucinations, vomiting, sleep and eating disorders

### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement  
Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

## **GHB**

### *Effects of Occasional and Extended Use*

Coma and seizures, nausea and difficulty breathing, insomnia, anxiety, tremors, sweating, unconsciousness

### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

### **Rohypnol ("Roofies")**

#### *Effects of Occasional and Extended Use*

Amnesia, death, muscle reaction, seizures, dependence, blackouts, dizziness, disorientation, nausea, decreased blood pressure, visual disturbances, gastrointestinal disturbances, urinary retention, headache, muscle pain, extreme anxiety, tension, restlessness, confusion, irritability, numbness, tingling, loss of identity, hallucinations, delirium, convulsions, shock, cardiovascular collapse

#### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

### **Ketamine ("Special K")**

#### *Effects of Occasional and Extended Use*

Dream-like states and hallucinations, delirium, amnesia, impaired motor function, high blood pressure, depression, and potentially fatal respiratory problems

#### *Criminal Sanctions/Penalties*

Possession or use: Ranges from rehabilitation programs to substantial fines and long-term confinement

Sell, offer to sell, or distribute for sale: Penalty determined by the amount of substance, with fines in large amounts (exceeding \$1,000,000) and life imprisonment

### **Inhalants**

#### *Effects of Occasional and Extended Use*

unconsciousness, heart failure and death, suffocation, hearing loss, peripheral neuropathies or limb spasms, central nervous system or brain damage, bone marrow damage, liver and kidney damage, blood oxygen depletion, Kaposi's sarcoma

#### *Criminal Sanctions/Penalties*

Possession or use: Maximum confinement of 180 days and \$1,000 fine

Note: The Ohio Revised Code and federal law distinguish amongst controlled narcotic substances by category. Ohio law classifies narcotics according to a schedule (Schedule I – Opiates; Schedule II – Opium & Opium derivatives such as cocaine; Schedule III – stimulants such as steroids and LSD; and Schedule IV – narcotic drugs). Penalties vary depending upon the Schedule of the narcotic.

Note: Distribution of controlled substances in or near schools and colleges can result in penalties twice the regular penalty for the same offense. Trafficking in drugs can result in forfeiture of property including motor vehicles, vessels, money, real property, and other personal property.

Note: Use of ANY controlled substance to aid in committing a crime of violence (including sexual assault) is a violation of federal law that could be prosecuted in addition to the underlying crime. Penalties may be as great as 20 years in prison with the penalties increased if the perpetrator has a prior conviction or if death or serious bodily injury results from the use of the controlled substance.

### **Resources**

The University of Akron has the IMPACT Employee Assistance (EAP) & Work/Life Program which offers access to confidential professional support. The IMPACT program includes access to unlimited phone consultation, six complimentary face-to-face counseling sessions per person per occurrence, plus an expansive collection of resources. The IMPACT Employee Assistance (EAP) & Work/Life Program is available 24 hour a day, 7 days a week by calling 800-227-6007.

Students who are struggling with alcohol or substance abuse issues also may be referred to The University of Akron Crisis, Assessment, Referral and Evaluation “CARE” team. The CARE Team provides guidance and assistance to students who are experiencing crises and responds to students when concerns have been identified for a student’s health, welfare, and safety.

In addition to specific programs identified above, the University, as well as its constituent student and employee organizations, offers various programming concerning the effects of alcohol and substance abuse for constituent University audiences throughout the year. Information regarding ongoing programming is communicated to students and employees through informational postings, webpage announcements and electronic newsletters that the University sends to students (through Zipmail) and employees (through the Digest.) Student organizations may use the Zipmail system to share information with University students.

### **On-Campus Support and Resources**

The following are available to students and employees

- Center for Nursing: 330-972-6968
- Clinic for Child Study and Family Therapy 330-972-6822
- Counseling and Testing Center 330-972-7082
- Health Services 330-972-7808
- Department of Psychology 330-972-6714
- Department of Sport Science and Wellness Education 330-972-7473

### **Hotlines**

- Alcohol & Drug Helpline 1-800-821-4357
- Alcohol Treatment Referral Hotline 1-800-ALCOHOL (252-6465)
- Center for Substance Abuse Prevention (CSAP) 1-800-729-6686
- Ctr. for Substance Abuse Treatment National Drug/Alcohol Treatment Referral Service 800-662- HELP (4357)
- National Council on Alcoholism & Drug Dependence (NCADD) Hotline 1-800-622-2255
- National Suicide Prevention Hotline 1-800-273-TALK (8255)
- Sexual Assault Hotline 1-800-656-HOPE (4673)
- U.S. Department of Education 1-800-624-0100

### **Akron Support Services**

- Alcoholics Anonymous 330-253-8181
- Alcohol Drug Addiction and Mental Health Services Board 330-762-3500
- Summit County Public Health 330-375-2984
- Akron General Edwin Shaw Rehab Hospital 330-436-0950
- GreenLeaf Family Services 330-376-9494
- Rape Crisis Center/Medina & Summit Counties 330-374-0740/Hotline 877-906-RAPE (7273)/
- Campus 330-972-6328
- St. Thomas Medical Center 330-379-5295

- Summit County Suicide Prevention Coalition 330-434-9144 or 1-800-273-TALK (8255)

## National Support Services

- Al-Anon/Alateen Family Group Headquarters 1-800-344-2666
- Alcoholics Anonymous World Services 1-212-870-3400
- Marijuana Anonymous World Services 1-800-766-6779
- Nar-Anon Family Groups 1-800-477-6291
- Narcotics Anonymous 1-818-773-9999

## Fire Safety

The University of Akron emphasizes the importance of fire safety, particularly among its resident students. However, because the possibility for residence hall fires exists, The University of Akron takes a number of precautions to protect the approximately 2,000 students who currently live in ten residence halls.

## Reporting Fires and Evacuation

All fires should be reported immediately to the City of Akron Fire Department, University of Akron Police Department (911 or 330-972-2911) or residence hall staff. Upon receipt of a fire report, The University of Akron Police Department immediately will dispatch officers and Environmental and Occupational Health and Safety personnel to investigate fire reports on campus and route calls to the City of Akron Fire Department as necessary.

Upon receiving notice of a fire by way of an announcement or activation of the fire alarm system, occupants immediately should evacuate the building using the closest available exit. Elevators should not be used. Once out of the building, individuals should assemble at their pre-designated meeting point to await further instructions.

Each floor has a clearly marked location where students who require physical assistance to evacuate residence halls should go to obtain evacuation assistance. Students must call University Police at 330-972-2911 to secure assistance during an evacuation. This number also is posted on each residence hall floor.

## Equipment

All residence halls are equipped with a fire alarm system. All alarm systems function and undergo rigorous testing and documentation each year. Fire safety specialists activate the alarm systems annually and inspect and clean the system components on an annual basis.

Fire extinguishers (ABC type) are in all residence halls and spaced in accordance with the Ohio Fire Code.

All residence hall rooms have flame-retardant mattresses and window shades. Public areas have carpets and drapery that meet maximum flammability standards.

Campus police can unlock all student room and building doors in an emergency to maximize evacuation and rescue. In addition, the University's regional campus and center buildings are equipped with "Knox Security Key Boxes." These high security boxes contain building master keys for use by the firefighters who come into a residence hall. The boxes are opened by a key that is on each fire truck. The sub master keys in these "Knox Boxes" enable firefighters to quickly unlock building doors in order to maximize evacuation and rescue or to fight an active fire.

Four locations, owned by the University but not operated by Residence Life and Housing, have fire safety systems in place, but do not have suppression systems. These locations include: 478 Orchard Street; Hower House; Tau Kappa Epsilon Housing; and Phi Kappa Psi Housing. Further information concerning each residence hall and housing facility fire safety system is available on the chart contained in Appendix C of this report.

## **Restrictions**

The University of Akron restricts use of any item that produces an open flame or heating surface in residence hall student rooms. Candles, incense, and hot plates are among the restricted items. The full list of prohibited items is available in the Residence Life Handbook, which is at: <http://www.uakron.edu/reslife/docs/2016-17Handbook.pdf>

All residence halls are non-smoking, including vaping; this includes all student rooms.

## **Education**

All resident students receive a fire inspection checklist during move-in, which helps students identify fire safety risks and recommends safe practices. Fire safety information also is provided through floor meetings to all resident students. Additional safety information can be found at the Department of Environmental and Occupational Health and Safety (EOHS) Web site: <http://www.uakron.edu/safety/eohs/fire.dot>

The University of Akron conducts fire drills once each semester for its residence halls and as required by Ohio's Fire Code for all other campus buildings. No spring drills were performed due to COVID and in the fall too many online classes were being held and we did not want to empty a building during classes and during academic testing. The University also conducted drills for academic support buildings as required by law. EOHS also provides on-site fire training in the residence halls upon request.

Each floor has a clearly marked location where students who require physical assistance to evacuate residence halls should go to obtain evacuation assistance. Students must call University Police at 330-972-2911 to secure assistance during an evacuation. This number is also posted on each residence hall floor.

Emergency Action Plan placards, which detail emergency guidelines for different types of possible emergencies, including fire, are posted throughout each residence hall and provided to each resident's room.

Residence hall video display boards provide safety messaging throughout each academic term.

## **Fire Safety Recommendations and Tips Smoking and Safety**

- Careless smoking is the leading cause of fire deaths in North America.
- Smoking in bed or when you are drowsy could be deadly.
- Provide smokers with large, deep non-tip ashtrays and soak butts with water before discarding.
- Before going to bed or leaving home after someone has been smoking, check under and around cushions and upholstered furniture for smoldering cigarettes.

## **Cooking Safety**

- Never leave cooking unattended and turn pot handles inward on the stove where you can't bump them.
- Keep cooking areas clear of combustibles and wear clothes with short, rolled-up or tight-fitting sleeves when you cook.

- If grease catches fire in a pan, slide a lid over the pan to smother the flames and turn off the heat. Leave the lid on until cool. NEVER throw water on steaming or burning grease.

### **Cool a Burn**

- Run cool water over a burn for 10 to 15 minutes.
- Never put butter or any grease on a burn. Never use ice.
- If the burned skin blisters or is charred, see a doctor immediately.

### **Space Heaters**

- Keep portable heaters and space heaters at least 3 feet from anything that can burn.
- Keep children and pets away from heaters, and never leave heaters on when you leave home or go to bed.

### **Use Electricity Safely**

- Do not overload extension cords or run them under rugs.
- Replace any electrical cord that is cracked or frayed.
- If an electrical appliance smokes or has an unusual smell, unplug it immediately, then have it serviced before using it again or discard.
- Don't tamper with your fuse box or use improper-size fuses.

### **When Not to Fight a Fire**

- If the fire is spreading beyond the spot where it started.
- If you can't fight the fire with your back to an escape exit.
- If the fire can block your only escape.

### **How to Use a Fire Extinguisher**

The following are general statements for the operation of a fire extinguisher; however, all extinguishers are different. Users should be trained on how to use a fire extinguisher prior to use to ensure that the correct type of extinguisher is used and that it is used properly.

1. Pull the pin.
2. Aim the extinguisher nozzle at the base of the flames.
3. Squeeze the trigger while holding the extinguisher upright.
4. Sweep the extinguisher from side to side to cover the area of the fire.

### **Off-Campus Fire Safety Tips**

- All rental properties should be equipped with a smoke detector in every room used for sleeping and on every level of your home, including the basement.
- Test detectors every month, following the manufacturer's directions, and replace batteries once a year, or whenever a detector "chirps" to signal low battery power.
- Never "borrow" a smoke detector battery for another use - a disabled detector can't save your life.
- Replace detectors that are more than 10 years old.

### **Future Fire Safety Initiatives**

The University of Akron continually strives to improve campus fire safety. All new building construction and renovations are completed in accordance with applicable fire codes and the University is exploring

opportunities to further expand its Network Fire Alarm Mass Notification System.

## Appendices

Includes:

- Appendix A - 2020 Clery Crime and Fire Statistics
- Appendix B - Definitions and Footnotes
- Appendix C - Residence Hall Fire Suppression System
- Appendix D - Title IX Resources
- Appendix E - Title IX and Safety Programming/Training

## Appendix A

### Crime Statistics Chart – Akron Campus

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non-Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Aggravated Assault	2020	1	0	1	0	0	0
	2019	3	0	3	2	0	0
	2018	2	1	3	0	0	0
Arson	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	2	0	2	0	0	0
Burglary	2020	3	1	4	3	0	0
	2019	1	0	1	4	0	0
	2018	8	2	10	1	0	0
Manslaughter by Negligence	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Murder and Non-Negligent Manslaughter	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Motor Vehicle Theft	2020	2	0	2	1	0	0
	2019	1	0	1	1	0	0
	2018	7	0	7	0	0	0
Robbery	2020	1	0	1	2	0	0
	2019	0	0	0	0	5	0
	2018	2	1	3	0	3	0
Rape	2020	0	2	2	0	0	0
	2019	3	7	10	0	0	0
	2018	2	4	6	1	0	0
Fondling	2020	1	1	2	0	0	0
	2019	0	5	6	0	0	0
	2018	1	3	4	0	0	0
Incest	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Domestic Violence	2020	0	1	1	1	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Dating Violence	2020	0	4	4	2	0	0
	2019	1	3	4	0	0	0
	2018	1	4	5	1	0	0
Stalking	2020	0	1	1	0	0	0
	2019	5	6	11	0	0	0
	2018	4	0	4	0	0	0
Total Unfounded Crimes	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	2	0	2	0	0	0

See Appendix B

### Arrests and Disciplinary Referrals – Akron Campus

Crimes Reported	Year	Campus (not including residence)	Campus (residence facilities only)	Campus Total	Non-Campus <sup>a</sup>	Public Property <sup>b</sup>
<b>Arrests</b>						
Alcohol Law Violations	2020	1	0	1	2	0
	2019	4	1	5	0	1
	2018	9	0	9	0	3
Drug Law Violations	2020	7	2	9	1	7
	2019	10	3	13	0	13
	2018	13	3	16	1	4
Weapon Law Violations	2020	1	0	0	0	4
	2019	0	0	0	0	1
	2018	1	1	2	0	2
<b>Disciplinary Referrals</b>						
Alcohol Law Violations	2020	0	75	75	5	0
	2019	11	132	143	4	0
	2018	1	76	77	0	0
Drug Law Violations	2020	2	54	56	0	0
	2019	10	81	91	3	0
	2018	8	37	45	0	0
Weapon Law Violations	2020	0	0	0	0	0
	2019	0	0	0	0	0
	2018	0	2	2	0	0

## Additional Hate Crime<sup>c</sup> Categories – Akron Campus

		Race	Gender	Religion	National Origin	Sexual Orientation	Gender Identity	Ethnicity	Disability
Larceny-Theft	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Simple	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Intimidation	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Property Damage Destruction Vandalism	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0

See Appendix B

## Crime Statistics Chart - Wayne College Campus (Regional Campus)

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) <sup>f</sup>	Campus Total	Non-Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Aggravated Assault	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Arson	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Burglary	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Manslaughter by Negligence	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Murder and Non-Negligent Manslaughter	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Motor Vehicle Theft	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Robbery	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Rape	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Fondling	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0

**See Appendix B**

### Crime Statistics Chart – Wayne College Campus Continued

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Incest	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Statutory Rape	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Domestic Violence	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Dating Violence	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Stalking	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0
Total Unfounded Crimes	2020	0	N/A	0	0	0	0
	2019	0	N/A	0	0	0	0
	2018	0	N/A	0	0	0	0

See Appendix B

### Arrests and Disciplinary Referrals – Wayne College Campus

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) <sup>f</sup>	Campus Total	Non-Campus <sup>a</sup>	Public Property <sup>b</sup>
<b>Arrests</b>						
Alcohol Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Drug Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Weapon Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0

Disciplinary Referrals						
Alcohol Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Drug Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Weapon Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0

See Appendix B

### Additional Hate Crime Categories – Wayne College Campus

		Race	Gender	Religion	National Origin	Sexual Orientation	Gender Identity	Ethnicity	Disability
Larceny-	2020	0	N/A	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Simple	2020	0	N/A	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Intimidation	2020	0	N/A	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Property Damage Destruction Vandalism	2020	0	N/A	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0

See Appendix B

## Crime Statistics Chart – Medina County University Center (Separate Campus)

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) <sup>f</sup>	Campus Total	Non-Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Aggravated Assault	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Arson	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Burglary	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Manslaughter by Negligence	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Murder and Non-Negligent Manslaughter	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Motor Vehicle Theft	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Robbery	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Rape	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Fondling	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0

**See Appendix B**

## Crime Statistics Chart – Medina County University Center Continued

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Incest	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Statutory Rape	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Domestic Violence	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Dating Violence	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Stalking	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Total Unfounded Crimes	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0

See Appendix B

## Arrests and Disciplinary Referrals – Medina County University Center

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only) <sup>f</sup>	Campus Total	Non-Campus <sup>a</sup>	Public Property <sup>b</sup>
<b>Arrests</b>						
Alcohol Law Violations	2020	0	N/A	0	N/A	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Drug Law Violations	2020	0	N/A	0	N/A	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0

Weapon Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
<b>Disciplinary Referrals</b>						
Alcohol Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Drug Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Weapon Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0

See Appendix B

### Additional Hate Crime Categories – Medina County University Center

		Race	Gender	Religion	National Origin	Sexual Orientati	Gender Identity	Ethnicity	Disability
Larceny-	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Simple	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Intimidation	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Property Damage Destruction Vandalism	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0

See Appendix B

## Crime Statistics Chart – Lakewood (Separate Campus)

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non- Campus <sup>a</sup>	Public Property <sup>b</sup>	Hate Crimes <sup>c</sup>
Incest	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Statutory Rape	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Domestic Violence	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Dating Violence	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Stalking	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0
Total Unfounded Crimes	2020	0	N/A	0	N/A	0	0
	2019	0	N/A	0	N/A	0	0
	2018	0	N/A	0	N/A	0	0

See Appendix B

## Arrests and Disciplinary Referrals – Lakewood

Crimes Reported	Year	Campus (not including residence facility)	Campus (residence facilities only)	Campus Total	Non-Campus	Public Property
<b>Arrests</b>						
Alcohol Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Drug Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0

Weapon Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
<b>Disciplinary Referrals</b>						
Alcohol Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Drug Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0
Weapon Law Violations	2020	0	N/A	0	0	0
	2019	0	N/A	0	0	0
	2018	0	N/A	0	0	0

See Appendix B

### Additional Hate Crime Categories – Lakewood

		Race	Gender	Religion	National Origin	Sexual Orientation	Gender Identity	Ethnicity	Disability
Larceny-	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Simple	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Intimidation	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0
Property Damage Destruction Vandalism	2020	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0

See Appendix B

## Fire Statistics Chart - Akron Campus

Residence Facility	Year	Total Fires In Building	Cause of Fire	Number of Deaths	Number of Injuries	Value of Property Damage
478 Orchard <sup>e</sup>	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
503/505 Vine <sup>e</sup>	2020	N/A		N/A	N/A	N/A
	2019	N/A		N/A	N/A	N/A
	2018	N/A		N/A	N/A	N/A
Bulger Hall 265 Buchtel Common	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Exchange Residence Hall 207 E. Exchange	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Honors Res Hall 188 S. College	2020					
	2019	0		0	0	0
	2018	0		0	0	0
Hower House	2020					
	2019	0		0	0	0
	2018	0		0	0	0

## Fire Statistics Chart – Akron Campus Continued

Residence Facility	Year	Total Fires In Building	Cause of Fire	Number of Deaths	Number of Injuries	Value of Property Damage
Orr Hall 88 South College	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Quaker Square 125 S. Broadway <b>COVID Facility</b>	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Ritchie Hall	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Sisler- McFawn 211 Buchtel Common	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
South Hall 353 Grant St	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Spanton Hall 190 S. College	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0
Spicer Hall 282 Spicer St.	2020	0		0	0	0
	2019	0		0	0	0
	2018	0		0	0	0

**See Appendix B**

## Appendix B

### Definitions and Footnotes to Crime and Fire Statistics Department of Education Clery Definitions

#### **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 in paragraph (1) that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

#### **Non-Campus:**

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.

#### **Public Property:**

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. Public property, for purposes of data collection and this report, does not include businesses or private residences adjacent to the campus.

City of Akron Crime Statistics: <https://www.communitycrimemap.com/>

#### Footnotes:

- a. Non-campus statistics for the Akron campus include facilities owned or controlled by the University and frequently used by students including but not limited to:
  - 411, 441 and 495 Wolf Ledges Pkwy (The University of Akron Research Foundation – laboratory space)
  - 539 E. Town Street, Columbus, OH (leased student intern housing)
  - Bath Nature Preserve
  - Columbus State University (leased classroom space during specific hours)
  - Copley High School (leased classroom space during specific hours)
  - Barberton High School (leased classroom space during specific hours)
  - Barberton Middle School (leased classroom space during specific hours)
  - First Congregational Church (leased classroom space during specific hours)
  - Fraternity and Sorority houses
  - Panzner Wetland Wildlife Preserve
  - Steiner Woods (3675 La Mesa Dr., Akron, OH 44333)

Non-campus statistics for the Wayne College Campus include statistics for:

- Holmes County Higher Education Center in Millersburg (Closed in June 2020)
  - Wadsworth High School (leased classroom space during specific hours)
  - Medina County University Center and Lakewood currently do not have any Non-campus properties. Wayne College Campus, Medina County University Center, and Lakewood do not have any residence halls.
- b. "Public Property" statistics include police reports taken by the City of Akron, the City of Orrville, and the City of Medina for public properties adjacent to the University Akron and Wayne campuses and the Medina County University Center. Every effort has been made to comply with the definitions contained in the statutes, regulations and Handbook for Campus Crime Reporting; however Public Property statistics provided by municipalities are not independently verified by the University and may include reports of crimes that occurred in private residences, businesses or Non-Campus locations.
- c. Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived: race (RA), gender (GE), religion (RE), national origin (NO), sexual orientation (SO), gender identity (GI), ethnicity (ET) or disability of the victim (DB). This definition is reflective of reporting year 2014 and after.
- d. Multiple hate crimes were reported in connection to a single police report which included multiple charges and victims.
- e. Glenville Hall at 478 Orchard is an apartment building owned by the University, but not designated as residence halls or managed by the University. This building was reclassified from non-campus property to on-campus residences beginning with the 2014 ASR, and the statistics include time prior to reclassification. Glenville Hall at 478 Orchard is being leased for Greek housing.

## Appendix C

### Residence Hall Life Safety Systems

Residence Facility	Suppression System <sup>1</sup>	Fire Extinguishers	Emergency Generator <sup>2</sup>	Fire Alarm	Mass Notification <sup>3</sup>	Smoke Detectors
Owned by The University of Akron and Operated by Residence Life and Housing						
Bulger Hall	Wet	Yes	Yes	Monitored	Yes	Hard-wired
Exchange Residence Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Honors Res. Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Orr Hall	Wet	Yes	No	Monitored	Yes	Hard-wired
Quaker Square COVID Facility	Wet	Yes	Yes	Monitored	Yes	Hard-wired
Ritchie Hall	Wet	Yes	No	Monitored	Yes	Hard-wired
Sisler-McFawn	Wet	Yes	Yes	Monitored	Yes	Hard-wired
South Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Spanton Hall	Wet	Yes	Yes	Monitored	Yes	Hard-wired
Spicer Hall	Combination Wet and Dry	Yes	Yes	Monitored	Yes	Hard-wired
Owned by The University of Akron						
Tau Kappa Epsilon <sup>4</sup>		Yes		Monitored	No	Hard-wired
Glenville Hall <sup>4,5</sup> 478 Orchard		Yes		Monitored	No	Hard-wired
Hower House <sup>4</sup>		Yes		Monitored	No	Hard-wired & Battery operated
Phi Kappa Psi <sup>4</sup>		Yes		Monitored	No	Hard-wired

1. Suppression System is a water or dry-based automatic fire sprinkler system designed to operate and distribute water above a fire at a pre-determined temperature.
2. Emergency Generator is a backup electrical power-generating device that provides temporary power during an outage.
3. A mass notification system is one which the University Police Department can provide specific instructions to either individual buildings or groups of buildings.
4. Each unit has individual smoke detector alarms, consistent with the requirements of the Ohio Fire Code.
5. Temporarily occupied by Alpha Phi sorority.

## Appendix D

### Resources for Victims of Sexual Violence

Sexual Assault, Dating Violence, Domestic Violence, Stalking

#### Emergency Numbers

University of Akron Police Department  
Akron Off-Campus (330) 972-2911  
Wayne College Police (330) 684-8910  
Or 9-1-1

City of Akron Police Department  
Emergency 9-1-1

Rape Crisis Center of Medina and Summit Counties  
Akron Campus Office:  
Student Recreation and Wellness Center 246  
330-972-6328

Summit County  
Rape Crisis Center, 974 East Market Street, Akron, OH 44305  
24 Hour Crisis Hotline:  
Local: (330) 434-7273  
Toll Free: (877) 906-7273  
[www.rccmsc.org](http://www.rccmsc.org)

Medina County  
Rape Crisis Center, 704 N. Court St. #21, Medina, OH 44256  
(330) 764-8635  
[www.rccmsc.org](http://www.rccmsc.org)

OneEighty, Holmes and Wayne Counties  
104 Spink St., Wooster, OH 44691  
330-264-8498  
<https://www.one-eighty.org/>

**Akron Campus Resources**  
Counseling and Testing Center  
Simmons Hall 306  
(330) 972-7082  
[www.uakron.edu/counseling](http://www.uakron.edu/counseling)

University Health Services  
Student Recreation and Wellness Center Suite 260  
(330) 972-7808  
[www.uakron.edu/healthservices](http://www.uakron.edu/healthservices)

Counseling and Accessibility Services (Wayne College)  
Boyer HPE Building B112  
(330) 972-8767  
<http://wayne.uakron.edu/student-services/personal-counseling/index.dot>

Department of Student Conduct and Community Standards  
Simmons Hall 302  
(330) 972-6380  
[www.uakron.edu/studentconduct](http://www.uakron.edu/studentconduct)

Residence Life and Housing  
Ritchie Hall  
(330) 972-7800  
[www.uakron.edu/reslife](http://www.uakron.edu/reslife)

Department of Psychology  
Counseling Clinic  
(330) 972-6714  
<https://www.uakron.edu/psychology/academics/cpp/psych-clinic.dot>

Office of Student Financial Aid  
Simmons Hall 202  
(330) 972-7032  
<https://www.uakron.edu/finaid/>

### **Off-Campus Services**

Akron Community  
Battered Women's Shelter of Summit and Medina Counties  
Local:(330) 374-0740  
Toll Free: (877) 414-1344  
[www.scmcbws.org](http://www.scmcbws.org)

Community Legal Aid Services  
(330) 535-4191  
[www.communitylegalaid.org](http://www.communitylegalaid.org)

Victim Assistance Program  
(330) 376-0040  
[www.victimassistanceprogram.org](http://www.victimassistanceprogram.org)

Cleveland Clinic Akron General Hospital  
Trauma Center - Sexual Assault Nurse Examiners' program  
1 Akron General Avenue  
330-344-6611  
[www.akrongeneral.org/portal/page/portal/AGMC\\_PAGEGROUP/Clinical\\_services/Emergency](http://www.akrongeneral.org/portal/page/portal/AGMC_PAGEGROUP/Clinical_services/Emergency)

## **State and Federal Resources**

The United States Department of Homeland Security, Citizenship Immigration Services  
[www.uscis.gov](http://www.uscis.gov)

Ohio Victims of Crime Compensation Program

(877) 584-2846

<http://www.ohioattorneygeneral.gov/Individuals-and-Families/Victims/Apply-for-Victims-Compensation>

Lakewood Community

Fairview Hospital Emergency Department

(216) 476-7278

[http://my.clevelandclinic.org/locations\\_directions/Regional-Locations/fairview-hospital](http://my.clevelandclinic.org/locations_directions/Regional-Locations/fairview-hospital)

Lakewood Hospital

(216) 521-4200

[https://my.clevelandclinic.org/locations\\_directions/Regional-Locations/lakewood-hospital](https://my.clevelandclinic.org/locations_directions/Regional-Locations/lakewood-hospital)

Alcohol Drug Addiction Mental Health Services (ADAMHS) Board of Cuyahoga County

(216) 241-3400

[www.adamhscc.org](http://www.adamhscc.org)

Laura's Home Women's Crisis Center

(216) 472-5500

[www.thecitymission.org/lauras-home](http://www.thecitymission.org/lauras-home)

Cleveland Rape Crisis Center

(216) 619-6192

[www.clevelandrapecrisis.org](http://www.clevelandrapecrisis.org)

Legal Aid Society of Cleveland

(216) 687-1900

<https://laslev.org/>

Medina

Battered Women's Shelter of Summit and Medina Counties

(330) 723-3900

[www.scmcbws.org](http://www.scmcbws.org)

Community Legal Aid Services

(330) 264-9454

[www.communitylegalaid.org](http://www.communitylegalaid.org)

Counseling Center for Wayne and Holmes Counties

(330) 264-9029

[www.ccwhc.org](http://www.ccwhc.org)

Summa Wadsworth Rittman

(330) 331-1000

<http://www.summahealth.org/locations/emergencyrooms/summa%20health%20centr%20at%20wadsworth-rittman/>

Medina Hospital

(330) 725-1000

[http://my.clevelandclinic.org/locations\\_directions/Regional-Locations/medina-hospital/](http://my.clevelandclinic.org/locations_directions/Regional-Locations/medina-hospital/)

Julie Adams House

(216) 741-2871

<http://julieadamshouse.org>

Millersburg Community

Counseling Center for Wayne and Holmes Counties

(330) 674-6697

[www.ccwhc.org](http://www.ccwhc.org)

Pomerene Hospital

(330) 674-1015

[www.pomerenehospital.org](http://www.pomerenehospital.org)

OneEighty, Holmes and Wayne Counties

104 Spink St, Wooster, OH 44691

(330) 264-8498

<https://www.one-eighty.org/>

Orrville Community

Community Legal Aid Services

(330) 264-9454

[www.communitylegalaid.org](http://www.communitylegalaid.org)

Counseling Center for Wayne and Holmes Counties

(330) 683-5106

[www.ccwhc.org](http://www.ccwhc.org)

Aultman Orrville Hospital

(330) 682-3010

[www.aultmanorrville.org](http://www.aultmanorrville.org)

Wooster Community Hospital

(330) 263-8100

[www.woosterhospital.org](http://www.woosterhospital.org)

## Appendix E

### 2020 Programing Initiatives Related to Sexual Violence Prevention Presented to the Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
Akron Experience – Student Conduct Presentation	Student Conduct and Community Standards	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	New Students
Akron Early College Orientation	Student Conduct and Community Standards	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	New Students
Know the Code Workshops	UAPD, Student Conduct and Community Standards, Dean of Students	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	New Students
Online Know the Code Workshops Pilot	UAPD, Student Conduct and Community Standards, Dean of Students	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	New Students
Know the Code Workshop Residence Life and Housing Training	UAPD, Student Conduct and Community Standards, Dean of Students	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	Residence Life and Housing
Sexpert Bingo	SAAM	Sexual Assault, Sexual Harassment	Adjustment, Primary Prevention, Awareness	All Students
Bystander Intervention Virtual Poster Campaign	CASA (Coalition Against Sexual Assault)	Sexual Assault, Sexual Harassment	Primary Prevention, Awareness	All Students
Know the Code Workshops/International students	UAPD, Student Conduct and Community	Alcohol and Drugs, Dating Violence, Domestic Violence,	Primary Prevention, Awareness	New International Students

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
	Standards, Dean of Students	Stalking, Sexual Assault, Sexual harassment		
Office of Violence Against Women	Technical Training Institute	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness	Police and staff
Bridges – online	Everfi	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness, Risk Reduction	Faculty, staff, and police
Creating a Culture of Respect - online	Everfi	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness, Risk Reduction	New students
Enhancing a Culture of Respect - online	Everfi	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual harassment	Primary Prevention, Awareness, Risk Reduction	New students
OVW Grant Training	OVW Coordinator	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Primary Prevention, Awareness	Athletic coaches and trainers
Polymer REU Training for Mentors	OVW Coordinator	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault		Graduate students
SAVE Classroom Presentation	SAVE Team	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Primary Prevention, Awareness	New & returning faculty and staff
Sexual Violence Prevention Bystander Intervention	SAVE Team	Sexual Harassment, Dating Violence, Domestic Violence,		Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
		Stalking, Sexual Assault		
SOuRcE Student Organization Leadership Training		Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness, Risk Reduction	Student Leaders
Domestic Violence Awareness Month	SAVE Team	Dating Violence and Domestic Violence	Awareness	Campus Community
emPOWERing Zips to Walk with Survivors	Hope & Healing, CASA (Coalition Against Sexual Assault)	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
International Demin Day	CASA (Coalition Against Sexual Assault)	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
International Student Orientations	Dean of Students	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	New International Students
#ChooseToChallenge	SAVE Team	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	International women
Kahoot Trivia Night	CASA (Coalition Against Sexual Assault) and Her Campus	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
Paint Campus Purple Decorations	Hope & Healing	Dating Violence, Domestic Violence	Awareness	Campus Community
Self-Care Yoga	CASA (Coalition Against Sexual	Sexual Harassment,	Awareness, Risk Reduction	Campus Community

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
	Assault)	Dating Violence, Domestic Violence, Stalking, Sexual Assault		
Stalking Awareness	One-Eighty	Stalking	Awareness, Prevention, Risk Reduction	Wayne Campus Community
Start by Believing	Summit County Prosecutor's office	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
Take Care Week	Counseling and Testing Center	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
Wear Teal	Dean of Students and CASA (Coalition Against Sexual Assault)	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Campus Community
Bully Movie Screening	Student Services at Wayne College	Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Bullying	Student Services at Wayne College	Alcohol and Drugs, Dating Violence	Awareness Program	Wayne College
Presentation for Phi Kappa Tau	Hope & Healing	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness, Bystander Intervention, Risk Reduction	Phi Kappa Tau members
IFC Presentation	Hope & Healing	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Primary Prevention, Awareness	Fraternity leadership
PHC Presentation	Hope & Healing	Sexual	Primary Prevention,	Sorority

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
		Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Leadership
Summer Volunteer Fair	Hope & Healing	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	All Students
Black Male Summit	Hope & Healing	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness	Summit Attendees
Bystander Training and Suicide Prevention	Student Services at Wayne College	Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Primary Prevention, Awareness, Bystander Intervention, Risk Reduction	Wayne College
Culture Shock	Counseling and Testing Center	Alcohol and Drugs	Awareness	Campus Community
Discussing Our Choices	Counseling and Testing Center	Alcohol	Primary Prevention	Campus Community
Empower the Bystander	Counseling and Testing Center and Defined Lines Student Organization	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Bystander Intervention, Primary Prevention	Campus Community
Empower the Bystander – Define It	Defined Lines Student Organization	Alcohol and Drugs, Sexual Assault, Sexual Harassment	Bystander Intervention, Primary Prevention	Campus Community
MLK Jr. Activities Fair	Hope & Healing	Sexual Assault	Awareness	Campus Community
Mocktails	CASA (Coalition Against Sexual Assault)	Alcohol and Drugs	Awareness Program	Campus Community
Mocktails and Beer Goggles	Student Services at Wayne College	Alcohol and Drugs	Awareness Program	Wayne College
Pride tabling in Student Union	Student Services at Wayne	Alcohol and Drugs, Dating Violence,	Awareness, Bystander	Wayne College

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
	College	Stalking, Sexual Assault, Sexual Harassment	Intervention, Risk Reduction	
QPR and Bystander Training	Student Services at Wayne College	Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Rock Painting	CASA (Coalition Against Sexual Assault)	Sexual Assault	Awareness	Campus Community
Self-Care	CASA (Coalition Against Sexual Assault)	Dating Violence, Domestic Violence, Stalking, Sexual Assault, Sexual Harassment	Primary Prevention, Awareness	Campus Community
SAFE Zone Training	Counseling and Testing Center	Sexual Harassment	Primary Prevention	Campus Community & Students
Sexual Assault Awareness Month Department Web Banner	Communication and Marketing	Sexual Assault	Ongoing Prevention and Awareness Campaigns	Campus Community
She was Asking for It	Counseling and Testing Center	Sexual Assault	Primary Prevention	Campus Community
Suicide Prevention	Counseling and Testing Center	Alcohol and Drugs	Primary Prevention, Ongoing Prevention and Awareness Campaigns	Campus Community
Transgender Awareness	Counseling and Testing Center	Sexual Harassment	Awareness	Campus Community
Wayne Goes Purple for Spirit Day	Student Services at Wayne College	Sexual Harassment, Dating Violence, Domestic Violence, Stalking, Sexual Assault	Awareness Campaign	Wayne College
Welcome to Wayne Day	Student Services at Wayne College	Alcohol and Drugs, Dating Violence, Stalking, Sexual Assault, Sexual Harassment	Awareness, Bystander Intervention, Risk Reduction	Wayne College
Women's Self-Defense	Student Services at Wayne College	Dating Violence, Stalking and Domestic Violence	Primary Prevention	Wayne College

Program / Initiative	Sponsor	Topic	Strategies and Goals	Target Audience
Alcohol Awareness Week Tabling	Hope & Healing	Sexual Assault, Drug and alcohol use	Awareness	Campus Community
Women's Self Defense	UA Police Department	Dating Violence, Domestic Violence, Sexual Assault, Sexual Harassment, Stalking	Primary Prevention	Campus Community
UA in Uni-Tee Tabling	Hope & Healing	Sexual Assault	Awareness	Campus Community

## Student Leadership and Title IX Training Initiatives Related to Sexual Violence Prevention

Student Leadership training was provided to the following groups that addressed Alcohol and Drugs, Dating Violence, Domestic Violence, Stalking, Sexual Assault and Sexual Harassment. These behaviors were identified as violations of University policy and against the law (when applicable). The training also provided information to students about the University of Akron reporting protocols for sexual violence and confidential services and community resources for students in need.

Program / Initiative	Sponsor	Target Audience
Hearing Board Training	Student Conduct and Community Standards	Student Leadership Training
Bystander Intervention Virtual Poster Campaign	SAVE Team	SAVE Team
Certified Peer Educator Training and Retreat	CPE Supervisors and Hope & Healing	Certified Peer Educators
Biomedical Engineering Department Graduate Assistants	Student Conduct and Community Standards & Engineering	GA Leadership Training
Child Life and Speech Language Graduate Student Orientation	Student Conduct and Community Standards & Child Life and Speech Language Departments	Graduate Students in these programs
Residence Life and Housing Responsible Student Employee	SAVE and Title IX Response Team	Student Leadership Training
Student Recreation and Wellness Services Responsible Student Employee	SAVE and Title IX Response Team	Student Leadership Training

Student Life Student Employee Training	Student Life and SAVE	Student Leadership Training
Source Leadership Retreat	Student Life and SAVE	Student Leadership Training
FSL Welcome Back Retreat- Community Topics and Resources	Office of Fraternity and Sorority Life	Fraternity and Sorority Leaders- Chapter Presidents and 2 <sup>nd</sup> Office in Command
FSL January Leadership Retreat- UAPD and Crisis Response	Office of Fraternity and Sorority Life and UAPD	Fraternity and Sorority Leaders- Presidents, Risk Management Officers, New Member Educators, IFC and PHC Governing Council Leaders
Consent, Bystander Intervention, Responding to Disclosure Training	Hope & Healing	Student African American Brotherhood students
Consent, Bystander Intervention, Responding	Hope & Healing	Certified Peer Educators

## Training for Title IX Coordinators and Title IX Response Team

Program / Initiative	Sponsor	Target Audience
Audrie and Daisy Safety Planning	SAVE Team	SAVE Team
Coffee and Chat	SAVE Team	SAVE Team
Title IX Hearing Board Training	Training	Student Conduct and Community Standards
Coping Skills	Webinar	SAVE Team
Dating and Domestic Violence Training	Conference	Presentation by Leanne Blitz for the SAVE Team
Fifth Annual Responding to the Needs of Victims Conference	Conference	Summit County Prosecutor Sherri Bevan Walsh

## Appendix F

# Mobile Field Force Multi-Jurisdiction Operational Assistance Mutual Aid Agreement

### MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL AID AGREEMENT:

WHEREAS, the undersigned Law Enforcement Agencies have determined that as separate governmental units with duties and responsibilities for the protection of their communities and the enforcement of criminal laws, they can make a more efficient use of their powers and resources by providing a higher quality of law enforcement services to the public through the coordination of existing governmental units to other jurisdictions; and

WHEREAS, the undersigned Law Enforcement Agencies each have their own Mobile Field Force units and will maintain those separate units, but will provide their Mobile Field Force units ("MFF") and staff for operational assistance across jurisdictional lines within Summit County, Ohio or such other contiguous county as the participating agencies mutually agree; and WHEREAS a MFF within the context of United States law enforcement, is a large element of police officers specially organized to support anti-riot operations through the use of maneuver tactics aimed at dispersing crowds during their embryonic phase or extracting agitators and leaders from larger groups.

WHEREAS, the undersigned Law Enforcement Agencies have the authority under the Ohio Revised Code Sections 505.43, 737.04 and 3345.041 to enter into this operational assistance agreement for law enforcement cooperation and assistance that crosses jurisdictional lines within Summit County, Ohio;

NOW THEREFORE, the parties agree as follows:

Each of the undersigned Law Enforcement Agencies approves, authorizes and enters into this Multi-Jurisdiction Operational Assistance Mutual Aid Agreement ("Agreement") to implement within the jurisdictional and other limits as otherwise provided in this Agreement the Mobile Field Force Unit ("Unit") for the purposes and goals indicated.

The following Law Enforcement Agencies may become parties (collectively, the "Parties" or "Agencies" or individually a "Party" or "Agency") to this Agreement:

The Township of Bath Police Department  
The City of Fairlawn Police Department  
The City of Cuyahoga Falls Police Department  
The Township of Copley Police Department  
The Village of Richfield Police Department  
The City of Hudson Police Department  
The University of Akron Police Department  
The City of Barberton Police Department  
The City of Stow Police Department  
The City of Tallmadge Police Department  
The Summit County Sheriff's Department  
The City Akron Police Department  
The City of Munroe Falls Police Department

Doc: 2021-001  
Ordinance 2021-002

The Portage County Sheriff's Department  
The Sunma Health Police Department

Additional parties may enter into this Agreement at a later date as evidenced by their signing of this Agreement. Any Party may cancel its participation in this Agreement upon delivery of written notice of cancellation to the other Parties.

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#### UNIT PURPOSE AND ASSISTANCE TO BE RENDERED:

The purpose of this Agreement is declared to be the coordination of the Agencies' law enforcement officers to the respective Unit, as independent MFF Units. Each Agency shall undertake a strategic assessment of their operational capabilities to respond to major spontaneous incidents, special events, or other law enforcement emergency situations necessitating assistance outside of the jurisdiction of that agency. It is the intent of the undersigned to agree upon common training and support functions in accordance with each agency's policy and procedures. In order to provide for operational assistance, each of the undersigned hereby approves and enters into this Agreement whereby each of the undersigned may request and render law enforcement assistance, including and providing their MFF Unit and law enforcement officers to the other Agencies during major spontaneous incidents, special events, or other law enforcement emergency situations necessitating assistance that is reasonably necessary to ensure the safety of persons or property within Summit County, Ohio or as otherwise provided in this Agreement.

The undersigned to this Agreement may contribute law enforcement officers and resources in support of the MFF Unit's efforts, with the operations of the MFF Unit being coordinated by each Agency, the field force team Commander, and representatives of participating Unit Agencies.

#### PROCEDURE FOR REQUESTING AND AUTHORIZING OPERATIONAL ASSISTANCE

Execution of this Agreement and continued participation by two or more Agencies shall constitute a general reciprocal right to request, and right to provide operational assistance between the Agencies that are currently parties to this Agreement as follows:

- 1) A request for operational assistance shall be made by the incident commander of the requesting Agency, or his/her designee. Each participating agency shall establish a designee for the MFF unit and provide the MFF Unit Commander with the name and contact information of the individual duly assigned.
- 2) A responding Agency may provide operational assistance, only to the extent that such law enforcement officers and equipment are not required for the adequate protection of the responding Agency's jurisdiction. The Chief of Police of the responding Agency, or his/her designee, shall have the sole authority to determine the amount of law enforcement officers and equipment, if any, available for such operational assistance.

The Portage County Sheriff's Department  
The Summa Health Police Department

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two thirds (2/3) of the Agencies must be present to have a quorum. The Advisory Board, each year, shall elect an Advisory Board chair person who must be a member of the current Advisory Board. The chair person will be tasked with creating the meeting agenda and presenting the needs of operations and potential changes for the Unit.

The Advisory Board shall oversee the coordination of training of the MFF Unit as well as developing agreed upon standards for the MFF Unit. The Advisory Board shall meet a minimum of two (2) times each year with written notice, via email, of meetings delivered at least ten (10) days in advance to each Advisory Board member.

#### Personnel

Each Agency shall retain full responsibility for compensation, including, but not limited to, liability insurance, retirement benefits, workers' compensation, and discipline of their own law enforcement officers assigned to the Unit, except as otherwise provided in this Agreement.

#### LIABILITY AND COST-RELATED ISSUES:

Each Agency engaging in any mutual cooperation and assistance pursuant to this Agreement agrees to assume its own liability and responsibility for the acts, omission, or conduct of such Agency's own law enforcement officers while such law enforcement officers are engaged in rendering such aid, cooperation and except as otherwise provided in this Agreement, subject to applicable provisions of O.R.C. including Sections 505.43, 737.04 and Chapter 2743.

Each Agency that furnishes personnel, property, police equipment, vehicles, resources and/or facilities to render services to another Agency to this Agreement in order to affect the purposes of the MFF Unit agrees to bear all personnel costs, including overtime, as well as loss or damage to equipment, vehicles, or property, except as set forth in this Agreement. Each participating agency agrees to be responsible for any personal injury or property damage caused solely by its negligent acts or omissions as determined by a court of competent jurisdiction, or as the parties may otherwise mutually agree. The privileges and immunities from liability, exemption from laws, ordinances, and rules, and all pension, insurance, relief, disability, workers' compensation, salary (including overtime compensation or compensatory time), death and other benefits that apply to the activity of a law enforcement officers of an Agency when performing the law enforcement officer's duties within the territorial limits of the law enforcement officer's Agency shall apply to the law enforcement officers to the same degree, manner, and extent while such law enforcement officers act under this Agreement.

Each Agency agrees to maintain its own comprehensive general liability insurance, professional liability insurance, and automotive liability insurance or maintain a self-insuring fund for the term of this Agreement in the amounts determined by each Agency to adequately insure such Agency's liability assumed herein.

**COMPLAINTS AGAINST UNIT MEMBERS:**

Whenever a complaint has been lodged as a result of the MFF Unit's efforts, a designee named by the commanding officer of that MFF Unit shall ascertain at a minimum:

The identity of the complainant(s) and an address where the complainant(s) may be contacted, the nature of the complaint and supporting evidence or facts as may be available including the names and addresses of witnesses to that which has been complained about, the identity of the MFF Unit participant(s) accused and the Agency(ies) of the participant(s) accused. The information will be promptly provided to each affected Agency for administrative review and appropriate handling or disposition by the respective Agency that the complaint was lodged against. Use of force reporting shall be completed by each participating Agency internally with a copy of the completed report submitted to the MFF Unit Commander.

The commanding officer of each agency responding to a MFF incident shall complete an after-action report summarizing the nature of the MFF deployment, action taken and any use of force reporting required by the participating agency.

**COPY TO EACH PARTICIPATING AGENCY:** When this Agreement is fully executed, a copy shall be provided to each participating Agency so that each Agency shall be fully aware of the powers, limitations, and expectations applicable to the MFF Unit and law enforcement officers.

**TERMS OF AGREEMENT:** This Agreement shall be effective as to the executing Agency upon execution by one or more participating Agencies. As each additional Party executes this Agreement, it shall be effective as to the newly executing Party. This Agreement may be executed in counterparts for dissemination to all Parties, and such counterparts shall be of the same force and effect as the original. Execution of this Agreement may be signified by properly signing a separate signature page, the original of which shall be returned to, and maintained by the Bath Township Police Department with copies of the fully executed document sent via regular U.S. mail, to 3864 W. Bath Rd. Akron, Ohio 44333.

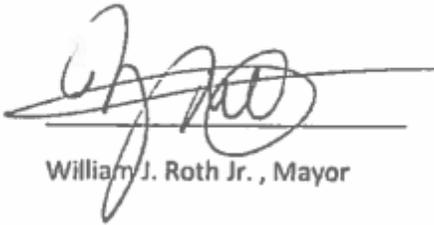
This Agreement shall remain in full force and effect as to all participating parties until earlier terminated in writing. Any party may withdraw from this Agreement upon providing (60) day written notice to the other Parties, via regular U.S. Mail.

This Agreement may be revised at any time by the Participating Agencies. Any written cancellation or extension shall be forwarded to the address identified above.

(Signature Pages to Follow)

MOBILE FIELD FORCE MULTI-JURISDICTIONAL OPERATIONAL ASSISTANCE  
MUTUAL AID AGREEMENT

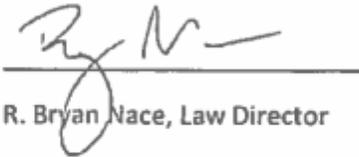
*"The City of Fairlawn"*



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William J. Roth Jr., Mayor

*Approved as to form and corrections:*



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R. Bryan Nace, Law Director

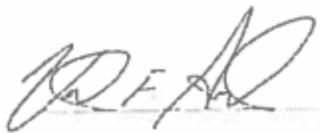


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Terry Wisener, Chief of Police

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE  
MUTUAL AID AGREEMENT

"The Township of Bath"



Vito F. Sinopoli, Chief of Police

11-9-20

Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

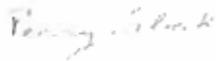
"The Township of Copley"

\_\_\_\_\_  
Michael Micr, Chief of Police

\_\_\_\_\_  
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The City of Hudson"



\_\_\_\_\_  
Perry Tabak, Chief of Police

04/19/2019  
\_\_\_\_\_

Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The City of Barberton"



Vince Morber, Chief of Police



Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The City of Cuyahoga Falls"

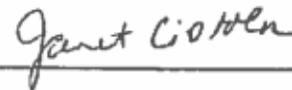
  
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Jack Davis, Chief of Police

4-16-2021  
Date

  
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Don Walters, Mayor

4-15-2021  
Date

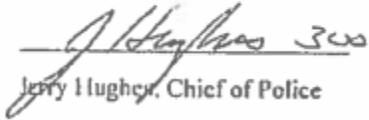
Approved As To Form:

  
\_\_\_\_\_  
Janet Ciotola, Director of Law

4-15-2021  
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

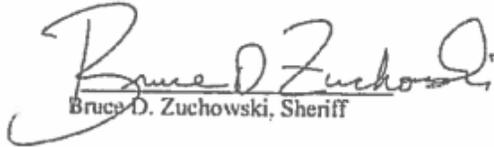
"The City of Munroe Falls"

 300  
Jerry Hughes, Chief of Police

04-19-2021  
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The Portage County Sheriff's Department"



Bruce D. Zuchowski, Sheriff

\_\_\_\_\_  
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The Village of Richfield"



Michael Wheeler, Mayor

07 / 14 / 2021

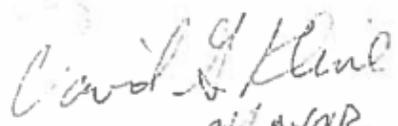
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The City of Tallmadge"



Ronald Williams, Chief of Police



MAYOR

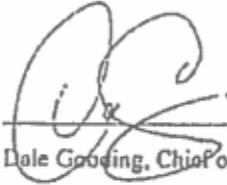
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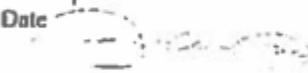
Date

**MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT**

**"The University of Akron"**

  
\_\_\_\_\_  
Dale Gooding, Chief of Police

4/5/2021  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Dallas Grundy, Senior  
Vice President and CFO

4/15/2021  
\_\_\_\_\_  
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The Summit County Sheriff's Department"

\_\_\_\_\_  
Kandy Fatherce, Sheriff

\_\_\_\_\_  
Date

MOBILE FIELD FORCE MULTI-JURISDICTION OPERATIONAL ASSISTANCE MUTUAL  
AID AGREEMENT

"The Summa Health Police Department"

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Keith Blough, Chief

---

Date